

The role of the Local Authority Designated Officer (LADO) is to oversee the investigation of allegations and concerns made against a person who works with children. As such, all allegations and concerns received must be reported to the LADO within one working day. This relates to those working in paid or voluntary activity. The allegation investigation will be completed by the individual's employing body and will be overseen to ensure all risks and concerns are considered. This may include other activities within the individual's life whether through paid work or voluntary roles. Police and Children's Social Care may also be involved in meetings if there are concerns regarding the safeguarding of children or where there may have been a criminal offence committed.

The LADO will oversee allegation management in relation to all cases where an allegation is made against, or a concern raised regarding any person who works or has worked with children, in a paid or unpaid capacity has:

- Behaved in a way that has harmed a child, or may have harmed a child
- Possibly committed a criminal offence against or related to a child, or
- Behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children

The scope of these procedures is not just for those cases relating to significant harm and should be applied in all circumstances where the above criteria is met. Allegations may be substantiated, unsubstantiated, unfounded, false or malicious

### **Why is it important?**

The LADO has a responsibility to ensure that where necessary, individuals who are found to pose a risk of harm to children are reported to the relevant regulatory body or the Disclosure and Barring Service (DBS). The LADO will also ensure that consideration is given to children across the communities and advise on a person's suitability to work with children and therefore, safeguarding children against those who pose a risk of harm to children.

### **How do we do it?**

Every employer is required to formally notify the LADO of any person working or volunteering with children, where one of the four allegation points above is met, within one working day.

The LADO will advise, in discussion with the Senior Manager within the organisation, what action should be taken by the employer and any action necessary to safeguard children where required, including consideration of whether the matter should be referred to Children's Social Care and Police.

The LADO may convene a LADO Strategy or Allegations Management meeting to evaluate the risks to children and oversee that appropriate actions are taken accordingly.

Criteria that may be considered as meeting the 4<sup>th</sup> allegation point might include: Children's Social Care involvement with their own child, being the perpetrator of domestic abuse, mental ill health or substance misuse issues that may impact the care of children, criminal proceedings for Hate crime or membership of organisations with terrorist or extreme right-wing links believed to cause harm to others.

LADO will determine the distinction between a complaint, a concern about the quality of practice and an allegation.



## One Minute Guide Local Authority Designated Officer (LADO)



### Safeguarding Advisor role

The Portsmouth LADO role has been established to provide safeguarding advice to colleagues working within statutory and non-statutory services. Where this relates to concern for a child's welfare the LADO will signpost to relevant services and where this meets threshold, the advice will be to contact the Multi Agency Safeguarding Hub (MASH). The LADO will also be able to advise when matters need to be formally referred to the LADO and when organisations should manage the situation internally. Data will be recorded for such contact in order to monitor demand on service and ensure appropriate level of service provision is maintained.

### What about vulnerable adults?

Adult Social Care have a similar post which is the Safeguarding Allegations Management Advisor (SAMA) and this is where there is a concern or allegation relating to a person working with vulnerable adults. For further information please contact Adults MASH.

### For more information:

LADO / Safeguarding Advisor

Email: [LADO@Portsmouthcc.gov.uk](mailto:LADO@Portsmouthcc.gov.uk)

Phone: 023 9288 2500