

What is the LADO?

Statutory Guidance (WTSC 2018) states local authorities should have a Designated Officer (LADO) to oversee the investigation of allegations made against people who work/volunteer with children and young people when the following criteria are met:

The person has allegedly:

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

Criteria

These four criteria relate to a person's behaviour in the workplace, the community and in their home and social life.

The LADO provides advice and guidance to employers and voluntary organisations, liaises with the police and other agencies, and has oversight of investigations to ensure a timely, thorough, and fair process.

How do we do it?

If those criteria are met, the LADO will advise, in discussion with the employer, manager or HR representative on what action should be taken by the employer and whether the matter should be referred to Children's Social care and Police.

LADO may convene an Allegation Meeting to evaluate the risks to children and oversee that appropriate actions are taken, to protect young people but also the individual themselves.

LADO does not typically have direct contact with the person of concern or directly manage any investigations.



One Minute Guide Local Authority Designated Officer (LADO)



Who is this relevant to?

- Schools & Nurseries
- Children's Detention Centres
- Children's Centres & Homes & Childcare settings
- Schools/ Nurseries/ PRUs (Pupil Referral Unit)/ Children's Detention Centres/ Children's Centres/ Children's Homes/ Childcare Settings
- Those who instruct, teach, train, coach & supervise children.
- Those delivering care (physically helping children with eating, drinking, toileting, bathing, dressing, or washing, or mental health care.
- Those providing guidance or advice mainly (or wholly) for children's educational, physical, and emotional wellbeing.
- Those moderating services used by children online.
- Driving vehicles used by children, e.g., school buses.
- Providing children with foster care, even if it is a private arrangement.

What should you do?

Anybody who has concerns about a people working or volunteering with children should discuss their concerns with their manager, HR provider and/ or their organisation's Designated Safeguarding Lead.

This discussion should help to clarify whether the criteria for making a LADO notification has been met. If it is still unclear whether the criteria has been met after this discussion, contact the LADO.

All allegations or concerns about people working with children and young people should be reported to LADO within 24 hours of the incident taking place/concern being shared.

How to contact LADO;

EMAIL: LADO@portsmouthcc.gov.uk or TEL: 02392 882500

LADO will respond to any communication within 24 working hours.