

If an allegation is unsubstantiated this means there was insufficient evidence it does not mean the event didn't happen, just that it cannot be proved either way.

Step Five

The LADO will continue to co-ordinate and review further action as necessary. They will record information and all outcomes to the process and ensure that, where necessary, individuals are referred to regulatory bodies by the employer.

KEY POINTS

- Regardless of the nature of allegations, and who receives the allegation, it must be reported to the LADO. This must include situations where the worker resigns. Compromise agreements are not acceptable in such circumstances and may put others at risk in the future.
- Complaints procedures are separate to the allegations process and, just because someone does not wish to make a complaint, this does not mean the allegation should not be considered and investigated.

If you have a concern about a child, please call somebody who can help:

STOCKPORT CHILDREN'S SOCIAL CARE

- Contact Centre 0161 217 6028
Minicom 0161 217 6024
- Out of Hours 0161 718 2188

GREATER MANCHESTER POLICE

- Emergency 999
- Non-Emergency 101

SAVEGUARDING CHILDREN UNIT

- 0161 474 5657 (Ask for the Duty IRO)

LADO CONTACT: Gerard Sweeney

Telephone No: 0161 474 5657

Email: gerard.sweeney@stockport.gov.uk

Website:

www.safeguardingchildreninstockport.org.uk



Information for Professionals



CHILD PROTECTION

Managing allegations of abuse made against somebody who works with children in Stockport

This information leaflet provides a brief guide to the allegations management process and the role of the Local Authority Designated Officer (LADO) for individuals who are subject to an allegation. If you are faced with an allegation against an employee, volunteer or professional working with or providing services to children, you are strongly advised to contact the LADO at the earliest opportunity. Failure to do this could put children and young people at risk of harm.

SECTION A: INTRODUCTION

This leaflet is about managing allegations of abuse made against individuals who work with children and young people in any setting. It is important that all allegations of abuse of children and young people are treated seriously and in line with the Stockport procedures.

(www.safeguardingchildreninstockport.org.uk)

The statutory guidance on the management of allegations can be found in Working Together 2013 Additional guidance was issued with regards to teaching staff in 2011 by the Department for Education (Ref: DfE-00061-2011).

SECTION B: SCOPE

This leaflet should be used for guidance in respect of all cases in which it is alleged that a person who has regular and unsupervised contact with children 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 they may pose a risk of harm to children.

SECTION C: PROCESS

Step One

If someone becomes aware of an allegation against an employee, volunteer or professional working or providing services for children and young people they should speak to their manager. If the line manager is the subject of the allegation then speak to their superior. That person then notifies the Local Authority Designated Officer (LADO) within one working day.

If the child needs medical attention, or there are immediate safeguarding concerns, then you should follow your child protection procedures and contact the LADO separately within one working day.

Step Two

The LADO and the reporting manager consider:

- Whether or not it needs referring to the Police and/or Children's Social Care Team;
- Whether it needs an Allegations Management Strategy Discussion;
- Whether your Human Resources need to be involved (if the employer is

- considering suspension).
- Whether they need to take any immediate action to ensure a child or other children are safe.

Actions will be agreed including a Point of Contact for the person who is the subject of the allegation.

Step Three

Outcomes from Allegations Management Strategy Discussion could be:

- Joint investigation by Police and Children's Social Care;
- Police investigation only;
- Children's Social Care investigation only;
- Employer follows own capability / disciplinary process;
- Formal Strategy Meeting (complex cases).

Any investigation will be undertaken as speedily as possible but timescales may be affected by the need for interviews and gathering evidence.

Step Four

Following the investigation a meeting will be held to discuss the outcomes:

- Threshold Not Met
- Malicious
- Unsubstantiated
- Substantiated