

Local Authority Designated Officer (LADO)



What is a LADO?

The Local Authority Designated Officer (LADO) is responsible for managing allegations against adults who work with children. This involves working with Police, Children's Social Care, employers, and other involved professionals. **The LADO does not conduct investigations directly**, but oversees and directs them to ensure thoroughness, timeliness and fairness. The regional LADO procedures can be found at: https://greatermanchesterscb.proceduresonline.com/chapters/p_man_allegations.html

When should you contact the LADO?

You should contact the LADO **within 1 working day of an incident** arising where it appears that an allegation or concerns about a person who works 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.
- Behaved in a way that indicates they may pose a risk to children.
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children.

Transferrable risks to refer:

- When someone has behaved in a way that raises safeguarding concerns in their personal life
- As a parent or carer has become subject to child protection procedures
- An employee or volunteer who is closely associated with someone in their personal life (E.g. partner, household member, family member) who may present a risk of harm to children who the member of staff or volunteer works with

The Safeguarding Lead in your organisation will need to assess whether to contact the LADO prior to discussing the concern with the individual. This will be assessed on an individual basis and should not happen if this will increase the level of risk to a child/ren. If the assessment determines that the level of risk will not increase, then initial fact-finding enquiries can be completed prior to contacting the LADO.

How to contact the LADO

If you need to make a formal referral please visit the Oldham Safeguarding Children Partnership website <https://www.olscb.org/professionals/lado/> and complete the LADO referral form.

Please ensure you include where the person works/volunteers on the referral form. The LADO Team can be contacted on 0161 770 8870 / 0161 770 0008 or by email - allegation.managment@oldham.gov.uk

What happens when you contact the LADO?

When you make a referral to the LADO, they will contact you as referrer to give you initial advice and guidance, you will also receive a response to your referral via email.

In some cases, the allegations may mean an Allegation Management Meeting is convened, this is independently chaired by the LADO and a record of this meeting will be provided to those in attendance. The LADO will:

- Advise employers/organisations on how to monitor and support the accused member of staff or volunteer during the process
- Monitor how the allegation impacts on other children and on the accused person and whether the allegation is part of a wider investigation

All LADO activity will be recorded securely on Oldham Children's Social Care Mosaic system.

What happens at the end of the LADO process?

The LADO will manage and oversee the investigations of the employer, Social Care and Police (where appropriate). Following this they will recommend whether the allegation is substantiated (taking-into-account the views of the employer, Social Care and Police). After each meeting a record of the minutes will be sent to everyone involved. Subsequent meetings may need to be held to review the investigation process.

When, having heard all the evidence, the attendees believe the allegation is substantiated, the LADO will advise on what action should be taken next and at what level. The LADO will decide, with the employer, whether an onward referral needs to be made to the appropriate regulatory body and the DBS (Disclosure & Barring Service), if the accused person is deemed to be a future risk to children.