

What happens when an allegation is made against you?

The majority of people who work with children or young people act professionally and aim to provide a safe and supportive environment for them. However, sometimes the behaviour of adults who work or volunteer with children and young people can result in allegations of harm being made against them.

It is never acceptable for an adult in a position of trust to harm a child or young person and therefore allegations or concerns regarding behaviour raised about staff, workers or volunteers in relation to children and young people are taken seriously.

If an allegation has been made or a concern raised about your behaviour in relation to children or young people, further information is needed to understand what has happened.

An allegation can apply to the workplace, community or to your personal life.

A LADO is a Social Worker that acts independently of your employer, they will offer advice to the employer and oversee investigations from partner agencies.

The LADO is involved from the initial phase of the allegation through to the conclusion of the case. They are NOT the investigators.

What is the role of a LADO (Local Authority Designated Officer)?

A senior Manager on being informed of an allegation, will consider this and consult with the LADO. Consideration will be made for any immediate safeguarding concerns.

An allegation that relates to a person in a position of trust that 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 towards a child or children in a way that indicates they may pose a risk of harm to children; or
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children.

The LADO will consider whether a Managing Allegations discussion/meeting is required

If it is necessary to investigate further a decision will be made whether this will be the Police, Social Care, your employer or a combination of agencies.

Following the investigation, a decision will be made to conclude the outcome as: Substantiated, Unsubstantiated, Unfounded, Malicious or False

Managing Allegations Meetings (MAM)

The purpose of a LADO MAM is to share information relevant to the allegation that has been made and to plan any investigations that are necessary.

Professionals who participate in LADO MAM will also be asked to draw conclusions about whether the allegation is substantiated or not, once all the information has been gathered. You will have an opportunity to provide your account for consideration.

Professionals involved in this process should maintain confidentiality. Information sharing should be restricted to those who need to know, in order to protect children, to facilitate enquiries, to manage related disciplinary process, or to determine whether an individual is suitable to work with children.

There will be clarity as to what information can be shared with you and by whom. Whilst all parties will endeavour to share as much information as possible with you in a timely and transparent manner, certain agency processes are beyond the control of the LADO.

Personal Support

You are entitled to personal and independent support either through your employer, or a relevant agency, family or friend. This may also be through your Union, GP or Occupational Health. This can be a difficult time and support for yourself is important.

Investigation outcomes

The outcome of any investigation can be:

- **Substantiated:** there is sufficient evidence to prove the allegation;
- **Malicious:** there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive or cause harm to the person subject of the allegation;
- **False:** there is sufficient evidence to disprove the allegation;
- **Unsubstantiated:** there is insufficient evidence to either prove or disprove the allegation. The term, therefore, does not imply guilt or innocence; or,
- **Unfounded:** to reflect cases where there is no evidence or proper basis which supports the allegation being made.

If the allegation is substantiated and you resign, are dismissed or your contract is not renewed due to the allegation, your employer is legally obliged to conclude the investigation.

They are legally obliged to inform relevant regulatory authorities such as Ofsted, CQC, Work. ie Social Work England and the disclosure Barring Service (DBS) Etc.

You should be informed of any subsequent referrals that are made and should any of these agencies undertake their own assessment of suitability to continue to work in a position of trust, you will be able to contribute your account to those processes.

Employers keep human resources records, which will detail the allegation, how it was investigated, the outcome and action taken.

Employers must disclose information in references when an allegation is Substantiated for any future safer recruitment positions.

If you have feedback or need to make a complaint

Go to www.milton-keynes.gov.uk and click on Report It, then click on Comment, compliment or complain, click Compliments and complaints and go down to How can I tell you about my complaint, comment and compliment? You will see an option to fill in the online form or you can call **01908 253817**.

Further information:

LADO

Mon - Thurs: 9am - 5pm

Fri: 9.00am- 4.30pm

Tel: **01908 254307**

lado@milton-keynes.gov.uk

Milton Keynes Council
Civic, 1 Saxon Gate East
Central Milton Keynes
MK9 3EJ

M19210 - September 2021

What happens
if an allegation
is made about
you?

MK Together

Understanding managing
allegations regarding people who
work or volunteer with children
and young people in a position of
trust

Tel: **01908 254307**

milton keynes council