

## Allegations against MAY workers (LADO Investigations)

If a report to the LADO is made, the matter becomes a Child Protection investigation. The organisation CANNOT carry out or continue to carry out investigations or share information until the LADO investigation closes or the organisation is told that a LADO investigation will not go ahead.

If the suspicion or allegation meets the following criteria the organisation must make a report to the Local Area Designated Officers (LADOs) who are authorised to investigate complaints or allegations regarding adults who work with young people:

- ANY complaints of a sexual nature
- If the criminal threshold was met
- Where physical injury resulted
- If it involved or involves physical abuse
- If it involved an incident in which a young person was restrained
- If it involves a serious incident of poor supervision that led to harm or withholding of medication
- Persistent, targeted emotional abuse
- Depending on the nature of the complaints, persistent minor complaints may indicate an underlying unsuitability to work with young people which could be reported to the LADO.

Where necessary the Safeguarding Officer will seek advice from the LADO to establish whether the allegation should be dealt with internally or be reported.

If the above criteria are met, the balance of probability is that the person of concern poses a risk to young people IF the allegation is upheld, and pending investigation that person would therefore be suspended by the organisation. This decision will be taken **within 1 working day**.

The complainant must be made aware that if the matter is passed on to the LADO, the organisation is NOT allowed to investigate further itself (it is against the law) unless and until the LADO tells the organisation it is allowed to.

If a report to the LADO is made:

The organisation will not automatically suspend the person of concern if there is no risk of immediate harm to a young person.

The person of concern may not be told that they are the subject of a LADO investigation in the case that this could jeopardise the investigation.

Should suspension of a member of staff or volunteer be necessary, and a LADO referral has been made, it will be explained to them that they have been suspended due to a child protection issue but no more can be said to them while the investigation is ongoing.

The parents or carers of any child\ren involved may not be told until the investigation is finished unless the child\ren are at immediate risk, in the case that this could jeopardise the investigation.

It is the role of the organisation to support the member of staff or volunteer if they are the subject of a LADO investigation, and a member of the MAY Management Committee will be assigned to a supportive role for that person.

A LADO investigation may end in three possible outcomes:

- unfounded - there is no evidence to support the allegation, and the allegation may be treated as untrue
- unsubstantiated - there is insufficient identifiable evidence to prove or disprove the allegation
- substantiated - the allegation is upheld.

In the event the LADO finds that allegations are substantiated allegations, criminal proceedings may follow and the person of concern should be dismissed from their role as a risk to young people. In this case a referral must be made to DBS Barring.

Additionally, a LADO investigation that indicates that the person's unsuitability for working with young people could extend to their capability as a parent, may result in a referral to the Multiple Agency Safeguarding Board (MASH) as a risk to their own children.

Policy reviewed October 2021. To be reviewed by October 2022