Flowchart: Allegations/Concerns Against Staff

Allegations/concerns identified in an organisation to be reported to the **Designated Senior Manager** immediately.

If the alleged behaviour has or may have harmed a child is a possible criminal offence, the **Designated Senior Manager** must make a referral to **MAAP** so actions can be taken to safeguard to child

Referral to be made to the LADO within 1 working day of the **Designated Senior Manager** becoming aware of the allegation



/

The referral will be reviewed by the **LADO** within 1 working day to determine next steps: This could include further information required, evaluations meeting, LADO allegations meeting or advice and guidance



Consultation / No further action

LADO will record on mosaic the outcome of the consultation and rational for not progressing

LADO Allegations meeting

Will be held when there is a clear concern in respect to an individual's behaviour that has led to a child suffering harm or at risk of being harmed

The purpose of the LADO allegations meeting is to determine, through a multi-agency forum, if the allegations are Substantiated, Unsubstantiated or false (it can take more than one meeting to reach this determination) and to plan enquires to enable the meeting to reach this determination

Will be held within 5 working days

LADO Evaluations meeting

Will be held when there are significant concerns raised, however no clear allegation about individuals but a multiagency discussion is required to progress to a decision about if LADO threshold is met

To be held within 10 working days



NFA No Role for LADO



Review Allegations meeting

Will be held to review the progress and plan interventions to enable the meeting to come to a decision in respect of original allegation

Reviews to take place within 6 weeks of the previous meeting, unless in extenuating circumstances.