MANAGING ALLEGATIONS/CONCERNS ABOUT INDIVIDUALS WHO WORK WITH CHILDREN

HAS AN ALLEGATION OR CONCERN BEEN MADE ABOUT AN INDIVIDUAL WHO WORKS OR UNDERTAKES A VOLUNTARY ROLE WITH CHILDREN

YES

DOES THE ALLEGATION OR CONCERN MEET ONE OR MORE OF THE FOLLOWING CRITERIA:

- has the person behaved in a way that has harmed a child, or may have harmed a child?
- has the person possibly committed a criminal offence against or related to a child?
- has the person behaved in an inappropriate way towards a child which may indicate that they are unsuitable to work with children?
- are there concerns about the person's behaviour towards their own children?
- the allegation/concern is about abuse that took place some time/years ago and the individual may still be working with or has contact with children.

NO

MATTER CAN BE DEALT WITH INTERNALLY BY THE ORGANISATION/ AGENCY RESPONSIBLE FOR THE INDIVIDUAL

- Perhaps through an internal disciplinary investigation.
- When a disciplinary investigation is not required, other appropriate action to deal with the matter should be taken **within 3 working days**

NOT SURE

CONTACT THE LOCAL AUTHORITY DESIGNATED OFFICER (LADO) ON PLYMOUTH 307144 FOR ADVICE.

IF THE LADO IS NOT AVAILABLE CONTACT THE SOCIAL CARE ADVICE AND ASSESSMENT SERVICE ON PLYMOUTH 308600.

NO

YES

IS THE CHILD AT RISK OF "SIGNIFICANT HARM"?

or

DOES THE CHILD APPEAR TO HAVE BEEN HARMED IN ANYWAY (eg cuts, bruises, scratches, swellings, broken bones etc. Please note this is not a definitive list of injuries and should be used as a guide only)

or

DOES A CRIMINAL ACT APPEAR TO HAVE BEEN COMMITTED (eg a push, pull, shove or hold may be technically a criminal offence in the eyes of the law)?

NO

CONTACT THE LADO **WITHIN 1 WORKING DAY** OF THE CONCERN/ALLEGATION BEING MADE KNOWN.

For concerns out of hours i.e. evenings after 5 pm and weekends (including Bank Holidays) when the LADO is not available, contact should be made with the Out of Hours Service on Plymouth 346984

YES

CONTACT THE SOCIAL CARE ADVICE AND ASSESSMENT TEAM IMMEDIATELY ON PLYMOUTH 308600 (OUT OF HOURS TELEPHONE 346984)

If you are unable to make contact with the Social Care Advice and Assessment Team you should contact the Police Child Abuse Investigation Team on Plymouth 284522.

Social Care colleagues and/or the Police will consider making an immediate visit to the child to assess the injury and/or threat of harm, in order to preserve evidence and ensure the ongoing/immediate safety and wellbeing of the child.

All cases of allegations or serious concerns about adults who work with children referred directly to Social Care or the Police, must also be notified to the LADO by the said referring agency, **within 1 working day** of the allegation/concern being made known.

Similarly the relevant Social Care Team Manager and / or the police force's designated manager should also make contact with the LADO, within the timeframe, to ensure that they have been notified of the allegation / concern.

DISCUSSION WITH LADO

Discussions with the LADO will establish whether the allegation/concern has or may have some foundation and should, therefore, be dealt with under the Managing Allegations/Concerns Procedures

NO FURTHER ACTION REQUIRED WITHIN PROCEDURES

DISCUSSION WITH LADO

Discussions between the LADO, Social Care and/or the Police confirm actions to date and the Managing Allegations/Concerns Procedures have been initiated.

MANAGING ALLEGATIONS/CONCERNS PROCEDURE INITIATED

STRATEGY REVIEW MEETING called following discussions between the LADO and the Social Care Chairing and Reviewing Service. Wherever possible the Strategy Review Meeting should be arranged **within 5 working days** of the allegation/concern being made known.

Strategy Review Meeting attended by:
LADO, Social Care, Police, Employing or Engaging Agency / Organisation and any other relevant party identified by the chair of the meeting or the LADO.
Strategy Review Meeting not attended by:
the alleged victim or perpetrator.

OUTCOME OF STRATEGY REVIEW MEETING

ROUTE A
NO FURTHER ACTION REQUIRED IN MULTI AGENCY ARENA.

ROUTE B
NO CHILD PROTECTION CONCERN BUT THE EMPLOYING OR ENGAGING AGENCY TO DEAL WITH SPECIFIC ACTIONS AGREED AT THE STRATEGY MEETING. THIS MAY INCLUDE INTERNAL DISCIPLINARY ACTION

ROUTE C
ASSESSMENT BY SOCIAL CARE UNDER SECTION 17 OF THE CHILDREN ACT 1989 TO DETERMINE IF THE CHILD REQUIRES SERVICES AS A "CHILD IN NEED"

ROUTE D
SECTION 47 INVESTIGATION WHERE THE CHILD IS AT RISK OF SIGNIFICANT HARM OR IS LIKELY TO BE AT RISK OF SIGNIFICANT HARM.

ROUTE E
INVESTIGATION BY THE POLICE IN RESPECT OF A POSSIBLE CRIMINAL OFFENCE.

MAY LINK TOGETHER

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POSSIBLE FURTHER STRATEGY REVIEW MEETING

All outcomes of actions agreed at any of the above meetings must be reported to the LADO