



Learning & Development 7-Minute Briefing

What is the LADO?

May 2022

safeguardingpartnership.org.uk

Children's
Safeguarding Assurance
Partnership
Blackburn with Darwen - Blackpool - Lancashire

01 Background:

The Local Authority Designated Officer (LADO) is the person who should be notified when it has been alleged that a person who works with children has:

- Behaved in a way that **has harmed or may have harmed** a child;
- **Possibly committed a criminal offence** against, or related to a child; or
- Behaved towards a child or children in a way that indicates they **may pose a risk of harm to children**;
- Behaved or **may have behaved in a way that indicates they may not be suitable to work with children**.

(Further details can be found in: [CSAP Procedures for Managing](#)

02 Why It Matters:

[Allegations against People who work with Children](#)).

The LADO is responsible for providing advice, information and guidance to employers about allegations or concerns regarding both paid and unpaid workers, including:

- Managing and overseeing individual cases from all agencies
- Ensuring there is a consistent, fair and thorough process for all adults working with children against whom allegations are made
- Managing the process of cases to ensure they are dealt with as quickly as possible

The LADO does NOT investigate the allegation. However, advice

03 Information:

can be sought from, or referred to, the LADO directly if there is a concern about how a professional or volunteer has behaved. It is often also useful to inform your line manager/safeguarding officer that you are raising an allegation. Further detailed information about reporting, including Local Authority LADO contacts can be found in the [Pan-Lancashire LADO Information](#) on the CSAP website.

Risk Indicators may include: • A pattern/history of low-level incidents; • Historical concerns; • A breach of safer working practices; • Not following established policies and procedures of the workplace; • Staff not being properly trained regarding Safeguarding Policies and Procedures; • Little or no culture of openness, transparency and support.

Important: DBS checks cannot be solely relied upon to identify unsuitable people – it is therefore essential to follow safer recruitment practices.

Legislation and Government guidance sets out the processes to be followed by agencies when responding to allegations against adults who work with children and young people. All organisations should therefore have procedures for dealing with allegations

04 What to Do:

which are consistent with guidance in [Working Together to Safeguard Children](#) and [Keeping Children Safe in Education](#). It is essential that any concern/allegation of abuse made are dealt with fairly, quickly and consistently to protect the child and support the adult.

All allegations that meet the allegation criteria must be reported to the relevant Local Authority Designated Officer (LADO) within one working day. If a child has been (or is at risk of being) harmed by a professional or volunteer, the local Children's Social Care (CSC) Team needs to be notified and the LADO informed (note: if CSC complete a strategy, then the LADO needs to be invited).

05 Questions to Ask:

- Have all staff signed up to safer working practices and can this be evidenced?
- Do ALL staff know who they should raise concerns with?
- Are all policies and protocols consistent with Government guidance and best practice? How do we know?
- Is there a culture of openness and transparency?
- Are senior leaders expressly familiar with statutory guidance?
- Do key staff know how and when to make a referral to the LADO?