

A brief guide to ....  
*The Role of the LADO (Local Authority Designated Officer) and the Management of Allegations against Adults who 'Work' with Children.*

Detailed procedures and guidance relating to the management of allegations against people who work with children are contained within

- Working Together to Safeguard Children (2010) – Appendix 5
- SSCB Inter-Agency Procedures : Part 7

**1. What is a LADO :**

The LADO provides advice and guidance to employers and other individuals/organizations who have concerns relating to an adult who 'works' with children (including volunteers and agency staff), and the nature of those concerns raise the possibility of

- behaviour that has harmed or may have harmed a child
- possibly committed a criminal offence against or related to a child
- behaved towards a child, or behaved in other ways, that suggests they may be unsuitable to work with children.

**2. What does the LADO do?**

Provides an 'Initial Discussion' which allows for the giving of advice and guidance relating to the most appropriate way of managing the allegation or concern, and most importantly will help establish what the 'next steps' should be in terms of investigating the matter further. The LADO will help ensure that, where appropriate, specific activities are initiated (eg Child Protection/Police processes) and consideration is given to issues such as – notifying the child's parents/carers; suspending the adult; risks to other children; communication with relevant other organizations/bodies; supporting the adult; possible media interest. The LADO will also monitor the progress of an investigation and assist an employer in the taking of any difficult judgments about a person's suitability to remain in the children's workforce.

**3. Key points!**

- *Any concern or allegation should be referred to the LADO within 24 hours.*
- *In cases where the adult is unaware of the concern or allegation it may not be appropriate to tell them immediately – it may prejudice a possible Police investigation. The LADO will provide advice.*
- *Compromise agreements are not an acceptable resolution to a concern, and even if someone resigns it should not prevent a full and thorough investigation into the matter.*

**4. How do I refer a matter to the LADO?**

- *If the adult is employed within the schools/education sector then an Initial Discussion can be undertaken with the following staff: Julie Astall covers East Staffs, Tamworth, Cannock and Lichfield – 01785*

*278958; Diane May covers Stafford and South Staffs 07773 791568;  
Josie Hulme covers Newcastle and the Moorlands 07813 909119*

- *For adults employed, commissioned, or volunteering in any aspect of the children's workforce outside of the schools/education sector then an Initial Discussion can be undertaken with a LADO located in the First Response Team – 01785 277311 (Lado matters only)*
- *In addition to the above contact details, the Initial Discussion can also be initiated via the First Response Team main contact number – 0800 1313 126. (firstr@staffordshire.gov.uk).*