## 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: MATTER CAN BE DEALT WITH INTERNALLY BY THE has the person behaved in a way that has harmed a child, or may have harmed a ORGANISATION/ NO AGENCY RESPONSIBLE FOR • has the person possibly committed a criminal offence against or related to a child? THE INDIVIDUAL • has the person behaved in an inappropriate way towards a child which may indicate Perhaps through an that they are unsuitable to work with children? NOT internal disciplinary • are there concerns about the person's behaviour towards their own children? NO **SURE** CONTACT THE LOCAL investigation. • the allegation/concern is about abuse that took place some time/years ago and the **AUTHORITY** When a disciplinary individual may still be working with or has contact with children. **DESIGNATED OFFICER** investigation is not (LADO) ON PLYMOUTH required, other > YES **307144** FOR ADVICE. appropriate action to deal with the matter IS THE CHILD AT RISK OF "SIGNIFICANT HARM"? IF THE LADO IS NOT should be taken within AVAILABLE CONTACT DOES THE CHILD APPEAR TO HAVE BEEN HARMED IN ANYWAY (eg cuts, bruises, scratches, 3 working days THE SOCIAL CARE swellings, broken bones etc. Please note this is not a definitive list of injuries and ADVICE AND should be used as a guide only) ASSESSMENT SERVICE ON PLYMOUTH DOES A CRIMINAL ACT APPEAR TO HAVE BEEN COMMITTED (eg a push, pull, shove or hold 308600. may be technically a criminal offence in the eves of the law)? YES CONTACT THE SOCIAL CARE ADVICE AND ASSESSMENT TEAM IMMEDIATELY ON CONTACT THE LADO WITHIN 1 WORKING DAY OF THE PLYMOUTH 308600 (OUT OF HOURS TELEPHONE 346984) CONCERN/ALLEGATION BEING MADE KNOWN. If you are unable to make contact with the Social Care Advice and Assessment Team you should contact the Police Child Abuse For concerns out of hours i.e. evenings after 5 pm and Investigation Team on Plymouth 284522. weekends (including Bank Holidays) when the LADO is not available, contact should be made with the Out of Social Care colleagues and/or the Police will consider making an Hours Service on Plymouth 346984 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. NO FURTHER DISCUSSION WITH LADO **ACTION** REQUIRED Discussions with the LADO will establish whether the DISCUSSION WITH LADO WITHIN allegation/concern has or may have some foundation **PROCEDURES** Discussions between the LADO, Social Care and/or the Police confirm and should, therefore, be dealt with under the actions to date and the Managing Allegations/Concerns Procedures 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 D ROUTE E ROUTE B ROUTE A INVESTIGATION BY NO CHILD PROTECTION SECTION 47 ROUTE C NO FURTHER INVESTIGATION WHERE THE POLICE IN CONCERN BUT THE EMPLOYING ASSESSMENT BY SOCIAL CARE **ACTION REQUIRED** THE CHILD IS AT RISK OF RESPECT OF A OR ENGAGING AGENCY TO UNDER SECTION 17 OF THE IN MULTI AGENCY POSSIBLE CRIMINAL SIGNIFICANT HARM OR IS DEAL WITH SPECIFIC ACTIONS CHILDREN ACT 1989 TO ARENA. LIKELY TO BE AT RISK OF OFFENCE. AGREED AT THE STRATEGY DETERMINE IF THE CHILD SIGNIFICANT HARM. MEETING. THIS MAY INCLUDE REQUIRES SERVICES AS A INTERNAL DISCIPLINARY "CHILD IN NEED" **ACTION** MAY LINK TOGETHER MAY LINK TOGETHER POSSIBLE FURTHER STRATEGY REVIEW MEETING All outcomes of actions agreed at any of the above meetings must be reported to the LADO