

## **Managing allegations against people who work with children & the role of the Local Authority Designated Officer**

The framework for managing allegations is set out in the Hampshire Safeguarding Children Board (HSCB) procedure [http://4lscb.proceduresonline.com/hampshire/p\\_alleg\\_against\\_staff.html](http://4lscb.proceduresonline.com/hampshire/p_alleg_against_staff.html) Working Together to Safeguard Children (2018) and Keeping Children Safe in Education (2018). While Working Together has been updated, the framework of Appendix 5 of the 2010 version still forms the basis of the HSCB procedure.

The framework applies to all who work with children and young people, including those who work in a voluntary capacity. It also covers a wider range of allegations than child protection, including cases in which it is 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
- behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

It is essential that any allegation of abuse made against a person is dealt with consistently, fairly, quickly and in a way that provides effective protection for the child and at the same time supports the person who is the subject of the allegation.

An integral part of the framework for managing allegations against staff is the role of the **Local Authority Designated Officer (LADO)**. The LADO is responsible for the management and oversight of individual cases and must be informed of all allegations or concerns relating to staff or volunteers that fit the criteria above before any investigation starts.

The LADO will provide advice and guidance to any agency or employer providing services for children. Where necessary they will liaise with Children's Social Care and other agencies, monitor the progress of cases and work to ensure that all allegations are dealt with appropriately.

The two Hampshire County Council LADOs you would have contact with are Barbara Piddington & Mark Blackwell, based in the Safeguarding Unit. The LADOs cover separate districts of the county, but each will cover for the other during periods of leave or absence. Fiona Armfield may provide cover in times of absence in her role as LADO for specialist and residential provision.

Barbara Piddington covers:- East Hampshire, Fareham, Gosport, Havant, Hart and Rushmoor.

Mark Blackwell covers:- Basingstoke, Eastleigh, New Forest, Test Valley and Winchester.

**The LADOs can be contacted on telephone number:- 01962 876364.**

If appropriate you may be asked to complete a LADO referral form as a method of making a written referral. The referral e-form can be found on the safeguarding section of the SfYC webpages.

Accordingly, all safeguarding allegations or concerns about a member of staff or volunteer should be discussed with Barbara Piddington or Mark Blackwell in the first instance who will liaise, as necessary, with social care and the police.

Both LADOs also have a wider safeguarding remit and are accountable to Dave Watson, Head of the Safeguarding Unit.