

Escalations to LADO Policy

0161 Education CIC

Policy Owner	0161 Education CIC
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Reviewed By	Jozef Chlebik



0161 Education helps children and young people shift their mindset to make positive choices for themselves and those around them. We care about the individual. We commit to each programme. We provide change.

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1. Intent of policy

This policy has been developed to provide staff, students, volunteers, and partners with a framework to understand procedures and act accordingly where there have been allegations made against an adult working with children.

This policy should be used in line with our Safeguarding and whistleblowing policies.

We are all responsible for safeguarding the wellbeing of those around us, particularly in relation to young people at risk of abuse.

The Company Director is responsible for:

- Implementing and monitoring this policy.
- Developing and maintaining policies.
- Standards and guidance on implementing this policy
- Coordinating actions relating to this policy
- Raising awareness of this policy
- Ensuring there is ongoing compliance with the policy and its supporting standards and guidelines.

The Local Authority Designated Officer, also known as the Designated Officer of the Local Authority (DOLA), is responsible for managing allegations against Local Authority Designated Officer and Persons in Positions of Trust Policy adults who work with children. It was implemented following the Working Together to Safeguard Children (2018) legislation (Chapter 2 Paragraph 4) and is governed by Local Authorities' duties under section 11 of the Children Act 2004.

The Local Authority Designated Officer works closely with police, children's social care, employers and other involved professionals but does not directly conduct investigations. It will try to ensure impartiality as much as possible whilst not having direct contact with the adult about whom the allegation has been made, or the family of the child/children involved. It will, however, ensure those parties have information regarding outcomes.

2. LADO Responsibility

The Local Authority Designated Officer is responsible for;

- Providing advice, information and guidance to employers and voluntary organisations around allegations and concerns regarding paid and unpaid workers.
- Managing and overseeing individual cases from all partner agencies.
- Ensuring the child's voice is heard and that they are safeguarded.
- Ensuring there is a consistent, fair and thorough process for all adults
- working with children and young people against whom an allegation is made.
- Monitoring the progress of cases to ensure they are dealt with as quickly as possible.
- Recommending a referral and chairing the strategy meeting in cases where the allegation requires investigation by police and/or social care.

The Local Authority Designated Officer is involved from the initial phase of the allegation through to the conclusion of the case. The Local Authority Designated Officer is available to discuss any concerns and to assist in deciding whether you need to make a referral and/or take any immediate management action to protect a child.

3. When to inform LADO

The Local Authority Designated Officer must be contacted within 24 hours in respect of all cases in where 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

- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

There may be up to three strands in the consideration of an allegation:

- A police investigation of a possible criminal offence
- Enquiries and assessment by children's social care about whether a child is in need of protection or in need of services
- Consideration by an employer of disciplinary action in respect of the individual.

4. Procedures

Managing allegations against people who work with children

Where an employee feels any of the above apply, they must immediately inform the Company Director, Jozef Chlebik in the first instance.

If the Company Director is unavailable, or the allegation is against the Company Director, then they are to contact the Board of Directors.

Contact details are as follows:

- Andrew Cheshire - 07914015532
- Clement Studholme - 07828415301

Staff must ensure someone is informed at the earliest opportunity, therefore in the unlikely event that contact cannot be established with both of the above individuals, then the member of staff should contact The Local Designated Officer directly.

<https://safeguardingchildren.salford.gov.uk/media/1397/salford-lado-resource-oct-2020.pdf>

If staff wish to have an informal conversation with the Salford LADO before making a referral, they can call 0161 603 4350.

At the initial stages:

- Obtain a written account of the allegation from the person to whom the allegation was made record details of any potential witnesses.
- Record the details of any discussions and the rationale for any decisions that have been made about the child(ren) and/or adult.
- Review CCTV or any additional sources of information.

- Confirm the child(ren) are safeguarded with an agreed interim safety plan

Timescales:

- Referrals to the LADO must be made within 24 hours of the incident