

## LADO PRACTICE GUIDANCE

February 2023

Allegation/concern identified by employer or reported to Police/Children Social Care (CSC) Inform Kirklees LADO within 1 working day (or the next working day) of alleged behaviour: behaved in a way which has harmed a child, 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 which indicates that he/she may pose a risk to children behave or may behave in a way that indicates they may not be suitable to work with children Consultation between LADO, Headtecher/DSL/Senior Manager Allegation does not Formally logged by LADO meet LADO threshold LADO Referral form completed if criteria met Follow the guidance Child suffering or at risk of Employer/HR action Possible criminal offence for low-level concerns. suffering significant harm Employer to consider Agency referral to CSC/ safeguarding measures LADO refers to police for LADO discussion with CSC with advice from LADO initial evaluation if necessary (i.e., suspension) Share information Decide action within Allegations Management Meeting (AMM) if required to inform Single agency **CSC** investigation Police investigation investigation by employer **Outcomes** Substantiated / Unsubstantiated / Unfounded / Malicious / False (Education only) Actions: No further action Referral to: Identify any Professional advice, guidance, Disclosure and Barring Service lessons or training Teaching Regulation Agency learning Disciplinary process Ofsted for practice Criminal prosecution Social Work England development Dismissal - appropriate information or other identified professional or sharing registered body

