

Allegations of abuse against people who work with children

Staff members who have concerns about the behaviour of a colleague towards a child are undoubtedly placed in a very difficult position. They may worry they have got the situation wrong. All staff must remember that the welfare of the children is paramount. This policy allows staff to raise concerns or an allegation knowing it is in confidence. All concerns should be reported to the designated lead practitioner which is Rebecca Owen or Deputy Laura Barber. If the complaint should be such that it is about the deputy staff should report to the lead practitioner Rebecca Owen, however if the concern is about the lead or anybody acting as the lead staff should report this to the designated trustee Mrs Susan Bowyer.

Specifically, the question should be asked as to whether the allegation or concern possibly meets any one of the following thresholds:

- Behaved in way that 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 that indicates they may pose a risk of harm to children

If any of these situations apply then report to the designated lead as soon as possible. The designated lead will then consult with the Local Authority Designated Officer (LADO) within 24 hours of the allegation being made.

The designated lead will:

- Offer reassurance that the information will only be shared on a need to know basis
- Make a written record of the information and sign and date the written record
- NOT notify the person concerned at this stage
- Refer to the LADO within 24 hours unless emergency then First Response/Police immediately
- Make referral to the Disclosure and Barring Service if removed from regulated activity

LADO procedure is to:

- Provide advice/ guidance
- Liaise with police and other agencies
- Monitor the progress of cases to ensure they are dealt with as quickly as possible and it is done so fairly
- Seek to resolve any inter- agency issues
- Collect and store all confidentiality information in relation to the allegation

LADO will advise us about:

- Next steps
- Whether/ how to inform the accused person

- How to inform the Child's parents
- Suspension
- How to monitor the outcome

Ofsted will also be notified of any allegations

Important numbers

<p style="text-align: center;"><u>Contact Details for the LADO - Staffordshire</u></p> <p style="text-align: center;">Freephone: 0800 1313 126 (Monday to Thursday, 8.30am to 5.00pm and Friday 8.30am to 4.30pm) Email: frist@staffordshire.gov.uk In an emergency outside hours telephone 0845 6042 886</p> <p style="text-align: center;"><u>Contact Details for the LADO - Stoke-on-Trent</u></p> <p style="text-align: center;">The Safeguarding Referral Team (SRT) 01782 235100 (Monday to Thursday, 8.30am to 5.00pm and Friday 8.30am to 4.30pm) In an emergency outside office hours telephone 01782 234234</p>
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Follow up liaison, monitoring and data collection will be by the risk management co coordinator

Risk management co coordinator 01785 854019

Police 0845 33020

Police out of hours 01785 354030- emergency duty service

If an allegation has been made against a staff member then the procedure:

Allegations/concerns against staff and volunteers, disciplinary/suitability process (see Flow chart) will follow actions.

Further guidance can be found using the following links:

Staffordshire: Section 4A Allegations of Abuse against a Person who Works with Children

Stoke: DO1 Managing allegations against staff and volunteers working with children and young people (LADO)