

Heckmondwike Grammar School

Policy: Statement of Procedures for dealing with allegations of abuse against staff

Status: Statutory

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Statement of Procedures for dealing with allegations of abuse against staff

These procedures are contained in our Children Protection and Safeguarding Policy 2022-23 and can be located on pages 43-44

Managing Allegations

Local Authority Designated Officer (LADO)

Kirklees LADO Team welcomes our contact in relation to concerns we may have about any adult in a position of trust or working (paid or unpaid) with children.

This Kirklees LADO web page allows professionals, employers, voluntary or faith organisations to access early advice and guidance from the LADO via the link below;

[Local Authority Designated Officer \(LADO\) | Kirklees Council](#)

The LADO must be informed within 1 working day (or the next working day) when an allegation is made; prior to any further investigation taking place (**Appendix 7**) Improved outcomes for children are aided by close collaboration between single and multi-agency partners, through timely quality conversations

Who should be referred to the LADO

All allegations relating to the harm of a child or young person by those who work with them must be taken seriously and reported to the LADO if it is alleged that a person who works with children (in a paid or unpaid capacity) has:

- Behaved in a way that has or may have harmed a child
- Possibly committed a criminal offence against/related to a child
- Behaved toward a child in a way that indicates he or she would pose a risk of harm
- An allegation has been made against a person in relation to his/her work with adult service users, which causes concern about the welfare of an adult service user's children or the person also has another role working with children

Reasons for an allegation

An allegation is made against a person in relation to a matter that may indicate that the person may not be suitable to work with children. This can be connected with his/her employment or voluntary activity, or in relation to a person's private life where;

- Concerns arise about a person's behaviour about his/her own children
- Concerns arise about the behaviour of a partner, member of the family or other household member
- Where other information suggests they may pose a risk to any person that may demonstrate a transferable risk within their role with children

The LADO will ensure that all allegations and enquires are managed proportionately and appropriately; sharing information to ensure that children are safeguarded within multi agency settings