



# ARE YOU WORRIED ABOUT AN ADULT WHO WORKS WITH CHILDREN? A GUIDE FOR PARENTS AND CARERS

All organisations providing services to children and young people must ensure that their staff and volunteers are safe to do so. Most adults who work with children and young people act professionally and aim to provide a safe environment for the children and young people in their care. However, the behaviour of adults who provide services to children can result in allegations of harm being made against them. It is never acceptable for an adult in a position of trust to harm a child and allegations are always taken seriously.



# PARENTS AND CARERS INFORMATION

You have been given this leaflet as information has been received indicating a child you care for may have been harmed by an adult working or volunteering in a position of trust. We understand this will be an upsetting and difficult time for you. This leaflet aims to explain what may happen next. If you need support you can seek this from your GP, or a social worker - if you have one.

## WHAT HAPPENS WHEN AN ALLEGATION IS MADE ABOUT A PERSON IN A POSITION OF TRUST?

The employer will need to follow the procedures below:

- The details of the incident should be written down and shared with the safeguarding lead for the organisation. They should then consider if they need to contact the Local Authority Designated Officer, (LADO).
- The criteria for contacting the LADO is when a person in a position of trust has:
  - Behaved in a way that has harmed a child or may have harmed a child.
  - Possibly committed a criminal offence against or related to a child.
  - Behaved in a way that indicates they may pose a risk to children.
  - Behaved or may have behaved in a way that indicates they may not be suitable to work with children
- If the allegation meets the criteria, the safeguarding lead must contact the LADO within 1 working day.
- The parents or carers of the young person involved should be told as soon as possible following the allegation or disclosure by the safeguarding lead. However, information sharing might be limited because of the need to maintain confidentiality while further enquiries are being made.
- Depending on the seriousness of the allegation a referral might go to Children's Social Care or the police, but the LADO will still be informed.

# WHAT IS THE ROLE OF THE LOCAL AUTHORITY DESIGNATED OFFICER (LADO)?

- The LADO is there to give independent advice to an employer or agency, but is not responsible for completing any investigations. The LADO will monitor cases to ensure that they are dealt with in a timely, thorough and fair way.
- The LADO will not be able to share specific information with you regarding the adult under investigation, but will ask that a safeguarding lead keeps you informed. You will not ordinarily be in direct contact with the LADO.
- At the end of an investigation an outcome is agreed. However, you may not be given much information about this as employers need to maintain confidentiality under data protection legislation, but they will attempt to share information where possible. If you are concerned about the investigative process you should keep in touch with the safeguarding lead and if appropriate follow any complaints procedures they have in place.

## CONFIDENTIALITY

It is important to maintain confidentiality and you should not share any information with third parties or on social media, as this might impact upon an ongoing investigation. Information cannot be shared by involved agencies or professionals without the consent of the LADO.

## FURTHER INFORMATION

This guidance follows statutory framework which is set out in 'Working Together to Safeguard Children' and 'Keeping Children Safe in Education'.



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CHILDREN FIRST

