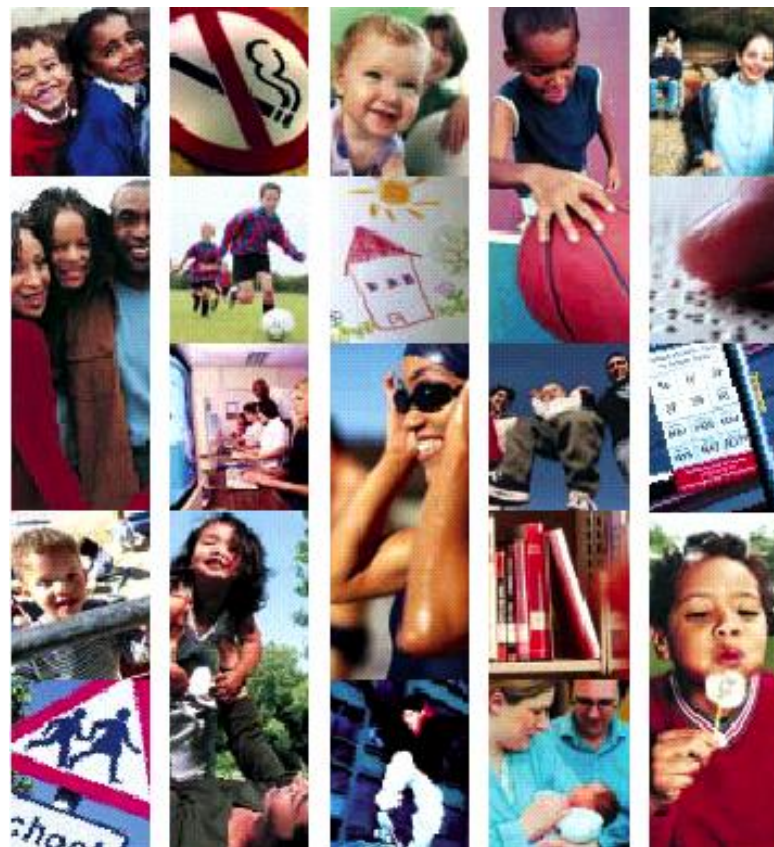


Managing allegations against adults who work with children

LADO Melanie Scott
Direct line – 0191
2116730

Children's Safeguarding
Standards Unit
0191 277 4636

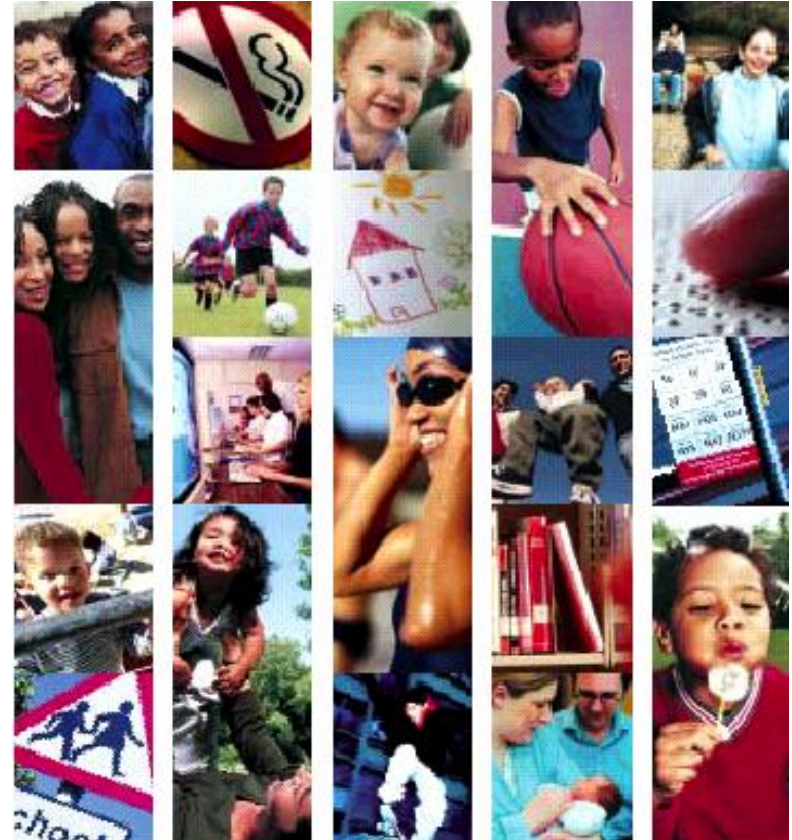


Working Together to Safeguard Children 2013

Why are we considering allegations?

Everyone shares responsibility for safeguarding and promoting the welfare of children and young people, irrespective of individual roles

Children can be subjected to abuse by those who work with them in any setting. All allegations of abuse or maltreatment of children by a professional, staff member, foster carer or volunteer must therefore be taken seriously and treated in accordance with consistent procedures



An allegation is...

Information or a concern which suggests an adult working with children and young people 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, a child; or
- behaved towards a child or children in a way that indicates s/he is unsuitable to work with children

WT2010 App. 5 para 1 page 356

Local Authority Designated Officer

“It is important to ensure that even apparently less serious allegations are seen to be followed up, and that they are examined objectively by someone independent of the organisation concerned.” WT10 App5 Para 14 page 359

- Management and overview of cases from all agencies, if criteria met
- Give advice and information to Senior Managers
- Monitoring progress of cases, to timescales
- Consistent thorough application of policy and process
- Maintains information databases for all allegations
- Produce qualitative and quantitative reports for the LSCB

Cont...

- Contributes to strategy discussions
- Liaison with Police
- Work with Senior Managers to refer to The Disclosure and Barring Service and other professional regulatory bodies
- In summary, LA designated officers have oversight of the process: provide advice to employers, liaise with the police and other agencies, monitor progress of cases and collate data.

Summary of process

- Allegation is made.
- Designated senior person refers to LADO within 1 day
- Initial consideration, allegation possibly true/false
- Not obviously false, strategy discussion inc LADO and employer
- Possible criminal offence - LADO informs police
- Possible harm to a child - Referral to Initial Response Service

Vetting and Barring

The Criminal Records Bureau and Independent Safeguarding Authority have merged and are now known as the Disclosure and Barring Service

Major Changes

- Protection of Freedoms Act 2012 recently received Royal Assent some changes came into affect from 10th September 2012
- New definition of regulated activity
- Repeal of controlled activity
- Repeal of registration and continuous monitoring
- Repeal of additional information
- Minimum age (16) at which someone can apply for a CRB check
- More rigorous relevancy test for when the Police release information held locally on an enhanced CRB check

Not Changing

- You must make appropriate referrals to the DBS
- You must not engage in regulated activity someone whom you know has been barred by the DBS
- Everybody within the pre-September definition of regulated activity will remain eligible for enhanced CRB checks, whether or not they fall within the post-September definition of regulated activity

Disqualification by Association

- Statutory guidance' Disqualification under the Childcare Act 2006 has been published today
- <https://www.gov.uk/government/publications/disqualification-under-the-childcare-act-2006>

Concerns of the Workforce

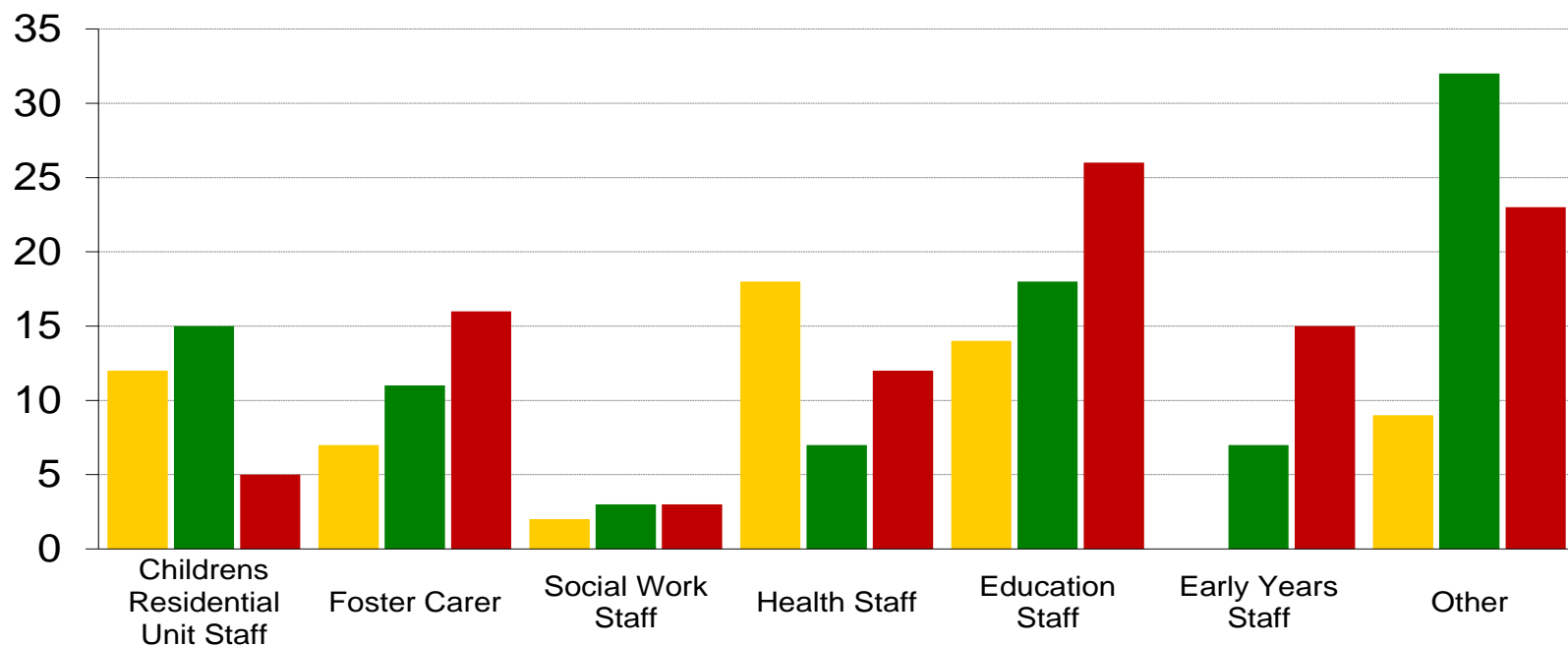
- Lots of allegations are false and malicious;
- Cases take a long time to resolve – people are suspended for long periods without support;
- People are named and attract damaging publicity in the local or national press so careers are destroyed even if the person is innocent.

Facts

- Very few allegations are deliberately invented or malicious;
- 69% of cases are resolved in under a month, but 23% take up to 3 months and 8% have been resolved in 3-12 months.
- A person is suspended in only a small percentage of cases;
- Most reports in the national press are about people charged with an offence or a criminal trial.

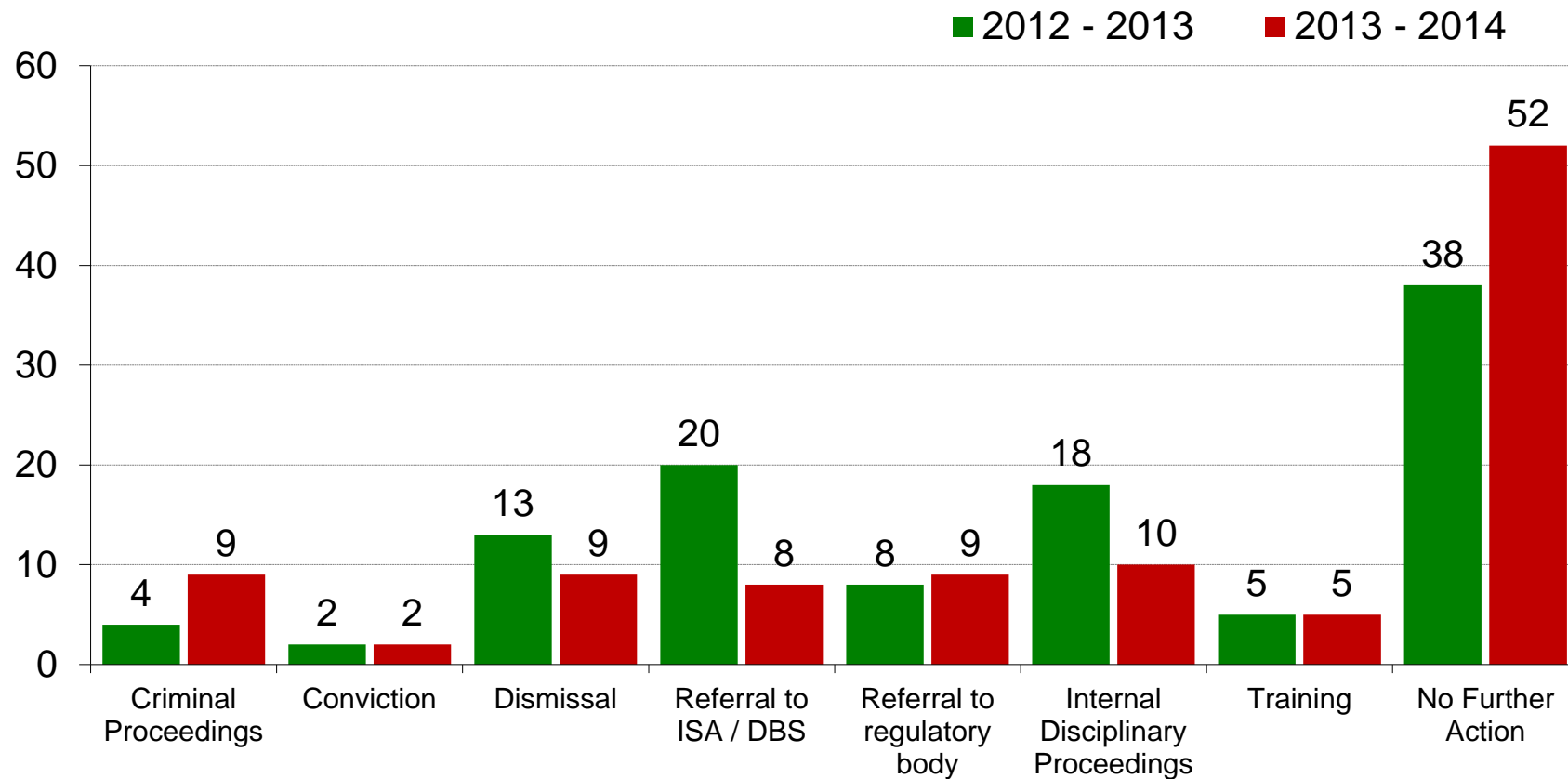
Allegations made against

Chart 3: Allegations made against (staff group type)



■ 2011 / 2012	12	7	2	18	14	0	9
■ 2012 / 2013	15	11	3	7	18	7	32
■ 2013 / 2014	5	16	3	12	26	15	23

Case outcomes 2013/14



Linking to an effective cycle of practice

