

Be conscious of 'blind loyalty', you have a duty of care and accountability to the SSCB to refer Position of Trust issues

If a concern is raised that a person may have behaved inappropriately or information is received that may constitute an allegation the following actions should be taken:

- report it to the designated Senior Manager as soon as possible, however trivial it may seem;
- make a signed and dated written record of the concerns, observations or the information received to pass on to the designated Senior Manager;
- maintain confidentiality and guard against publicity while an allegation is being considered or investigated and follow local information sharing protocols.

Do not

- attempt to deal with the situation;
- make assumptions, offer alternative explanations or diminish the seriousness of the behaviour or alleged incidents;
- keep the information and promise confidentiality;
- take any action that might undermine any future investigation or disciplinary procedure, such as interviewing the alleged victim or potential witnesses, or informing the alleged perpetrator or parents or carers.

The same action should be taken if the allegation is about abuse that has taken place in the past, as it will be important to find out if the person is still working with or has access to children.

Challenge poor practice in the workplace; it may prevent an allegation being made Monitoring and progressing of cases is crucial – Outcomes must be fed back to the LADO

You can ask the LADO for advice or consultation prior to a matter being progressed to a formal Position of Trust interagency meeting. If you are unsure about the concerns you have in respect of a Position of Trust matter, you can always present your concerns via a 'scenario' without providing details of the individuals concerned.

You are encouraged to contact the QDU and the staff can provide you with an interagency Partnership referral form and helpful guidance – 'How to make a referral to the LADO' which will assist you in making the referral. It is important to contact the LADO if you are unsure about what to do next.

If you are requested to attend a Position of Trust meeting – please come prepared with any information your agency made hold in respect of the children and family and in respect of those who are in a Position of Trust.

Contact Details:

Ms Uzma Bhatti
Local Authority Designated Officer
Quality Development Building
Metsec Broadwell Road
Oldbury B69 4HE
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The role of Sandwell's Local Authority Designated Officer (LADO)

Managing allegations in Sandwell

Great People
Great Place
Great Prospects
Great Performance

Managing Allegations should be fair, balanced and proportionate

What Sandwell's Local Authority Designated Officer (LADO) do?

The Local Authority Designated Officer is a social work manager who on the behalf of the Sandwell Safeguarding Children's Board (SSCB) oversees all allegations against any person working with children and vulnerable young people.

The appointment of the Local Authority Designated Officer is in response to Chapter 6 and Appendix 5 of 'Working Together to Safeguard Children' (2006).

The SSCB and its partner agencies are under a duty to inform and assist the Local Authority Designated Officer in managing this process from referral to conclusion.

Local authority designated officers have the authority to refer individuals in a Position of Trust to Governing Bodies or to relevant authorities for consideration of barring an individual from working with children.

Partner Agencies are strongly encouraged to familiarise themselves with 'Working Together' guidance

What is an allegation in respect of someone in a Position of Trust?

- Behaved in a way that has harmed, 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 he or she would pose a risk of harm if the work regularly or closely with children.

Don't Delay

- If cause to suspect a child is suffering, or likely to suffer, significant harm, referral to children's social care and strategy discussion to be convened.
- If no cause to suspect that 'significant harm' is an issue, but a criminal offence might have been committed, the LADO should inform police and convene similar discussion involving employer.

Position of Trust Principles

- Child's welfare paramount.
- Covers whole of Children's Work Force including volunteers.
- Adults about whom there are concerns should be treated fairly and honestly and provided with support.
- Responsibility of all adults to promote welfare of children and young people. This responsibility extends to a duty of care for those adults employed, commissioned or contracted to work with children and young people.
- It is important to note that situations in a personal environment are considered in the wider context of safeguarding children.

What are the LADO's responsibilities?

Management and oversight of individual cases, providing advice and guidance to social need provider managers.

Monitoring the progress of cases to ensure they dealt with within agreed timescales.

Ensuring a consistent and thorough process for all those working with children and young people where allegations have been made.

Maintaining information databases on all allegations.

Producing qualitative and quantitative six monthly reports for the Sandwell Safeguarding Children's Board.

Chairing of Position of Trust meetings.

Contribute to training and development programmes and raising awareness across Sandwell's workforce.

Liaison with Strategic Lead for Safeguarding, Ofsted, Police, Education, Health and other partner agencies.

Referring some individuals to the Independent Safeguarding Authority when they deemed to pose a risk of harm if the work regularly or closely with children.

The Local Authority Designated Officer/s provide advice and guidance