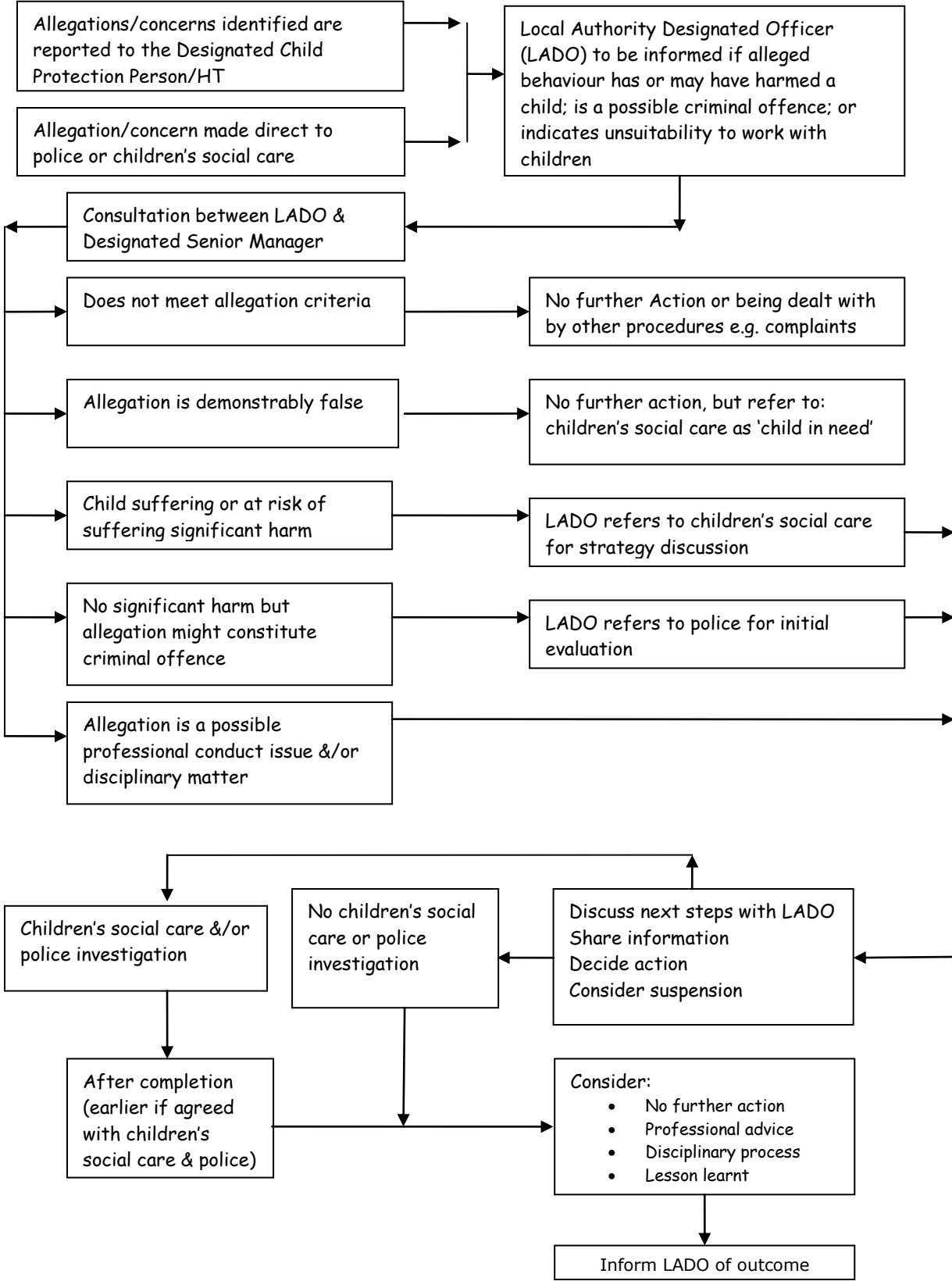


**ALLEGATIONS/CONCERNS AGAINST STAFF
ACTION BY DESIGNATED CHILD PROTECTION PERSON
& LA DESIGNATED OFFICER**



Allegations/concerns identified are reported to the Designated Child Protection Person/HT

Allegation/concern made direct to police or children's social care

Local Authority Designated Officer (LADO) to be informed if alleged behaviour has or may have harmed a child; is a possible criminal offence; or indicates unsuitability to work with children

Consultation between LADO & Designated Senior Manager

Does not meet allegation criteria

No further Action or being dealt with by other procedures e.g. complaints

Allegation is demonstrably false

No further action, but refer to: children's social care as 'child in need'

Child suffering or at risk of suffering significant harm

LADO refers to children's social care for strategy discussion

No significant harm but allegation might constitute criminal offence

LADO refers to police for initial evaluation

Allegation is a possible professional conduct issue &/or disciplinary matter

Children's social care &/or police investigation

No children's social care or police investigation

Discuss next steps with LADO
Share information
Decide action
Consider suspension

After completion (earlier if agreed with children's social care & police)

- Consider:
- No further action
 - Professional advice
 - Disciplinary process
 - Lesson learnt

Inform LADO of outcome