

What happens if an allegation is made against you?



The members of the meeting will decide:

- What is required to safeguard child/ren involved and any other children with whom you may have contact
- Whether a police and/or social care investigation is required or whether disciplinary procedures should be followed
- What information can be shared with you and by whom
- What support should be provided to you and others who may be affected and by whom? This support is in addition to that offered by your Union Representative if you have one, or your GP.

If an investigation is needed

Any investigations will be carried out by the most appropriate agencies and will feed back to the LADO. A further strategy meeting may be held to decide what action is needed to ensure children are safeguarded.

The Outcome

The strategy meeting will decide if the allegation is:

- A. Unfounded—evidence was available to prove the allegation did not happen in the way it was interpreted
- B. Unsubstantiated—it cannot be proven that it did or did not happen
- C. Substantiated—evidence was able to prove the allegation did happen
- D. Malicious—evidence was available which proved the allegation was made with malicious intent

Substantiated Allegations

If the allegation is substantiated and you are dismissed, or resign before you were dismissed your employer is legally obliged to refer the matter to the Disclosure and Barring Service. They have the power to decide whether or not you should be barred from, or have conditions imposed in respect of working with children. It may also be necessary to contact your professional organisation i.e HPCP for Social workers or OFSTED for early years settings.

You may be worried about:

The length of time the process takes

Every effort is made to resolve the matter as quickly as possible, particularly as you may be suspended. You will be kept informed and updated throughout the process.

Your reputation

Confidentiality will be maintained and information is restricted to those who have a need to know. If you are returning to work following a suspension your manager/ employer will discuss with you how to make your return as easy as possible.

What is written about you

Employers keep personnel records which will detail how the allegation was investigated, the decisions reached, and the actions taken. They will be kept on file for ten years or until you reach normal retirement age, whichever is sooner. Records for school staff fall under different procedures.

Disclosure and Barring Service checks may reveal the out come of strategy meetings if the police have been in attendance.

For further information see:
http://greatermanchesterscb.proceduresonline.com/chapters/p_man_allegations.html , speak to your Union Representative, HR department or your organisations welfare officer

What Happens if an allegation is made against you?

The majority of people who work with children act professionally and aim to provide a safe and supportive environment for them. However, sometimes the behaviour of adults can result in allegations of abuse being made against them. It is never acceptable for an adult in a position of trust to harm a child and therefore allegations or concerns about behaviour of employees, foster carers or volunteers in relation to children should always be taken seriously.

Reporting Allegations

Allegations or concerns are reported to the Local Authority Designated Officer (LADO). This is a statutory role as defined in the Working together to Safeguard Children 2013. Available at www.education.gov.uk

Investigating Allegations

If an allegation has been made or a concern raised about your suitability to work with children, further information is needed to understand what has happened. We understand this will be a difficult time for you and this leaflet will explain the process of an investigation once an allegation has been made.



Process of investigating Allegations

Report of Allegation or concern

Senior Nominated Officer/manager contacts Local Authority Designated Officer within 1 working day to consider next steps and to consider if an adult has:

1. Behaved in a way that has harmed or may have harmed a child
2. Possibly Committed a criminal offence against or related to a child
3. Behaved towards a child in a way that indicates they may be unsuitable to work with them

A strategy meeting may be organised to decide what action is required

A Police investigation or social Care assessment may be needed

The employer may take action including disciplinary investigation

LADO tracks progress, monitors outcomes and reports to the Tameside Safeguarding Children's Board

Strategy Meetings

A strategy meeting is a multi-agency meeting which will discuss:

- Details of the Allegation or concern
- You and your role with children, and whether there have been any previous allegations made against you
- The child/young person making the allegation

The meeting will be chaired by the LADO. It is their responsibility to manage the allegations process. You will not be involved in the meeting and neither will the child/ren or their family.

The meeting will be attended by:

A representative of your employer or agency, and in some cases a member of Human resources

A representative from the police if it appears a criminal offence may have been committed

Health, legal, social care and OFSTED representation may also

attend depending on the situation or organisation

Tameside Local Authority Designated Officer

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