

Managing Allegations against adults working or volunteering with children in Nottinghamshire

**Any person working or volunteering
with children may be the subject of
an allegation/concern at some point
in their career.**

**Most allegations/concerns against
staff or volunteers relate to their
behaviour in the workplace
however some allegations/concerns
may relate to their personal life or
the care of their own children.**

**Working Together to Safeguard
Children requires that every local
authority has a Local Authority
Designated Officer (LADO) who
undertakes this work.**



Nottinghamshire

In Nottinghamshire the work of the LADO is undertaken by LADO Allegations Officers. The LADO AOs provide advice and guidance to employers and voluntary organisations where there are allegations / concerns about a person working or volunteering with children and young people.

The Managing Allegations Service (MAS) brings together the LADO AOs and a team of social workers who take responsibility for responding to and assessing allegations/concerns.

We respond to both current and non-recent allegations/concerns. This includes allegations/concerns made by an adult now, about events from their childhood.

What happens during the Managing Allegations Process?

- You will be allocated a social worker from the Managing Allegations Service who will contact you to introduce the service and discuss the work they will need to complete with you.
- If you have children, the social worker may complete a child and family assessment to determine how the allegation impacts your family.
- If there is a police investigation the social worker may not initially be able to discuss the details of the concerns with you.
- Multi-agency meetings will take place; as these are investigative meetings, you will not be invited.
- The social worker will provide a report to the Managing Allegations Meeting, your views will be included in the report and relayed to the meeting by the Social Worker.
- Attendees from the agencies involved will review all the available information.

How long will the Managing Allegations Process take ?

We are unable to predict how long a process may take however it will be progressed as quickly as possible allowing for a fair and thorough investigation.

The MAS social worker will keep in touch with you and your employer, where applicable.

Support

This process can be stressful and it is important for you to be supported. Arrangements for support will be discussed with you and can be accessed through your GP, counselling or occupational health.

Police role

The police are always involved in the Managing Allegations Process and will give a view about whether there is a crime for them to investigate or not.

Employer's role (including volunteers and agency workers)

Your employer will:

- Consider safeguards required and your duties while the investigation continues.
- Advise you to seek support from your Trade Union if you have one.
- Provide you with a named support person.

Please talk to your employer if you are distressed and your health and general well-being are affected

What if I resign or leave?

The Managing Allegations Process will continue should you resign or leave employment before the process is concluded.

What if I don't have a manager?

The process remains the same however further discussions will be needed about support options.

Possible outcomes of the Managing Allegations Process

Substantiated - There is sufficient evidence to prove the allegation.

Unsubstantiated - There is insufficient evidence to either prove or disprove the allegation. The term, therefore, does not imply guilt or innocence.

Unfounded - There is no evidence or proper basis which supports the allegation being made.

Malicious - There is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive.

False - There is sufficient evidence to disprove the allegation.

The LADO AO will write to you with the outcome of the investigation.

Confidentiality

The information about this process is kept confidential and any information sharing will be carefully considered.

Record keeping

Information relating to this matter will be kept on your confidential social care record

Following the conclusion of the Managing Allegations Process

You can request copies of social work reports and minutes of Managing Allegations Meetings from the social worker. These will be available at the end of the process and information relating to third parties will be removed.

Information about the complaints process is available in the linked procedures below.

Employer investigations

Following the conclusion of the Managing Allegations Process, your employer may need to undertake an internal investigation, normally under a disciplinary procedure.

Referrals to DBS and Regulatory Bodies where applicable

If the threshold is met, your employer will make referrals to the DBS and any Regulatory Bodies you are registered with.

Links to Nottinghamshire's Managing Allegations Practice Guidance

For current allegations :

nottinghamshirechildcare.
proceduresonline.com/chapters/p_
man_alleg.html

For non-recent allegations:

nottinghamshirechildcare.
proceduresonline.com/chapters/p_
hist_case_ab.html

For allegations against foster carers:

nottinghamshirechildcare.
proceduresonline.com/chapters/p_
investigating.html

Shout 85258 is a free, confidential, anonymous text support service. You can text from wherever you are in the UK. Text **SHOUT** to **85258** for free, confidential support, 24/7.

www.giveusashout.org

Nottinghamshire Healthcare NHS Foundation Trust, major provider of mental health and community healthcare services.

Crisis Line – Call 0808 196 3779

The crisis line is open 24 hours a day, seven days a week, to people of all ages.

NHS Every Mind Matters - advice and practical tips to help you look after your mental health and wellbeing:
nhs.uk/every-mind-matters

Nott Alone – Local mental health advice and help for young people in Nottingham and Nottinghamshire:
www.nottalone.org.uk

Links to support organisations :

Samaritans – a free helpline is available round the clock on **116 123** or jo@samaritans.org.
www.samaritans.org