

## ALLEGATIONS OF ABUSE AGAINST STAFF

### Harm threshold:

- 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:
- Behaved towards a child or children in a way that indicates they pose a risk of harm to children.

### DO:

Immediately safeguard the child or children – this may include making a request for support via the Front Door.

Take steps with member of staff to minimise risk in consultation with your HR adviser and in considering welfare support for the member of staff.

Notify the LADO within 24 hours by completing the County LADO Service referral form.

Check if the member of staff holds any other position, paid or voluntary, within the children's workforce.

Take the matter seriously and focus on fact and context.

Ensure you know the child's lived experience and record the child's voice.

Contact the LADO Enquiries Officer if you need advice or are unsure.

### DON'T:

You must not speak to the member of staff or take any action about the allegation until you have spoken with the LADO.

Do not 'end' investigations if the member of staff leaves or resigns before an outcome has been established.

Do not make assumptions or share your opinion.