ALLEGATIONS AGAINST ADULTS WORKING WITH CHILDREN IN A POSITION OF TRUST

Consultation with LADO re an issue of concern

Threshold not met

Recorded as a consultation with the LADO

Threshold met

Refer to LADO (within 24 hours)

Referral to be submitted by referrer. To the LADO at [LADO@plymouth.gov.uk](mailto:LADO@plymouth.gov.uk) regarding the adult. If you are concerned about the welfare of a child also refer to the MASH at [MASH@plymouth.gov.uk](mailto:MASH@plymouth.gov.uk)

LADO service will set up the Allegations Management Meeting including sending out invitations

LADO service will create a confidential record on Eclipse for the adult

SW to be allocated in the MASH

**Allegations Management Meeting/discussion –** LADO may complete a Need to Know at any stage in the process

Investigation/actions agreed. Minutes circulated by the LADO service

**Conclusion of LADO process**

Employers to feedback to the employee

LADO to write to the adult confirming conclusion of the LADO investigation

If appropriate the LADO may write to the child thanking them for their bravery

SW to confirm with the family the conclusion of the LADO process with outcome of either:

**Substantiated**

(Sufficient evidence to prove occurred)

**Possible employer action**

**Potential update to DBS by employer/referral to relevant professional body**

**Malicious**

(Clear evidence allegationmadedeliberately)

**Unsubstantiated**

(Cannot be proven either way)

**Unfounded**

(Misrepresentation or mistake)