

BE CONSCIOUS OF 'BLIND LOYALTY', YOU HAVE A DUTY OF CARE AND ACCOUNTABILITY TO THE SCSP TO REFER POSITION OF TRUST ISSUES

If a concern is raised that a person may have behaved inappropriately or information is received that may constitute an allegation the following actions should be taken:

- report it to the Designated Safeguarding Lead as soon as possible, however trivial it may seem;
- make a signed and dated written record of the concerns, observations or the information received to pass on to the Designated Safeguarding Lead
- maintain confidentiality and guard against publicity while an allegation is being considered or investigated and follow local information sharing protocols.

DO NOT

- attempt to deal with the situation;
- make assumptions, offer alternative explanations or diminish the seriousness of the behaviour or alleged incidents;
- keep the information and promise confidentiality;
- take any action that might undermine any future investigation or disciplinary procedure, such as interviewing the alleged victim or potential witnesses, or informing the alleged perpetrator or parents or carers.

The same action should be taken if the allegation is about abuse that has taken place in the past, as it will be important to find out if the person is still working with or has access to children.

Challenge poor practice in the workplace; it may prevent an allegation being made. Monitoring and progressing of cases is crucial – Outcomes must be fed back to the LADO

HOW TO CONTACT THE SANDWELL LA

You must request advice and guidance from the LADO prior to submitting a formal Position of Trust Referral Form..

Once it has been confirmed that a Referral form should be submitted. Please submit the request to: sandwell_LADO@sandwellchildrenstrust.org

Please avoid asking individuals of concern to complete a statement (these are often undertaken by the Police).

It is important to contact the LADO if you are unsure about what to do next.

If you are requested to attend a Position of Trust meeting – please come prepared with any information your agency made hold in respect of the children and family and in respect of those who are in a Position of Trust.

CONTACT DETAILS:

Ms Michelle Pinnock-Ouma
Local Authority Designated Officer

Quality & assurance Service
Metsec, Broadwell Road, Oldbury B69 4HE

Tel: 0121 569 4770



MANAGING ALLEGATIONS IN SANDWELL



THE ROLE OF SANDWELL'S LOCAL AUTHORITY DESIGNATED OFFICER (LADO)



WHAT SANDWELL'S LOCAL AUTHORITY DESIGNATED OFFICER (LADO) DO?

The Local Authority Designated Officer is a qualified social worker who on behalf of the Sandwell Safeguarding Children's Partnership. The (SCSP) oversees all allegations against any person working with children and vulnerable young people.

The appointment of the Local Authority Designated Officer is in response to Chapter 6 and Appendix 5 of 'Working Together to Safeguard Children' (2006).

The SCSP and its partner agencies are under a duty to inform and assist the Local Authority Designated Officer in managing this process from referral to conclusion.

The Local Authority Designated officers have the authority to refer individuals in a Position of Trust to Governing Bodies or to relevant authorities for consideration of barring an individual from working with children e.g. HCPC, SWE, Ofsted and so forth.

WHAT IS AN ALLEGATION IN RESPECT OF SOMEONE IN A POSITION OF TRUST?

- Behaved in a way that has harmed, 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 which indicates he or she would pose a risk of harm if they work regularly or closely with children.
- Behaved in a way that indicates they may be unsuitable to work with children (includes transferable risk)

DON'T DELAY

- If cause to suspect a child is suffering, likely to suffer significant harm, please call MASH on 0121 569 3100 or email access_team@sandwellchildrenstrust.org
- Please ask if a strategy meeting is needed, if not why not ?
- If no cause to suspect that 'significant harm' is an issue, but a criminal offence might have been committed, the LADO should inform the police and convene similar discussions involving the employer.

POSITION OF TRUST PRINCIPLES

- Child's welfare paramount.
- Covers whole of Children's Work Force including volunteers.
- Adults about whom there are concerns should be treated fairly and honestly and provided with support.
- Responsibility of all adults to promote welfare of children and young people. This responsibility extends to a duty of care for those adults employed, commissioned or contracted to work with children and young people.
- It is important to note that situations in a personal environment are considered in the wider context of safeguarding children.

PARTNER AGENCIES ARE STRONGLY ENCOURAGED TO FAMILIARISE THEMSELVES WITH 'WORKING TOGETHER' GUIDANCE

WHAT ARE THE LADO'S RESPONSIBILITIES?

Management and oversight of individual cases, providing advice and guidance to social need provider managers.

Monitoring the progress of cases to ensure they are dealt with within agreed timescales.

Ensuring a consistent and thorough process for all those working with children and young people where allegations have been made.

Maintaining information databases on all allegations. Producing qualitative and quantitative annual reports for the Sandwell Children's Safeguarding Partnership Board.

Chairing of Position of Trust meetings.

Contribute to training and development programmes and raising awareness across Sandwell's workforce.

Liaise with Strategic Lead for Safeguarding eg Ofsted, Police, Education, Health and other partner agencies in respect of governance and leadership.

Supporting employers in and /referring identified individuals to the DBS (Disclosure & Barring Service) when they are deemed to pose risk of harm. children.

THE LOCAL AUTHORITY DESIGNATED OFFICER/S PROVIDE ADVICE AND GUIDANCE