

# Safeguarding 7 minute briefing: Managing Allegations Against Adults

## What will happen?

If a child is at risk of being harmed or has been harmed, LADO will organise a 'managing allegations' strategy meeting. The child's voice, any disability and communication needs as well as cultural/religious needs will be considered.

Your Managing Allegations flowchart can be found on your staff Safeguarding Board.

## Background

If there is an allegation against an employee/volunteer who works with children, follow the 'managing allegations procedures'. Consider the following: \*Behaved in a way that has harmed/may have harmed a child. \*Possibly committed a criminal offence against/related to a child; or \*Behaved towards a child(ren) in a way that indicates they may pose a risk of harm to children. \*Behaved/may have behaved in a way that indicates they may not be suitable to work with children. The individual concerned could be, for example, a volunteer at a youth group, teacher, healthcare professional, faith leader or sports coach.

## What to do

All organisations should have clear procedures for dealing with allegations. It is essential that any concern/allegation of abuse made is dealt with fairly, quickly and consistently to protect the child and support the adult. Please speak to your Head/ Designated Senior Manager for advice and information or contact the Cornwall LADO team on: 01872 326536, lado@cornwall.gov.uk.

## Key guidance

Working Together 2018 'All adults who come into contact with children and young people in their work have a duty of care to safeguard and promote their welfare.'



[Click here for quiz](#)

## Why it matters

The majority of people who work with children are safe and act professionally. Sometimes the behaviour of adults give rise to allegations of abuse being made against them. It is not acceptable for an adult in a position of trust to cause harm to a child and therefore allegations or concerns about the behaviour of people who work or volunteer with children are taken seriously. Knowledge of harm committed to a child must always be reported.

## Information

If a person in a position of trust cares for children of their own who become subject to a child protection investigation or plan, this may impact on their ability to work safely with children. The employer needs to consider these issues along with Human Resources and the LADO. If someone is dismissed or resigns and there are safeguarding concerns, this could result in an adult being barred from working with children. This is part of the DBS process.

## Risk Indicators

\*A pattern/history of low-level incidents. \* Historical concerns \* Breach of safer working practices \* Not following the established policies and procedures of the workplace. \* Staff not properly trained regarding Safeguarding policies and procedures. \* A lack of a culture of openness, transparency, and support. DBS checks cannot be relied upon solely to identify unsuitable people.