

Managing Allegations

What is an allegation?

In terms of the Education Act, an allegation is made when a worker has behaved in a way that indicates that they may be unsuitable to work with a child.

If an allegation has been made that an employee or volunteer in your setting has;

- 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 in a way that indicates that they may pose a risk to children
- behaved or may have behaved in a way that indicates they may not be suitable to work with children

Then you must notify the Local Authority Designated Officer ([LADO](#)) within 24 hours. If you are unsure whether the information shared falls under the allegation criteria or should be dealt with internally by the employer as a practice concern, please contact the LADO without delay. The LADO will then establish, in discussion with the employer, thresholds met and next steps.

Allegations relate to any individual that works with children or manages and facilitates access to an establishment where children are present. This includes paid and unpaid employees, contractors, volunteers and those in positions of leadership and management. These behaviours can refer to incidents within and outside of the workplace.

Under the 2018 regulations, settings/schools are no longer required to establish whether a member of staff providing or working in childcare is [disqualified by association](#). Disqualification by association is still relevant where childcare is provided in domestic settings or under domestic registration. Within [KCSiE](#), relevant settings do have a responsibility to assess transferable risk for any allegations made about staff members.

Do not:

- Make assumptions based on personal knowledge of the child or person of concern
- Alert the person of concern to the allegation until a discussion has taken place with LADO and next steps have been agreed
- Question the child, witnesses and person of concern
- Take any photographic evidence
- Delay in reporting

Do:

- Refer to LADO without delay
- Refer to [The Children's Resource Service](#) if there is reason to suspect that a child is suffering or is likely to suffer significant harm
- Notify parents or carers of children involved in the allegation without delay. However, where a strategy discussion is required relevant agencies should be consulted about what information can be disclosed.
- Notify HR
- Follow your setting's safeguarding policy and procedures



Further reading:

- What to do if you're worried a child is being abused ([Child abuse concerns - guide for practitioners](#))
- www.gov.uk/government/publications/working-together-to-safeguard-children--2
- SSCP: [Southampton Safeguarding Children Partnership](#)
- www.nspcc.org.uk
- [Safeguarding and welfare \(southampton.gov.uk\)](http://Safeguarding and welfare (southampton.gov.uk))