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What is Managing Allegations?

Everyone is at risk of allegations being made against them at any time and we need to ensure clear safer working practices are in place. An allegation against a person in a position of trust has to be taken seriously and dealt with in a way that protects both the person who has been harmed and the worker whom the allegation has been made against. This means a process needs to be followed to ensure this is done fairly for all involved.



Allegation Management Process - Adults



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How will it work?

It is the employers responsibility to decide whether the threshold for allegation management is met. If the employer is unsure a consideration form can be completed and emailed to the Allegation Management Lead (AML); help can be given to decide if the threshold is met. A referral form needs to be completed by the employer if the threshold is met and the AML will arrange an allegation management strategy meeting. Any immediate safeguarding concerns will need to be addressed by the employer.

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Further Information:

AML contact: Jayne Todd

Tel: 01706 922925

Email: aml@rochdale.gov.uk

Adult social care:

Tel: 0300 303 8886

Tel: 0300 303 8875 (out of hours 4.45 pm - 8.30 am)

Disclosure and barring service:

www.gov.uk/government/organisations/disclosure-and-barring-service

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Thresholds:

A person who works with adults with care and support needs who has:

- * behaved in a way that has harmed or may have harmed an adult with care and support needs or child.
- *possibly committed a criminal offence against, or related to, an adult with care and support needs or a child.
- *Behaved in such a way as to indicate that they pose a risk of harm to adults with care and support needs.

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Safeguarding enquiry:

Any adult with care and support needs who has alleged to have been harmed by the alleged perpetrator will need to be subject to safeguarding procedures. The safeguarding process will run alongside the allegation management process. The focus within the safeguarding enquiry will be on the individual and how they want / need to be protected.

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What happens after the strategy meeting?

Substantiated allegations

If the allegation is substantiated and the employee or volunteer is dismissed, or resigns, the employer has a legal duty to refer the matter to the Disclosure and Barring Service (DBS) or other professional regulatory bodies.

Record keeping

Employers will keep records which will detail the allegation, how it was investigated, the outcome and the action taken. The info will be kept on Rochdale local authority's allegation management system for a specific period of time, dependent on the outcome.

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What happens at Allegation Management Strategy

The AML will chair the meeting. The employer has to attend the meeting; police and adult social care may also attend. The alleged perpetrator will not be involved.

Members of the meeting will decide:

- *What is required to safeguard the adult involved or any other adults with care and support needs with whom the staff member has contact.
- *Whether a police and/or adult social care investigation is required or whether disciplinary procedures should be followed.
- *Whether further investigation is required following which a second allegation management strategy meeting needs to be convened.
- *The outcome of the allegation.