

The possible outcomes of an investigation are:

Substantiated

Evidence was able to prove that what was alleged did happen

Unsubstantiated

It cannot be proven either way that the allegation did or did not happen

Unfounded

There is no evidence to support the allegation, to prove that it is untrue or to show that the situation may have been misinterpreted by the complainant.

Malicious/False

A deliberate act to deceive. For an allegation to be classified as malicious, it will be necessary to have evidence which proves the intention

If the allegation is substantiated and you are dismissed, or resign before you are dismissed your employer is legally obliged to refer the matter to the Disclosure and Barring Service (DBS). They will decide whether you should be barred, or have conditions imposed, working with children.

RECORD KEEPING

Employers keep human resources records, which will detail the allegation, how it was investigated, the outcome and the action taken.

This information will be kept on file for a period between 10 years or until the alleged person is 100 years, depending on the outcome, in accordance with the LADO North West Regional Data Retention Policy

The Disclosure and Barring Service (DBS) may reveal the outcome of strategy meetings if the Police have retained a Record.

FURTHER INFORMATION

You can find the Rochdale procedures for Managing Allegations at:

<https://www.rbscb.org/professionals/allegations-management/>

INFORMATION FOR EMPLOYEES

What happens when an allegation has been made about you?



ROCHDALE
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WHAT HAPPENS IF AN ALLEGATION IS MADE AGAINST YOU?

The majority of people who work with children act professionally and aim to provide a safe and supportive environment for them. However, sometimes the behaviour of adults who work or volunteer with children and young people can result in allegations being made against them.

It is never acceptable for an adult in a position of trust to harm a child and therefore allegations or concerns about behaviour raised about staff, workers or volunteers in relation to children are taken seriously.

If an allegation has been made or a concern raised about your behaviour in relation to children, further information is needed to understand what has happened.

An allegation can apply to the workplace, community or apply to your personal life.

We understand that this may be a difficult time for you. This leaflet explains the process for managing allegations.

INVESTIGATION OF ALLEGATIONS

An allegation is reported

Designated Senior Manager considers allegation and consults with the LADO and addresses any immediate safeguarding concerns

Consideration as to whether the adult has:

1. Behaved in a way that has harmed or may have harmed a child
2. Possibly committed a criminal offence against or related to a child
3. Behaved towards a child in a way that indicates they may pose a risk of harm to children

The LADO will advise your employer whether a managing allegations strategy discussion/meeting is required

If it is necessary to investigate further a decision will be made, during the strategy meeting, whether this will be the Police, Social Care or your employer or a combination of agencies

Following the investigation a decision will be made to conclude the outcome as: Substantiated, Unsubstantiated, Unfounded or Malicious. You will be updated regarding the outcome of the investigation.

What happens next?

The meeting will decide:

1. What is required to safeguard the child/ren involved or other children with whom you have contact.
2. Whether a police and/or social care investigation is required or whether disciplinary procedures should be followed.
3. What information can be shared with you and by whom. Whilst all parties will endeavour to share as much information with you in a timely and transparent manner certain agency processes are beyond the control of the LADO.
4. What support should be provided to you and others who may be affected and by whom. This support is in addition to that offered by your Union Representative, your GP, OHU and will be a nominated individual.

Any investigations will be carried out by the most appropriate agencies and will feed back to the LADO. A further meeting may be held to decide what action is needed ensure children are safeguarded.