



Managing Allegations Against Adults Working with Children

Dave and Ewe – Policy Update 2025

Dave and Ewe follows the procedures laid down by the Wiltshire Safeguarding Vulnerable People Partnership (SVPP) and the Local Authority Designated Officer (LADO)/ Integrated Front Door (IFD) policy for managing allegations against adults working with children.

LADO Role and Responsibilities

Wiltshire Council guidance states that if a child in Wiltshire makes an allegation against someone working with children, the LADO/ IFD is responsible for coordinating the investigation and safeguarding process.

The LADO's/IFD'S role includes:

- Advising employers and voluntary organisations.
- Liaising with the police and other safeguarding agencies.
- Monitoring the progress of referrals.
- Ensuring a fair, timely, and proportionate process.
- Resolving inter-agency issues.

When to Apply This Procedure

This procedure applies when there is an allegation or concern that a person who works with children has:

- 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 in a way that indicates they may pose a risk of harm to children.
- Behaved in a way that suggests they may not be suitable to work with children (transferable risk).

These behaviours should be considered within the context of the four categories of abuse: physical, sexual, emotional abuse, and neglect.

Examples of Concerning Behaviour

- Having a sexual relationship with a child under 18 where the adult is in a position of trust (even if perceived as consensual – see Sexual Offences Act 2003, ss16–19).
- Grooming, including meeting a child under 16 with intent to commit a relevant offence (Sexual Offences Act 2003, s15).
- Other grooming behaviours giving rise to child protection concerns (e.g. inappropriate texts, messages, images, gifts, or socialising).
- Possession of indecent or inappropriate images of children.
- Allegations Arising Outside the Workplace

If concerns arise about an individual's behaviour toward their own children, the police and/or children's social care may inform the employer or organisation. This is to assess whether there are safeguarding implications for children with whom the individual has contact at work or in voluntary settings.

Historical allegations should be treated with the same seriousness as current concerns. It is essential to establish whether the person is still working with children, and if so, to notify their current employer/organisation.

Scope

This policy applies to all:

- Paid staff.
- Volunteers.
- Agency staff.
- Foster carers, adopters, and childminders.

Any individual managing or facilitating access to environments where children are present.

Allegations Against Adults – Procedure

1. Initial Action by the Person Receiving or Identifying an Allegation

The person to whom an allegation is first reported should:

Not:

- Investigate or ask leading questions.
- Make assumptions or suggest alternative explanations.
- Promise confidentiality (information must be shared on a need-to-know basis).

Do:

- Treat the matter seriously and remain open-minded.
- Make a written record (preferably in the child/adult's own words), including time, date, location, persons present, and what was said.
- Sign and date the record.

Immediately report the matter to the Designated Safeguarding Lead (DSL), or the deputy if the DSL is the subject of the allegation.

2. Initial Action by the Designated Safeguarding Lead (DSL)

The DSL should not investigate or interview the member of staff, child, or witnesses.

The DSL should:

- Obtain written details of the concern/allegation, signed and dated by the person receiving it.
- Approve and date the written record.
- Record times, dates, locations, and names of any witnesses.
- Record any discussions and decisions, with reasons.

- Contact the LADO/IFD within one working day (referrals must not be delayed to gather additional information).

LADO/IFD Contact Details (Wiltshire):

Phone: 0300 456 0108 Office hours
0300 456 0100 Out of Hour

Email: Integratedfrontdoor@wiltshire.gov.uk

3. Immediate Safeguarding

If urgent safeguarding action is required outside of office hours, the DSL must consult the Emergency Duty Service or local police and notify the LADO/IFD at the earliest opportunity.

LADO/IFD Outcomes

Following consultation, possible outcomes are:

- Substantiated – allegation is proven.
- False – allegation proven to be untrue.
- Unsubstantiated – insufficient evidence to prove or disprove.
- Malicious – deliberate fabrication.
- Unfounded – no basis or evidence for the allegation.

Reviewed: August 2025

Signed:DaveBuscombe

Next Review Due: August 2026