

# Before Referring



Doing a bit of initial fact-finding can make your referral clearer and help the LADO respond quicker and more effectively.

## This might include:



Checking  
CCTV



Speaking to the  
victim and any  
witnesses



Reviewing  
written records



Getting the  
staff member's  
account - but only  
if it won't put  
the child at more  
risk or interfere  
with a police  
investigation

**LADO**



If a child may be at risk, contact the **Family Front Door (FFD)** right away. **LADO referrals** and **child protection referrals** are separate - sometimes, both are needed.



After gathering the facts, you might find that a referral to the LADO isn't needed, because the situation no longer meets the LADO threshold. You may need to seek HR support if the concerns is a conduct issue or may be a low-level concern where management guidance and training is more appropriate.