

The LADO



The LADO Local Authority Designated Officer
- oversees concerns and allegations about people working with children.

The LADO is responsible for:



Supporting agencies to understand and follow LADO safeguarding procedures



Overseeing individual cases

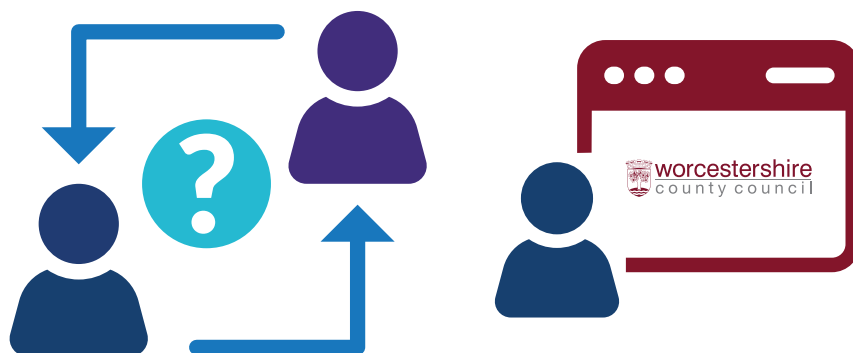


Coordinating with the police and other professionals



Ensuring timely and fair outcomes

It's important to note, the LADO does not investigate the allegation themselves - they coordinate and monitor the process.



When Should You Make a Referral to LADO?

You should make a referral to the LADO via the WCC portal within 24 hours of identifying the situation or allegation meets the LADO threshold.

The LADO threshold is met if a person in a position of trust has:



1. Behaved in a way that has harmed a child or may have harmed a child



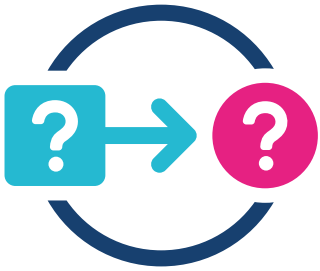
2. Possibly committed a criminal offence against or related to a child



3. Behaved in a way that indicates they may pose a risk to children

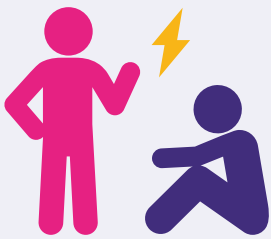


4. Behaved or may have behaved in a way that indicates they may not be suitable to work with children

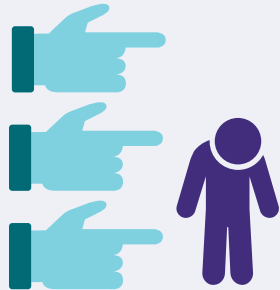


If a concern comes up because of something a staff member did outside of work, think about whether that behaviour could still pose a risk in their role working with children.

Examples include:



Physical, emotional, or sexual abuse of a young person or adult



Bullying or discriminatory behaviour



Domestic abuse in a household where children are present



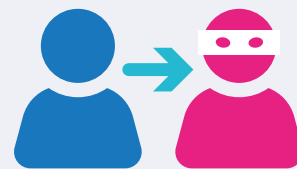
Drug or alcohol misuse that affects someone's ability to do their job



Serious mental health issues affecting work



Criminal behaviour (e.g. drug offences, animal cruelty, firearms offences)



Close associations with known offenders who may pose a risk to a child