

For information

General information about safeguarding in Kingston and Richmond can be found on the Local Safeguarding Children Board website:
www.kingstonandrichmond.lscb.co.uk



Contact information

If you need support or wish to report a concern about a child, please contact the Single Point of Access:
T: 020 8547 5008

Allegations against staff

Information for parents



Allegations against staff

The majority of people who work with children act professionally and provide a safe and supportive environment. However, sometimes an adult working in a paid capacity or as a volunteer may have an allegation of harm or abuse made against them.

Any allegation is likely to cause a great deal of anxiety. This leaflet is intended to guide you through the process of an investigation against a member of staff or volunteer.

An allegation is different to a complaint, which might be made against the way a setting or another organisation has dealt with something you were not happy about. Complaints are usually dealt with by the setting or organisation.

The Local Authority Designated Officer (LADO) manages allegations against staff and volunteers.

Allegation procedures

Procedures should be applied when there is an allegation that any person who works with children, in connection with their employment or voluntary activity, 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 that they are unsuitable to work with children



What happens?

Occasionally a meeting may be held to discuss an allegation, however you will not attend the meeting as this is where confidential information will be given about the accused person. The aim of the meeting will be to share information and decide whether one or more of the following need to be held:

- a children's service enquiry, under child protection procedures
- a police investigation relating to possible criminal offences
- an investigation by the employer under disciplinary or suitability procedures



Police investigations

If the police decide to investigate, they may ask your permission to speak to or interview your child. This would be done in a child friendly manner by specially trained officers

Decisions about charging a person with a criminal offence rest with the Crown Prosecution Service (CPS). This may result in a caution or court hearing. Please be aware if a case goes to court then this can take a long time.

The LADO will ensure everyone helps the police so that the investigation is carried out as quickly as possible, but this can sometimes still take considerable time.

Even if the police or LADO decide to take no further action, the employer may carry out an internal investigation to decide if the person is suitable to work in the childcare setting or organisation.