

1. This is local good practice from a Police & **LADO** (Local Authority Designated Officer) investigation, when an allegation was made against school staff about online grooming of pupils.

2. **Communication** LADO referrals to the SPA work best when made within 24 hours of receipt of concern. Ensure all parties communicate regularly & plan together when to inform suspect, family, children former pupils & staff. Prepare for media interest.

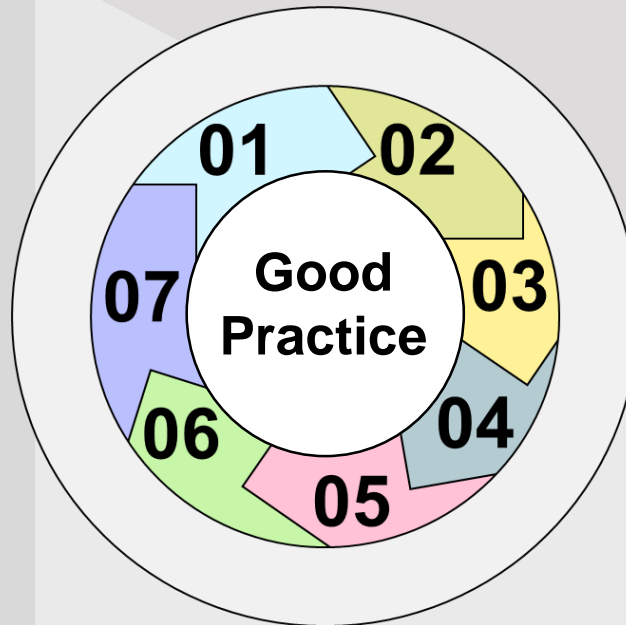
7 **LADO** Information here:

<https://kr.afcinfo.org.uk/pages/community-information/information-and-advice/quality-assurance-and-review-service/local-authority-designated-officer>

London Child Protection Procedures:

https://www.londoncp.co.uk/allegation-staff.html?zoom_highlight=lado

SPA (Single Point of Access Kingston & Richmond) 020 8547 5008 (020 8770 5000 for out of hours)



3. **Welfare** of children & staff is paramount. Plan support & regular updates for all affected, including suspect. Offers of counselling can help.

4. **Evidence** Plan any arrests before staff suspension so devices can't be wiped

6 **Knowledge** is power. Ensure children, families & staff are regularly reminded about how to report concerns however small, and how to stay safe online. See the NSPCC Virtual Campaign Speak out Stay Safe: <https://learning.nspcc.org.uk/services/speak-out-stay-safe>

5. **Safer Recruitment** of staff & volunteers should have a clear focus on safeguarding & be regularly reinforced in Appraisals & Team Meetings. Encourage a culture of self-disclosure



Kingston and Richmond
Safeguarding Children
Partnership