

Managing allegations against people who work or volunteer with children

Information for parents and carers



Worried about a young person?

Safeguarding children and young people and keeping them safe is everyone's business.

If you think that a child might be the victim of abuse or neglect or they may be at risk of harm, you should always report your concerns.

Please contact North Lincolnshire's Children's Services Single Point of Contact on:

- 01724 296500 (9am to 5pm Monday to Thursday, 9am to 4.30pm Friday)
- 08081 689667 (free phone)
- 01724 296555 (answerphone – out of office hours and at weekends)

101 – Police non-emergency

999 – Police emergency

Introduction

The majority of people who work or volunteer with children or young people act professionally and aim to provide a safe and supportive environment for them. However, sometimes the behaviour of individuals who work or volunteer with children and young people can result in allegations being made against them.

It is never acceptable for an adult in a position of trust to harm a child or young person and therefore, allegations or concerns about behaviour raised regarding staff, workers or volunteers who work with children or young people are taken seriously.

The Children's MARS Board view all safeguarding allegations regarding people who work or volunteer with children seriously and will work with agencies to ensure they are investigated. This may include also working with North Lincolnshire Children's Services Child Protection Procedures.

Local Authority Designated Officer

The LADO is responsible for overseeing all safeguarding allegations about individuals who work with children and young people. The work can be paid, unpaid or voluntary.

A concern can be in relation to the person's behavior at work or outside of their workplace.

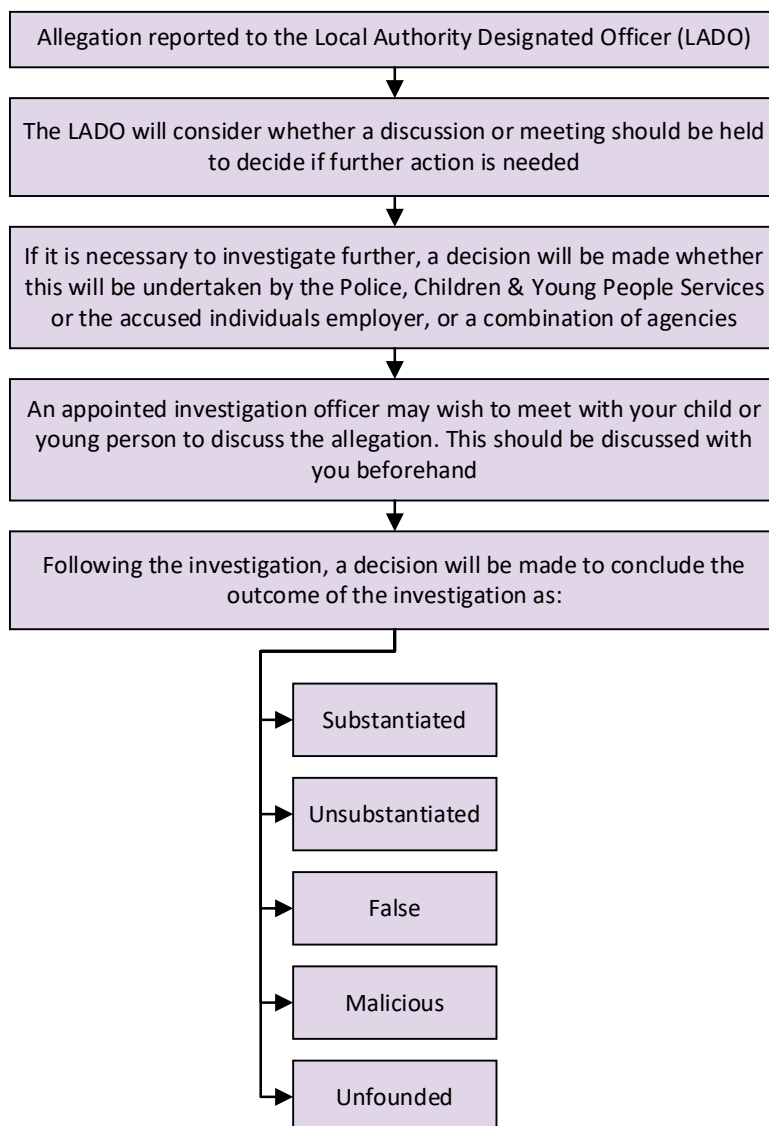
It is important that the LADO remains impartial to the investigation, as their role is to provide scrutiny and oversight and not to investigate.

The LADO is a qualified Social Worker and will consider the following thresholds when an allegation is made:



The LADO will not be able to share specific information regarding the alleged person involved with you but will ensure that a nominated person in the agency undertaking the investigation will keep you informed throughout the process.

What happens next?



Outcomes

At the end of an investigation an outcome is required, and the possible outcomes are:

Substantiated

- Evidence was able to prove that the allegation did happen

Unsubstantiated

- There is insufficient evidence to either prove that the allegation did or did not happen

False

- Evidence was able to disprove the allegation

Malicious

- There is evidence to disprove the allegation and a deliberate act to deceive. For an allegation to be classified as malicious, it will be necessary to have evidence which proves the intention to deceive

Unfounded

- Evidence was available to prove that what was alleged didn't happen or couldn't have happened or information has been misinterpreted

The outcome of any investigation is final. In some instances, detailed information regarding the investigation may not be able to be shared with you other than action has been taken and appropriate safeguarding measures have been implemented.

This is due to data protection requirements and is not about withholding information from you. You can be assured that the Children's MARS Board provide independent scrutiny to all investigations to ensure they are clear and transparent, considering all safeguarding issues to reach a conclusion and that appropriate action is implemented without delay.

Personal support

The meeting will consider what the best support would be and who is the best person or agency to provide it and will consider if you or the child or young person you are caring for is in need.

A named person will be identified to keep you informed throughout the process of any developments. You will be informed when the matter has been concluded.

This named person could be the lead within the investigating agency, such as the employing agency of the individual who concerns have been raised against, a Social Worker or Police Officer.

Further Information

For further information, see Children's MARS policy and procedure for managing allegations against adults who work with children which is available on the [Children's MARS website](#).

These procedures implement the statutory guidance for the management of allegations which can be found in [Working Together 2023](#).