**Allegation/concern identified by employer or reported to Police/CSC**

**Senior Manager for allegations to inform LADO within 1 working day if alleged behaviour**:

* Has harmed, or may have harmed a child
* Is a possible criminal offence against or related to a child
* Indicates individual may pose a risk of harm to children
* Behaved or may have behaved in a way that indicates they may not be suitable to work with children

*(Working Together 2018)*

**Formally logged by LADO**

LADO Referral form completed if criteria met

**Consultation** between LADO and Senior Manager

Possible criminal offence

Child suffering or at risk of suffering significant harm

Employer/HR action

Allegation Unfounded

NFA but consider referral to CSC/Police if malicious

LADO refers to police for initial evaluation

Agency referral to CSC/LADO discussion with CSC if necessary

Employer to consider safeguarding measures with advice from LADO (i.e. suspension)

**ACTIONS:**

* No further action
* Professional advice, guidance, training
* Disciplinary process
* Criminal prosecution
* Dismissal
* Referral to DBS/ Teaching Regulation Agency/Ofsted

**Contact details:** **LADO@bradford.gov.uk**

Identify any learning for practice

**OUTCOMES**

Substantiated / Unsubstantiated / Unfounded / Malicious

CSC investigation

Single agency investigation by employer

Police investigation

**Share information**

Decide action (consider AMM if required to inform action)