



Bolton  
Safeguarding  
Children

## Managing Professional Allegations (LADO)

**Bolton**  
**Council**

### Guidance for staff attending an Initial Consideration meeting or Professional Strategy meeting

The vast majority of adults who work with children act professionally and aim to provide a safe and supportive environment that secures the wellbeing and very best outcomes for children and young people in their care; however children can be subjected to abuse by those who work with them in any and every setting.

We also know that some professionals may feel vulnerable to false allegations. The length of time taken to deal with cases, plus the widespread publicity some cases attract can have very damaging effects on children, the adults involved, their families and their carers. It is in everyone's interest to have a rigorous, fair and timely system for dealing with allegations of abuse.

Occasionally an allegation may be so serious that child protection concerns will need to be addressed by a Section 47 enquiry by police and social services prior to an Initial Consideration or Professional Strategy meeting.

### When might an Initial Consideration Meeting (ICM) be convened?

Sometimes, it is not clear whether a situation meets LADO threshold and it is necessary to call a multidisciplinary meeting to consider this. Often during an ICM, it is agreed that the LADO threshold is met and the status of the meeting changes to a Professional Strategy meeting.

### What happens at a Professional Strategy meeting (PSM)?

The Strategy Meeting Group will discuss the allegation and cover the following areas:-

- Review the case against three criteria: criminal, disciplinary or Child Protection.
- Review any previous concerns or allegations regarding the conduct of the accused person.
- Consider whether a Section 47 Enquiry (Children Act 1989) has been carried out or is required and/or police investigation and consider the implications.
- Consider whether any parallel disciplinary process should take place.
- Determine what information can be shared, with whom and when.
- Ensure that arrangements are in place to protect the child/ren involved and any other child/ren affected.
- Consider what support should be provided to all children who may have been affected directly and indirectly.
- Make arrangements to inform the child's parents/carers or the parents/carers of any other children involved, and consider how to provide them with support and information during enquiries.
- Make recommendations, where appropriate, regarding suspension, or alternatives to suspension.



- Agree protocols for reviewing and consider the need to share the statements and evidence with the employer or voluntary organisation.
- Consider what support should be provided to the subject of the allegation and others who might have been affected.
- Formulate actions in regards to the above

## **Checklist for staff attending an Initial Consideration or Professional Strategy meeting**

If you are invited to attend one of these meetings in respect of the subject of the allegation or the alleged victim, you will be part of a multi-disciplinary professional group. This checklist is aimed to assist and offer support about what information to provide when invited to an Initial Consideration or Professional Strategy meeting. It is important that attendees are able to participate fully.

	<b>Ask yourself</b>	<b>X / ✓</b>
	Am I able to bring along relevant information?	
	Am I able to action or feedback tasks?	
	Is this person known to my service?	
	Am I familiar with the case notes?	
	Do I feel there may be a conflict of interest? Do I know the subject personally/work closely with the subject?	
	Has a section 47 enquiry been carried out? Is one required prior to the Professional Strategy meeting?	
	<b>If you can please bring along (where appropriate):</b>	
1	Name, address, DOB of alleged victim(s)	
2	Name, address, DOB of subject(s)	
3	Chronology of recent events	
4	What you know about the incident	
5	What you know about the victim	
6	What you know about the subject(s) of the allegation	
7	Any record/ notes of interviews	
8	Any record/ notes of assessments	
9	Historical information about the alleged victim	
10	Historical information about the subject(s) of the allegation	

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