

Things to think about before making a LADO referral/contacting the LADO.....

A reminder about the four LADO Criteria:

That someone who works with children may have:

- Behaved in a way that has harmed, or may have harmed a child
- Possibly committed a criminal offence against children, or related to a child
- Behaved towards a child or children in a way that indicates they may pose a risk to children
- Behaved or may have behaved in a way that indicates they may be unsuitable to work with children

(‘Working Together to Safeguard Children’ – 2023 – Chapter 4: Organisational Responsibilities- People in Positions of Trust, page108)

[Working Together to Safeguard Children 2023](#)

You are **strongly** encouraged to make contact with the LADO if you are uncertain about a situation or wish to seek some advice. However, it is important that managers who have lead responsibility for Safeguarding ensure that they spend time considering the issues and risks when they are concerned about the behaviour of an adult who works with children and young people, before a referral or contact is made. Safeguarding Leads/managers should make an initial evaluation – whenever possible – as to whether the concern **could** meet one of the four LADO criteria outlined above. It may assist you to think about the points below prior to contacting the LADO or submitting a referral. Not all the points will be relevant to your situation and there may be additional things to think about:

1. Has there been some basic fact finding to understand what has happened and who was involved? Do you have sufficient understanding of the situation?
2. Without unduly pressing the child/young person for information, do you have a basic idea of what the child/young person is saying?
3. Could it be helpful to consult a Human Resources advisor to discuss the situation and gather their view on risk/harm? Have there been previous concerns about the person against whom an allegation is made?
4. If it is appropriate to do so, do you need to consult your line manager and establish their view about evidence of risk/harm?
5. Is the child/young person at immediate risk of harm? Is there a need to refer to Police or/and Social Care first?

If after considering the points above, you are still concerned or are uncertain as to whether you should be concerned, *please* contact the LADO.



Consulting the LADO

If you want to discuss a case but don't think there is necessarily evidence of harm you do not have to share non-relevant personal details of the professional involved. Personal details would only be required if there is need for LADO involvement. Following discussion of the situation, we may conclude that the threshold for LADO involvement has not been met. However, you may find it helpful to consider these questions in relation to the presenting concern prior to consulting the LADO:

1. What *specifically* is happening that is causing you concern? What has triggered your concern?
2. Is this something you've been concerned about in the past? Is there something that causes this concern to recur? Is there a pattern emerging?
3. If things don't change, are you worried about what could happen in the future?
4. Are there any relevant challenges/vulnerabilities for the child or/and member of staff?
5. What are the strengths/positives for the child and/or staff member?

You may have some additional points to consider which are relevant to your situation, but hopefully the above questions are a starting point.

LADO can be contacted on LADO@bolton.gov.uk

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