



Redbridge Safeguarding Children Partnership

Managing Allegations Against Staff and Volunteers

Facilitators:

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Thank you for attending thank you for attending our course. This PDF is for you for reference and to help you pass on your learning to your teams. Remember there is lots more on the [RSCP website](http://www.redbridgescp.org.uk), including our full training programme.



Redbridge Safeguarding Children Partnership

Learning Objectives

By the end of the course participants will be able to:

- Learn how to develop a culture of safe working practice within the work environment and minimise the risk of allegations being made.
- recognise and respond as a professional to indicators of abuse
- understand the process of a referral in respect of allegations against staff and volunteers
- understand and be sure of their responsibilities



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Winterbourne View 'a case study in institutional abuse'

Serious case review diagnoses widespread failings of management, regulation, safeguarding and commissioning and calls for end to use of hospital placements for adults with learning disabilities and autism.

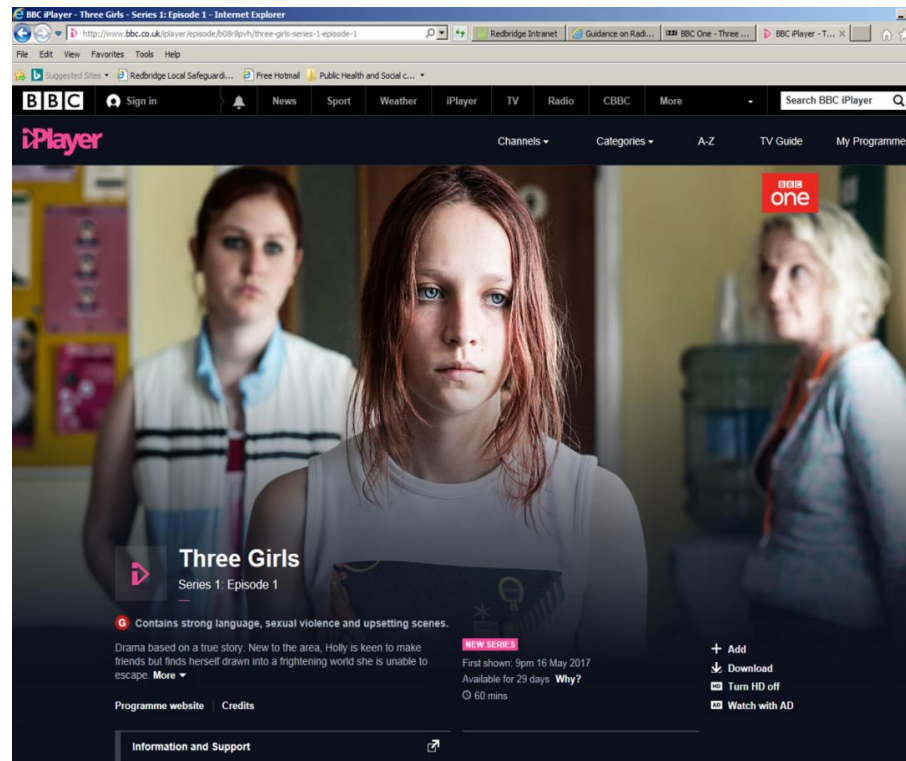
by Mithran Samuel on August 7, 2012 in Adults



Picture credit: Still from the BBC Panorama programme that exposed the Winterbourne View scandal
?sa=L&ai=Bdb3DtwNcVYNsj5tut8OC4A7H7NaMC...

<https://www.channel4.com/news/winterbourne-care-scandal-could-happen-again>

<http://www.bbc.co.uk/programmes/p052mwpg>



Her story <https://www.theguardian.com/commentisfree/2017/may/15/exposed-rochdale-gangs-grooming-three-girls-catalyst-progress>

Oxfam whistleblower says charity and regulator failed to act on sex abuse allegations

By Hilary Clarke and Lyndsay Isaac, CNN

Updated 1730 GMT (0130 HKT) February 13, 2018



Helen Evans is Oxfam's former global head of safeguarding.

(CNN) — A whistleblower has accused the scandal-hit Oxfam charity and its UK regulator of

... senior staff paid for prostitutes during the relief operation that
 ... Haiti earthquake.

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<https://edition.cnn.com/2018/02/13/europe/oxfam-whistleblower-says-charity-failed-to-at-intl/index.html>

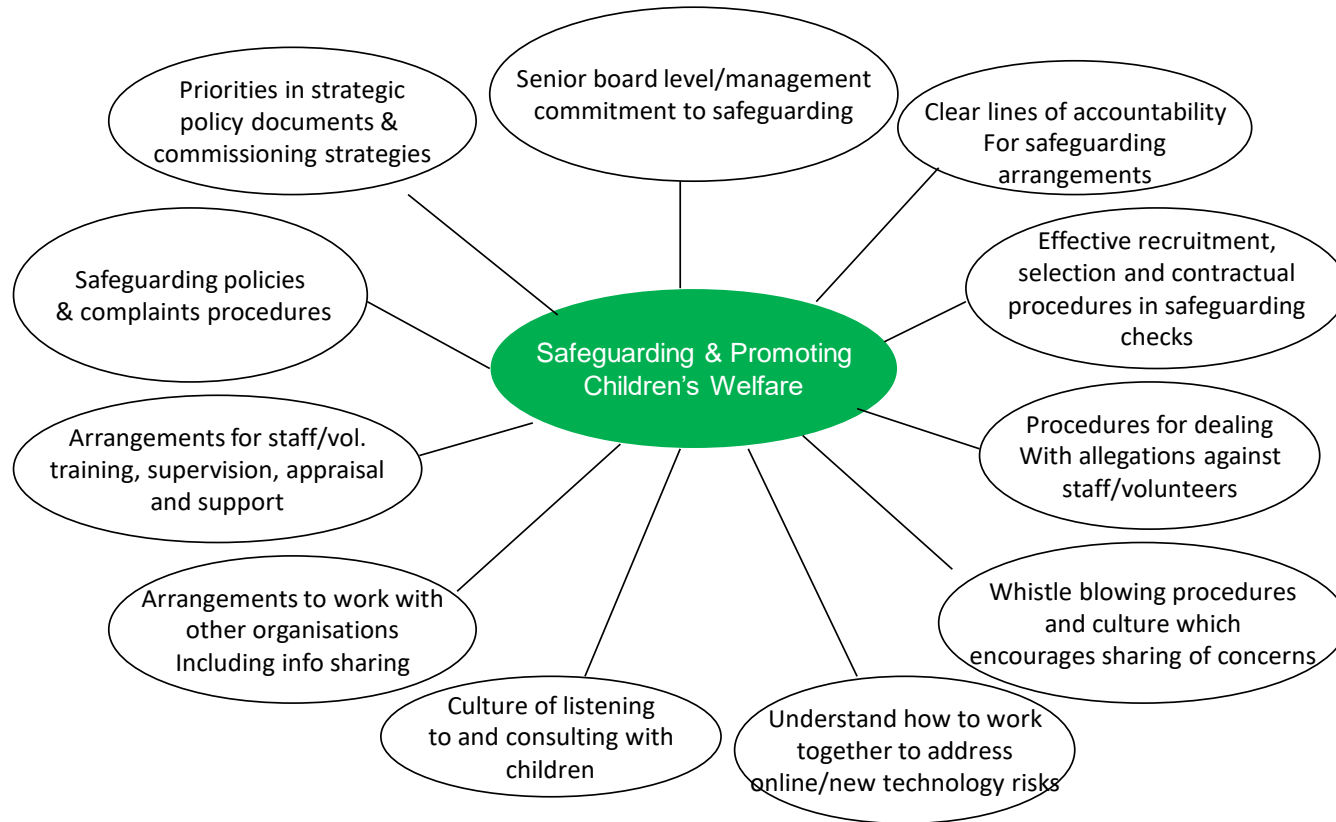
Effects of abuse: <http://www.itv.com/news/2018-02-18/shocking-scale-of-sexual-abuse-at-uk-boarding-schools-revealed-by-itv-documentary/>



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What should any organisation that work with children and young people have in place to safeguard?

Services for children, parents or families should have in place:



LADO thresholds

LADO procedures should be applied when there is an allegation that any person who works with children, in connection with their employment or voluntary activity, has:

- Behaved in a way that has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child;
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

LADO thresholds (cont.)

Or

- Has behaved in a way in their personal life that raises safeguarding concerns. These concerns do not have to directly relate to a child but could, for example, include arrest for possession of a weapon;
- As a parent or carer, has become subject to child protection procedures;
- Is closely associated with someone in their personal lives (e.g. partner, member of the family or other household member) who may present a risk of harm to child/ren for whom the member of staff is responsible in their employment/volunteering.

Referral Pathways

Allegation is made by a young person and is immediately reported to the DSL. If a child is at immediate risk then an urgent referral should be made to the Redbridge MASH team on 020 8708 3885 (weekdays from 9-5) and on 020 8708 5897 if it is out of hours.

LADO referral should be made to lado@redbridge.gov.uk or 02087085350 within 24 hours of the allegation being made.

If an employee raises an allegation about a co-worker with the manager and is not happy with the response from the manager then they should follow whistleblowing procedures and consider contacting the LADO for advice.



LADO will make a decision as to whether the case meets the LADO thresholds and whether an Allegations Against Staff and Volunteers Meeting is required.



LADO thresholds not met, and case is recorded as a consultation



Investigation is carried out by the police, social services, or employer. Following the investigation the outcome is agreed by all professional involved. The possible outcomes are as follows:



Substantiated



Unsubstantiated



False



Malicious

What you can do to minimise the potential of an individual who is a risk to children being hired to work with children and young people?

- Follow safer recruitment practices when recruiting any new staff members. These include the following:
 1. Enhanced DBS checks should be completed on all relevant employees and volunteers.
 2. Appropriate reference checks should be completed.
 3. Thorough interviews should be completed. The individual should account for any gaps in their employment/training, and you should ask questions to fully assess the individual's understanding of safeguarding issues.
- Safer recruitment training – The LSCB run a full day Safer recruitment training. You can find out more about this here...

<http://www.redbridgelscb.org.uk/wp-content/uploads/2015/09/Safer-Recruitment-3.pdf>



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Services, Resources & Further Learning

- **London wide procedures for managing allegations against professionals –** http://www.londoncp.co.uk/chapters/alleg_staff.html#allegations
- **Redbridge Safeguarding Children’s Board website** – The Redbridge LSCB offers training and support regarding Child Protection and Safeguarding procedures. The trainings are going to be updated in April. Safeguarding Level 1 and 2, as well as Safer Recruitment Training are essentials. <http://www.redbridgescb.org.uk/>
- **Tools and guidance for organisations to assist with safeguarding procedures:**
 - **London Child Protection managing allegations procedures -** http://www.londoncp.co.uk/chapters/alleg_staff.html#allegations
 - **NSPCC Self Assessment tool -** <https://safeguardingtool.nspcc.org.uk/self-assessment-tool/>
 - **Safeguarding for volunteer involving organisations** – A guide to help develop a comprehensive approach to safeguarding in your organisation <https://knowhownonprofit.org/people/volunteers/keeping/ncvosafeguardingforvolunteerivolvingorgs.pdf>
 - **Faith Associates -** <http://www.faithassociates.co.uk/>

Training Transfer Example

Three actions to support learning in your team / setting

e.g:

- Presentation at Team Meeting
- Update Safeguarding Policy. Distribute LADO thresholds when they become available
- Identification of future training needs e.g. LSCB L3 and Safer Recruitment