



## **Safeguarding Children**

# **The Management of Allegations against staff or volunteers who work with children**

**1**

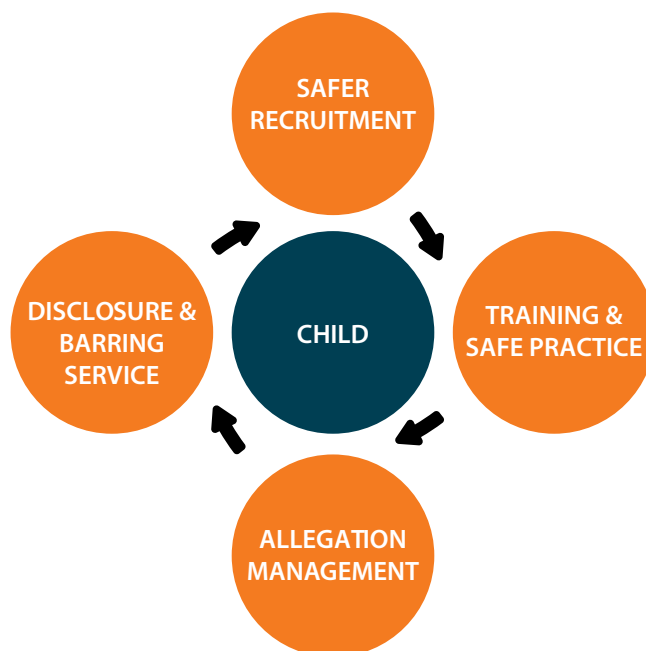
### **Overview**



**SWINDON**  
BOROUGH COUNCIL

**There is a duty on all agencies to make arrangements to safeguard and promote the welfare of children – Children Act 2004 and Education Act 2002.**

**These Safeguarding principles apply to the management of staff and volunteers .**



## **Effective Allegations Management**

All organisations that provide services for children, or provide staff or volunteers to work with or care for children, should operate a procedure for handling allegations that is consistent with:

**Working Together (2023) (Chapter 4)**

[www.gov.uk/government/publications/working-together-to-safeguard-children--2](https://www.gov.uk/government/publications/working-together-to-safeguard-children--2)

**Swindon Safeguarding Partnership Procedures – Child Protection (1. Core Procedures)**

[https://safeguardingpartnership.swindon.gov.uk/info/11/children\\_and\\_young\\_people/35/allegations\\_against\\_staff](https://safeguardingpartnership.swindon.gov.uk/info/11/children_and_young_people/35/allegations_against_staff)

**Keeping Children Safe in Education (Updated yearly) (Chapter 4)**

[www.gov.uk/government/publications/keeping-children-safe-in-education--2](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2)

## **Allegation Management Threshold**

Where an adult working with children may have:

- **Behaved in a way that has harmed, 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**
- **Behaved or may have behaved in a way that indicates they may not be suitable to work with children**

\* Where the harm to a child may be at a Child Protection level (Significant Harm).

These thresholds apply to a wider range of concerns and allegations than where a child may be suffering significant harm. Identifying risk of harm is important, and can sometimes indicate harmful intentions as well as actions. Seeking advice and guidance through the Allegations Management System adds independence and an objectivity of view. This provides a more consistent and appropriate scrutiny across diverse workforces, and contributes to a greater level of Safeguarding.

## Examples of Agencies this procedure applies to:

<b>Social Care</b>	<b>Education</b>	<b>Health</b>	<b>Police</b>
<b>Early Years</b>	<b>Youth Services</b>	<b>Voluntary Community Organisations</b>	<b>Sports organisations</b>
<b>Probation</b>	<b>CAFCASS</b>	<b>NSPCC</b>	<b>Foster Carers</b>
<b>Armed Forces</b>	<b>Secure Estates</b>	<b>Faith Groups</b>	<b>YOS</b>

## The Scope of the Allegation Management System:

- It applies to all people who work with children either in a paid or voluntary basis, in all organisations, large or small. The contact a person has in their role with children can be either full or part time and may be a small proportion of the individuals overall role within an organisation. It also applies to activity outside of work that reaches one or more allegation management threshold.

## What Organisations need:

- An Allegation Management Procedure consistent with the Swindon Safeguarding Partnership Procedures (Chapter 1: Core Procedures)
- Designated Senior Managers for the operational management of allegations
- A Designated Senior Officer for the strategic responsibilities of allegation management

## What Organisations should do when a concern / allegation arises:

If one or more of the above allegation management thresholds may have been reached, the Designated Senior Manager should refer for advice on managing the allegation – see contact details.

The response to the referral will confirm if any immediate action is needed to protect children, and also to provide advice and guidance from the LADO about the management of the allegation or concern.

Referrals should be made within one working day.

## Allegation Management Referrals:

### Allegation Management contact details:

Allegation Management Email: **LADO@swindon.gov.uk**

Allegation Management Team contact number: **01793 463 854**

### Quality Assurance & Review Service:

Allegation Management Referral Forms should be emailed securely to **LADO@swindon.gov.uk** either password protected (with an agreed password) or via Outlook 365 Encryption.

If you do not have Outlook Encryption please contact us.

### Alternate route for urgent Child Protection/Serious Crime concerns:

If referrals are in relation to a pressing child protection issue, please alert Contact Swindon on **01793 464 646** or email **contactswindon@swindon.gov.uk** during office hours.

If you have a child protection concern for a child outside office hours, please contact the Emergency Duty Service on **01793 436 699**. Alternatively if a serious crime is disclosed immediate contact with the police may be appropriate.