

When to refer

- KCSIE – Chapter 4
- London CP procedures - CP7. Allegations Against Staff or Volunteers (People in Positions of Trust), who Work with Children
- When believe threshold is met or could be met
- Patterns of concerning behaviour that may meet LADO threshold

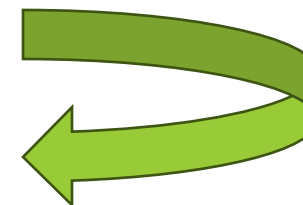
Behaved in a way that has harmed a child, or may have harmed a child;

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;

Behaved or may have behaved in a way that indicates they may not be suitable to work with children (Transferable risk)

A referral to LADO should be made at the point of a concern or allegation that an individual working or volunteering with children has ...



Personal life

- 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 or intent to supply drugs;
- 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.

How to refer?



KCSIE part 4, 359. It is important that policies and procedures make clear to whom allegations should be reported .. and that this should be done without delay.



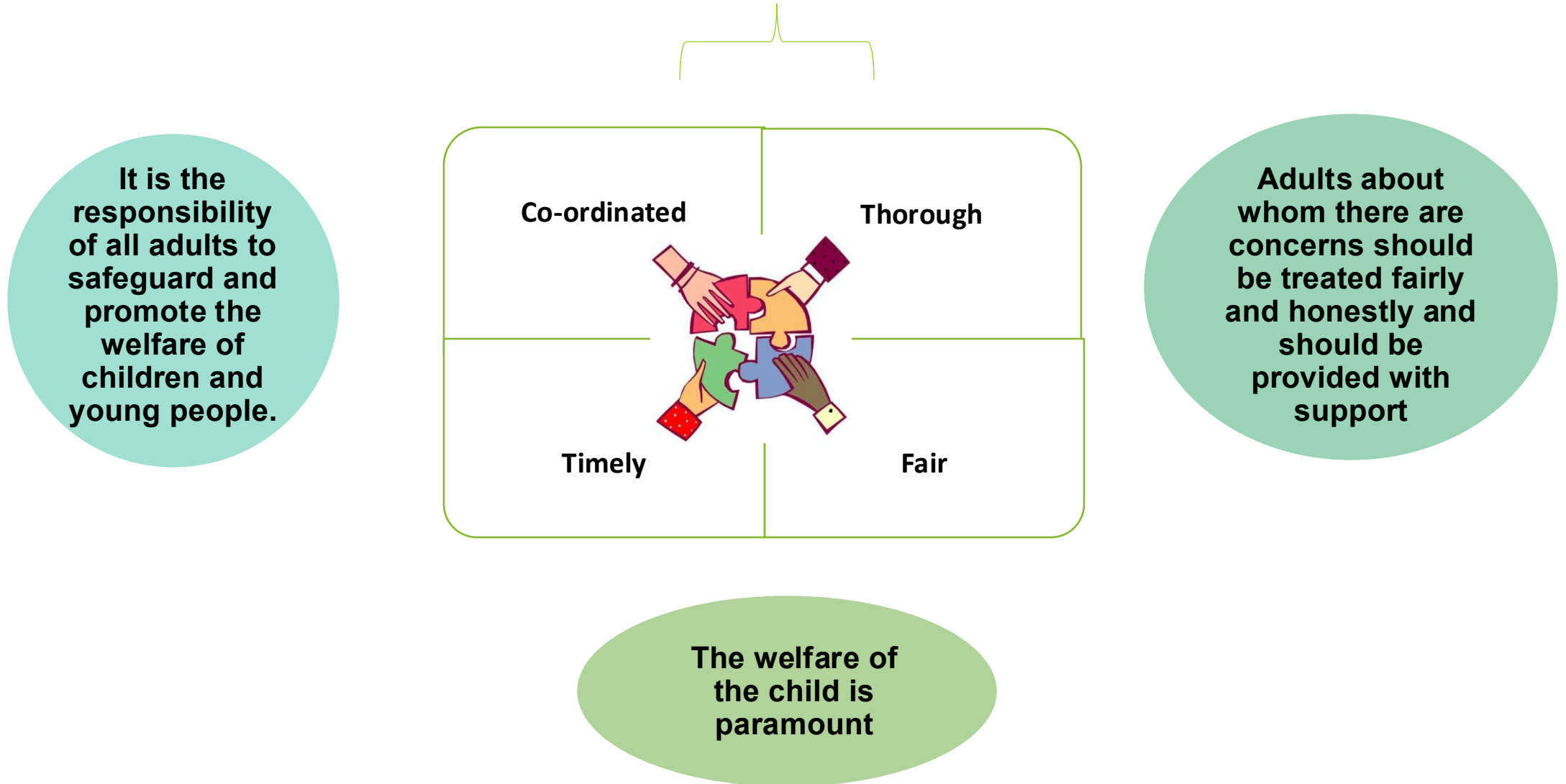
A “case manager” will lead any investigation. This will be either the headteacher or principal, or, where the headteacher is the subject of an allegation, the chair of governors



Online LADO contact form [here](#).

LADO@hillingdon.gov.uk

Local Authority Designated Officer (LADO)



Learning themes from LADO

- Safer Recruitment is key – how do you and your DSL have oversight if checks conducted by HR?
- Personal life concerns – should be referred to LADO, complete new checks (351 KCSIE)
- Agency staff and external clubs (individuals using school premises)– onus now on schools to refer and follow up
- Training for staff on reporting concerns – use case studies, make meaningful
- Thorough/meaningful investigations – training & support for staff undertaking them – [Acas guide to conducting workplace investigations | Acas](#)
[Investigations in schools – top tips and problem areas \(farrer.co.uk\)](#)
[csacentre.org.uk \(guidance around sexual abuse\)](#)

FREE Training & Resources

- Hillingdon Safeguarding Partnership - [LADO - Hillingdon Safeguarding Children Partnership Arrangements \(Hillingdon LSCB\)](#)
- For more information about the role of the Hillingdon LADO and processes watch this useful [webinar](#). (For all staff, use at induction etc)
- LGFL –LADO videos to watch [new resource](#).
- [Managing allegations against staff & volunteers/Children's LADO Multi-agency training 2025/26](#)