Westmorland and Furness Safeguarding Children Partnership

# Local Authority Designated Officer (LADO)

## Contact Details – Westmorland & Furness LADO

Email: lado@westmorlandandfurness.gov.uk

Telephone: 0300 303 3897

LADO should be contacted within 1 working day of the concern being identified.

More guidance can be found on the WFSCP website: https://wfscp.org.uk/resources-and-guidance/lado-allegations-against-those-who-work-or-volunteer-children

## When to Seek Advice (Even if You're Unsure)

You should always seek LADO advice when:

- A concern does not clearly meet thresholds but involves professional conduct or suitability.
- An adult's behaviour outside work could indicate transferable risk (e.g., incidents in private life)
- You are uncertain whether an issue is low-level or meets allegation criteria
- You want to consult before discussing the concern with the individual involved

The LADO is available for consultation, not only formal allegations.

## Key Messages for Staff

- Do not delay
- Do not investigate
- Do not ignore concerns
- Seek advice early if unsure

If a concern involves an adult working with children, LADO consultation is essential.

## How the LADO Manages the Process

Where the statutory threshold is met:

- The concern will be formally logged and the LADO will determine next steps and immediate safeguarding actions.
- A multi-agency meeting may be convened involving Police, Children's Social Care, and employer representatives.
- Progress will be monitored until the case concludes
- Learning outcomes and necessary referrals (e.g. DBS or professional bodies) will be identified

Child protection procedures **always take priority**.

## Why LADO Involvement Matters

LADO involvement ensures that concerns about adults in positions of trust are managed through a clear, coordinated safeguarding process. Their oversight promotes fairness, consistency, and proportionate decision-making across all agencies. By monitoring the progress and outcome of cases, the LADO ensures they are handled promptly, reducing delays and supporting safe timely outcomes for both children and the adults involved. This structured approach helps organisations meet their statutory responsibilities and maintain a safe environment for children.




## What Is Transferable Risk?

Transferable risk refers to behaviour or concerns arising outside the workplace that may indicate a risk to children, even where no child is directly involved.

Examples include:

- Domestic abuse incidents
- Violence or threatening behaviour
- Substance misuse
- Criminal investigations or convictions
- Child protection concerns relating to the individual as a parent or carer

These concerns must still be shared with the LADO for consideration.

## What is the LADO?

The Local Authority Designated Officer (LADO) is responsible for overseeing and managing concerns or allegations about **any adult who works or volunteers with children**, in line with *Working Together to Safeguard Children (2023)*. This includes paid staff and volunteers, agency, casual and self-employed workers, and professionals in positions of trust.

The LADO service is a professional-facing service and will only deal directly with professionals. LADOs have no direct contact with parents and do not deal with parental complaints. These are dealt with via the responsible agency's internal complaints procedure and any identified safeguarding allegation can then be referred to the LADO directly by the agency.

## What the LADO Does Not Do

The LADO does not:

- Carry out investigations
- Decide on suspension or dismissal
- Act as a support service for the adult subject of the allegation

These remain the responsibility of the employer or relevant agency.

## What Must Be Reported?

You must contact the LADO within one working day if an adult working or volunteering with children has:

- 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 in a way that indicates they may pose a risk of harm
- Behaved (inside or outside work) in a way suggesting they may not be suitable to work with children (also known as transferable risk)

These criteria apply to all organisations professionals and volunteers working with children across Westmorland & Furness.

## What to Do if You Receive an Allegation

If you become aware of a work-related allegation or concern about an adult working or volunteering with children, you should report it through your organisation's internal procedures. This means informing the most senior manager who is not involved in the concern and making a brief, factual record that includes the context, source of the information, and any previous relevant details.

Do not begin any internal investigation, do not ask leading questions, do not promise confidentiality as this could interfere with enquiries led by Police or Children's Social Care.

You must contact the LADO for advice before taking further action, as early decisions may impact criminal, safeguarding or employment processes. The LADO will guide you on immediate safety considerations, whether the concern meets statutory thresholds, and any employment or safeguarding actions required.