



**Hull
Safeguarding
Children
Partnership**



What happens if an allegation is made about your employee?

Information for employers working with children in Hull

For more information and support from your local LADO officer you can reach us via the following methods:

www.hullcollaborativepartnership.org.uk/lado

01482 790 933

OR scan the QR code to be taken directly to our webpage...



What happens if an allegation is made about your Employee?

What to do if your employee has an allegation made about them or if they resign/leave during an allegation investigation.

Before informing someone of an allegation against them and offering a right of reply, consult with the Local Authority Designated Officer (LADO) and conduct basic fact-finding. The LADO will need specific information during this consultation.

- The basic details, name, DOB and Home Address for the person against whom the allegation has been made.
- The role and place of work, and any other work or volunteering that a person may do that brings them into contact with children.
- The specifics of the alleged conduct, risk or concern.
- Details of any potential victim, if relevant.
- The information gathered during your fact-finding with complainant/victim and/or witnesses.

Employers or voluntary settings will undertake the investigation into the allegation; the LADO does not investigate. The employer will be asked to consider whether the alleged risk can be managed in the workplace or not and the LADO can advise and give direction. The employer must continue to support and communicate with the person against whom an allegation has been made.

The LADO will be involved with you throughout the whole process.



What if my employee leaves/resigns during an allegation?

Everyone has the right to resign their position or withdraw from their work or volunteering. In some cases, this may be the case whilst there is an active allegation being investigated.

