

7-Minute Briefing

Local Authority Designated Officer LADO

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1 What is a LADO and what do they do?

All Local Authorities must have a **Local Authority Designated Officer** to be involved in the management and oversight of individual cases for dealing with allegations against people who work with children and adults with care and support needs, whether that is in paid employment or a voluntary capacity. The LADO will provide advice and guidance to employers and voluntary organisations, liaising with police and other agencies with regards to allegations, and monitor the progress of cases to ensure they are dealt with as quickly as possible, in a consistent and fair manner.

Please email LADO@wolverhampton.gov.uk for any advice and to discuss any concerns with regards to allegations for those who work with children and adults with care and support needs.

2 The scope and thresholds to allegations

All organisations working with children and adults with care and support needs should have in place clear policies in line with those from local safeguarding partnerships for dealing with allegations. There are the four thresholds to consider for a LADO referral:

- Behaved in a way that has caused harm, or may have caused harm
- Possibly committed a criminal offence against or related to a child and/or adult with care and support needs
- Behaved in a way that indicates they may pose a risk of harm to children and/or adult with care and support needs
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children and/or adults with care and support needs.

3 Transferable risk

This relates to events and matters that may occur in an employee's or volunteer's private life that may highlight there is a transferrable "risk" to the children and adults with care and support needs they work with in their professional life. The LADO will consider such cases, in liaison with relevant agencies such as the Police, Social Care and the employer to determine the right course of action to address these risks. Examples may include:

- Those involved in acts of violence towards others
- Concerns around Domestic Abuse
- Problematic use of alcohol and/or drugs
- Being involved with Person's who are deemed to pose a risk of harm to children and adults with care and support needs and what this means for their professional role.



4 Advice

The LADO offers a no named advice service to all who have concerns about a person who is working with children and/or adults with care and support needs whether that is in a paid or voluntary capacity.

The LADO will advise those seeking advice their view with regards to whether this meets the threshold criteria or not, what should happen next, and the relevant actions needed.

If the concerns do not meet the threshold criteria, advice will be offered about how to manage the concerns.

5 Referrals to the LADO

When a written referral is received, the LADO will contact the referrer to:

- Discuss any perceived risk and how that risk will be managed
- Discuss any immediate safeguarding decision in respect of the employee/volunteer
- Agree the next steps to address the concerns and allegations with regards to the subject/employee

If threshold for continued involvement with the LADO is met a multi-agency Initial Position of Trust Meeting (PoT) is required to address the allegations and should be held within five working days of the referral being received.

6 Position of Trust (PoT) meetings

The Position of Trust meeting will consider:

- The investigation of any criminal offence and if this is appropriate and required
- Whether support/liason is required with Social Care to protect from harm
- Any perceived need for any investigation and/or disciplinary action by an employer

An action plan will be formulated and tasks assigned under the three strands of investigation at the Initial PoT Meeting. A Review PoT meeting will be held within 28 days to review the progress against the plan. Further Review PoT meetings will take place at agreed intervals as required/necessary to address the allegation. The LADO will monitor progress in all cases monthly until they are successfully addressed and completed.

7 Outcomes

There are five allegation Outcome categories to the management of allegations process:

Substantiated: There is sufficient identifiable evidence to prove the allegation False: There is sufficient evidence to disprove the allegation Malicious: There is clear evidence to prove there has been a deliberate act to deceive and the allegation is entirely false Unfounded: There is no evidence or proper basis which supports the allegation being made. It might also indicate that the person making the allegation misinterpreted the incident or was mistaken about what they saw. Alternatively, they may not have been aware of all the circumstances and information. Unsubstantiated: This is not the same as a false allegation and this is more of a neutral outcome. It means that there is insufficient evidence to prove or disprove the allegation. The term, therefore, does not imply guilt or