

## LADO Referrals Indicator Matrix

Please note that LADO indicators can apply to organisations as well as to individuals. The LADO service will analyse referral information to identify organisations that may need additional support with their implementation of safeguarding policies.

<b>Indicators Matrix LADO – Tiers 1-4</b>			
Tier 1 (Consultation) Incident that does not need LADO input but may be a conduct issue	Tier 2 (Consultation) Incident which might require logging with LADO but will be 'No Further Action'	Tier 3 (Referral) Incident which requires consideration of referral to other agency such as police of Ofsted	Tier 4 (Referral) Incident which requires immediate suspension / police referral / arrest / immediate action to protect child
<p>Complaint made by parent or carer or comment made by child that does not seem to have any corroborating evidence. There is no injury seen, or witness accounts do not corroborate the allegation, the manager confident this does not meet the threshold for a referral but is intending to investigate further.</p> <p>In such cases the relevant manager may wish to have a consultation discussion with the LADO, and both can make a record of the discussion and agree it will be dealt with internally, in case further information comes to light to question why no formal LADO referral was made. However no</p>	<p>Member of staff alleged to have acted or reacted in a way considered inappropriate but not harmful; parental or child complaint about such an incident, to outside agency e.g. Ofsted, who have referred to LADO for further enquiries; allegation made but manager believes at this point they can deal with this internally and are checking with LADO for information only.</p> <p>This category also includes volunteers and professionals where there are domestic issues which require them to inform their line manager (for example a section 47 investigation at home) but the employer / manager is clear there</p>	<p>Allegation made which meets the threshold for referral to LADO under Bucks Procedures and appears in the first instance to meet the threshold for referral to police.</p> <p>Such cases may not always involve serious injury to a child but present as a breach of the position of trust the professional or volunteer was in.</p> <p>A proportion of these types of referral may result in a 'no crime' outcome from police, but the allegations process must be followed as the referring information met the threshold. Sometimes these referrals do not immediately appear to have a criminal element but the reported actions mean that a</p>	<p>Allegation made with credible corroborating evidence, where a child has been injured or harmed.</p> <p>Behaviour by the professional or volunteer which is deemed to be extremely concerning towards the children they are caring for and requires immediate suspension.</p> <p>Allegation by a member of the professional / volunteer's family which is so serious it requires immediate consideration by employer.</p>

<p>names will be used as this does not meet the threshold for a record about a named person to be kept.</p>	<p>are no risks presented by this person in their place of work.</p> <p>These are incidents where an escalation to a police referral would be considered a disproportionate response.</p> <p>These cases are likely to meet the threshold for a confidential record to be kept by the LADO, with the knowledge of the person concerned and their manager.</p>	<p>regulatory body such as Ofsted, or the TRA, or SW England, will need to be informed.</p> <p>It is essential in these cases that there is a clear outcome and this is communicated to the professional / volunteer. These referrals can result in a note on future DBS checks and could have an impact on the professional / volunteer's future career.</p>	
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**Physical Abuse**

<p><b>Examples could be:</b> Child objecting to a sanction imposed in school, describing an event to parent who then comes in to complain about how their child says they have been treated; but does not have all the information.</p> <p>Young person in children's home involved in a confrontation and making accusations where there were several witnesses and there is an incident report that appears to refute the child's account that they were harmed.</p> <p>An allegation that is made second or third hand and facts are not clear, or the professional alleged to have done this was not there at the time; or there is confusion about the account.</p>	<p><b>Examples could be:</b> Child accusing a teacher of pushing them, when it appears they were being guided away from a situation</p> <p>Nursery worker seen by parent to be pulling a child away from a situation, parent considers this is done roughly but professional claims it was to remove child from a confrontation where they may have been harmed / may have harmed another child.</p> <p>Professional or volunteer accused of domestic violence assault on own children but there have never been any concerns at work about him / her.</p>	<p><b>Examples could be:</b> a credible disclosure by a child or young person that uses the word 'hit' or 'hurt'; yet there is no injury seen and no corroborating evidence of child's account.</p> <p>Restraint that has caused an injury to the person being restrained.</p> <p>An incident witnessed where there is a physical exchange between staff and child or young person. It is unclear whether self defence or retaliation was involved. The matter needs full investigation.</p>	<p><b>Examples could be:</b> Child has clearly been injured or could have been injured as a direct result of the actions of a professional or volunteer.</p> <p>Incident within the professional / volunteers home life that is of high risk and high level of concern.</p>
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Sexual Abuse			
<p>A school girl telling a friend, who tells the teacher, that another teacher 'makes her feel funny when he looks at her' but no other concerns or complaints expressed.</p>	<p>A professional / volunteer makes an inappropriate remark that appears on the surface to be naïve rather than potentially grooming, or acts in a way that could be deemed unprofessional.</p>	<p>A very young child still requiring personal care / nappy changing, indicates that a nursery worker touched him / her in the genital area.</p> <p>A professional or volunteer has been sending inappropriate but not necessarily sexual texts to young people he/ she works with.</p>	<p>Professional / volunteer arranging to meet young person outside the work environment and asking them not to tell anyone; or making inappropriate contact through social media with sexual overtones.</p>
Emotional Abuse / Neglect			
<p>A child with a history of challenging behaviour, alleging s/he feels bullied by a well respected member of staff.</p> <p>Concerns that family members of the professional / volunteer may be involved in criminal activity.</p>	<p>Teacher under stress who is heard to shout inappropriately at the children one day towards the end of term.</p> <p>Childminder witnessed to ignore children crying and speak rudely to them, but further context not known.</p>	<p>A foster carer where there have been several complaints about poor practice and standards of care; children in their care who are not always clean or appropriately dressed, or seen to be treated in a way that causes concern to observing professionals. Reference to both safeguarding and fostering standards of care regulations would be needed in this case.</p>	<p>Making racist or derogatory remarks to a child or young person in the presence of a witness.</p>
Suggestion Actions			
<p>Managers to investigate further to satisfy themselves this matter does not meet the threshold for a referral outside the organisation, and identify any appropriate actions.</p>	<p>Investigate further with a clear view that this could be escalated to a full LADO referral if more information comes to light. If no further information is discovered, offer words of advice / training and make a record of this on the personnel file</p>	<p>Full referral to LADO and consideration of what actions are required under the procedures (which may include other procedures relating to the context such as a school's safeguarding policies or fostering standards of care).</p> <p>This may or may not include a referral to police.</p>	<p>Full referral to LADO and consideration of what actions are required under the procedures. This will include referral to police and a LADO Strategy Meeting.</p>