**Handling Allegations against Staff**

This process will be followed where allegations are made against Herefordshire council employees (including those employed in maintained schools) which **do not** meet the LADO criteria at first assessment.

Joint LADO / Solicitor to the Council / Assistant Director for People decision about whether the employee’s role is a Positon of Trust & whether LADO criteria are met

Does not meet LADO criteria **and** noemployee conduct concerns

LADO to notify the Designated Adult Lead for PiPoT if potential link to adult safeguarding (employee or alleged victim)

LADO informs Solicitor to the Council & Assistant Director for People of the allegation **if** LADO decision is that it **does not** meet LADO criteria at first assessment

LADO informed of allegation against employee

LADO to record decision, inform the relevant Head of Service, Assistant Director, Director & the Director for Childrens Services & close referral process

Meets LADO criteria

LADO to record decision, inform the relevant Head of Service, Assistant Director, Director & the Director for Childrens Services, & follow LADO procedure

Does not meet LADO criteria **but** employee conduct concerns

LADO to record decision, inform the relevant Head of Service, Assistant Director, Director & the Director for Childrens Services

Assistant Director for People to arrange HR advice for respective line manager