**Allegations against Adults Working with Children in Positions of Trust**

Possible referral to DBS or/and regulatory body

Record on LADO file

Possible employer action

Malicious (clear evidence allegation may be made deliberately)

Outcome determined

Unfounded (misinterpretation or mistake)

Unsubstantiated (cannot be proven either way)

False (sufficient evidence to disprove)

Substantiated (sufficient evidence to prove occurred)

Further Allegation Management Meeting/discussion if required

Employer Action

* Investigate capability
* Disciplinary
* Competence procedure

Child Protection investigation (Social Work)

Criminal Investigation (Police)

Allegation Management Meeting or discussion to plan response and possible courses of action

Refer to LADO within **ONE** working day

Discuss with Manager/Safeguarding Lead and/or HR where possible

A concern or allegation against a member of staff or volunteer, who has contact with children in their work or activities, has arisen