

ALLEGATIONS MANAGEMENT POLICY – SAFEGUARDING CHILDREN, YOUNG PEOPLE & VULNERABLE ADULTS



All reference to personnel includes both paid employees and volunteers.

Anglia Care Trust is committed to the safeguarding of children, young people and adults and equally is committed to ensuring the welfare and well being of personnel. The organisation follows the guidance and policies of the Suffolk Safeguarding Children's Board and as such notes that this policy conforms to the ethos of Working Together 2006.

What type of allegation does this policy refer to?

With respect to this Policy, an allegation is information or a concern which suggests that an adult working with or on behalf of children has:

- Behaved in a way that has harmed, or may have harmed, a child or vulnerable adult
- Possibly committed a criminal offence against or related to a child or vulnerable adult
- Behaved towards a child or children or vulnerable adults in a way that indicates unsuitability to work with them

“It is important to ensure that even apparently less serious allegations are seen to be followed up and they are examined objectively by someone independent of the organisation concerned.” (Working Together 2006)

All allegations must be reported to the Senior Manager within Anglia Care Trust responsible for allegations management. This is the Director of Business Support. Under no circumstances should a line manager raise or discuss the allegation with the member of personnel. If an allegation is made, the person receiving the information should immediately write it down, sign and date it. Then pass this written first disclosure to the Director of Business Support. His/her role will be to

- Liaise and work with the Local Authority Designated Officer (LADO)
- Ensure an outcome about suitability to work with children or vulnerable adults is reached.

The LADO's role is to:

- Oversee individual cases
- Provide advice and guidance
- Liaise with the police and other agencies
- Monitor the progress of the case

Following an allegation being made against a member of personnel, the Director of Business Support will consider with the LADO whether suspension from duty pending investigation is the correct course of action. In some cases, personnel may be informed that they are being suspended due to a safeguarding issue but provided with no further information initially. The Director of Business Support will ensure that the member of personnel is kept informed of the status of the investigation and be responsible for ensuring that the internal part of the investigation is carried out. Following such investigation, he/she will decide with the LADO whether an allegation is:

- Substantiated
- Unfounded
- Unsubstantiated
- Malicious

DCSF definitions of outcomes

Being substantiated – the person has

- Behaved in such a way that has harmed a child or vulnerable adult
- Committed a criminal offence against, or related, to a child or vulnerable adult
- Behaved towards a child or vulnerable adult in a way that indicates they are unsuitable to work with them.

Being unfounded – this indicates that the person making the allegation misinterpreted the incident or was mistaken about what they saw. Alternatively they may have not been aware of all the circumstances. For an allegation to be classified as unfounded, it will be necessary to have evidence to disprove the allegation.

Being unsubstantiated – this is not the same as a false allegation, it simply means that there is insufficient identifiable evidence to prove or disprove the allegation.

Being malicious – this means there is clear evidence to prove that there has been a deliberate act to deceive and the allegation is entirely false.

Data Protection Act 1998

Under Section 47 of the Act, some information regarding safeguarding may not afford protection and as such it cannot be assumed that information gathered and stored concerning a safeguarding allegation affords the same rights as other information covered by the Act.

References

As a responsible employer, Anglia Care Trust will disclose to those legitimately asking for references any allegations and their outcomes. When taking references for new employees, we will always ask whether any allegations have been made about an individual and their outcome.

Date of next review – October 2019