

GUIDANCE

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| 1 | TITLE: | MANAGING ALLEGATIONS AGAINST STAFF IN RELATION TO CHILD SAFEGUARDING |
| 2 | POLICY AREA: | SAFEGUARDING |
| 3 | ACCOUNTABLE DIRECTOR FOR POLICY AREA: | DIRECTOR OF QUALITY AND INTEGRATED GOVERNANCE/EXECUTIVE LEAD FOR SAFEGUARDING – ISLINGTON CCG |
| 4 | GUIDANCE DRAFTED BY: | DESIGNATED NURSE- CHILD PROTECTION ISLINGTON CCG |
| 5 | SIGNED OFF BY | DIRECTOR OF QUALITY AND INTEGRATED GOVERNANCE |
| 6 | RELATED DOCUMENTS: | WHISTLE –BLOWING POLICY CONDUCT AND CAPBILITY POLICY |

DOCUMENT CONTROL

| Date | Version | Action | Amendments |
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| July 2014 | 1 | | |
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1. Introduction and Context

The following guidance on “**Managing allegations against staff in relation to child safeguarding**” has been produced as a supplement to the **Islington CCG Whistle-blowing policy** and its **Conduct and Capability Policy** and should be read in conjunction with them.

Section 11 of the Children Act 2004 places duties on a range of organisations and individuals to ensure their functions, and any services that they contract out to others, are discharged having regard to the need to safeguard and promote the welfare of children.

“**Working together to Safeguard children 2014**” (the current national statutory guidance on child protection and safeguarding) requires organisations to have arrangements in place that reflect the importance of safeguarding and promoting the welfare of children. This includes clear policies, in line with those from the Local Safeguarding Children Board (LSCB) for dealing with allegations against people who work with children.

An allegation may relate to a person who works with children who may have:

- behaved in a way that has, or may have harmed a child;
- possibly committed a criminal offence against or related to a child; or
- behaved towards a child in a way that indicates they may pose a risk of harm to children.

These behaviours should be considered within the context of the four categories of abuse (i.e. physical, sexual and emotional abuse and neglect). These include concerns relating to inappropriate relationships between members of staff and children or young people, for example:

- Having a sexual relationship with a child under 18 if in a position of trust in respect of that child, even if consensual (see sections 16-19 Sexual Offences Act 2003).
- 'Grooming', i.e. meeting a child under 16 with intent to commit a relevant offence (see section 15 Sexual Offences Act 2003).
- Other behaviour giving rise to concerns of a broader child protection nature (e.g. inappropriate text/e-mail messages or images, gifts, socialising etc.).
- Possession of indecent photographs/pseudo-photographs of children.

Local authorities are required to have a Local Authority Designated Officer (LADO) to be involved in the management and oversight of all such individual cases. The LADO should provide advice and guidance to employers and voluntary organisations, liaising with the police and other agencies and monitoring the progress of cases to ensure that they are dealt with as quickly as possible, consistent with a thorough and fair process.

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Each LSCB member organisation should identify a named senior officer with overall responsibility for:

- Ensuring that the organisation deals with allegations in accordance with these London Child Protection Procedures;
- Resolving any inter-agency issues;
- Liaising with the LSCB on the subject.

2. Local process

The **London Child Protection Procedures Part A 2013** stress the need for all staff to be made aware of their organisation's Whistle-blowing policy and to feel confident to voice concerns about the attitude or actions of colleagues.

These procedures also provide details re the management of allegations against staff members.

In summary:

- Any allegation against a member of staff in relation to child safeguarding should be **reported immediately** to a senior manager within the organisation. In Islington CCG any such allegations should also be reported to the Designated Nurse (Child Protection).
- The LADO should also be informed within **one working day** of all such allegations that come to an employer's attention or that are made directly to the police.
- If an organisation removes an individual (paid worker or unpaid volunteer) from work such as looking after children (or would have, had the person not left first) because the person poses a risk of harm to children, the organisation must make a referral to the Disclosure and Barring Service.
n.b. It is an offence to fail to make a referral without good reason.

In addition, **Islington Safeguarding Children Board** has produced multi-agency local guidance (April 2013) including:

- Information about reporting allegations
- Information for staff subject to allegations
- London Child protection procedures flow-charts 2013

<http://www.islingtonscb.org.uk/SiteCollectionDocuments/LADO%20guidance.pdf>

3. Contact Information:

Any child safeguarding allegations against GPs, dentists, pharmacists, optometrists or their staff will be managed via the practitioner performance team at NHS England and should be brought to the attention of:

Dr Henrietta Hughes
Medical Director
NHS England – London region
Telephone 020 7932 3118.

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Contact details for the Islington LADO are:-

Laura Eden
Service Manager
Safeguarding and Quality Assurance
Targeted and Specialist Children and Families Services
Islington Council
3 Elwood Street
London
N5 1EB
Telephone: 020 7527 8066 or 07 826 904 014
Laura.eden@islington.gov.uk

The Islington CCG Senior officer with overall responsibility for managing allegations against staff is:

Martin Machray
Director of Quality and Integrated Governance
Telephone: 020 3688 2907 or 07 879 492 974
Martin.machray@islingtonccg.nhs.uk

The Islington CCG Designated Nurse (child protection) is:

Lorraine Wiener
Telephone: 020 3688 2934
Lorraine.wiener@islingtonccg.nhs.uk