



# Gloucestershire COUNTY COUNCIL

## Allegations Management

*What to do if you have an allegation of abuse made against you*

If an allegation of abuse is made against you, it will be reported to the Local Authority Designated Officer (LADO) for Gloucestershire and the Government's Allegations Management procedures will be followed. These come from ***Working Together 2018*** and are used in all cases where a person who works or volunteers with children is alleged to have:-

1. Behaved in a way that has harmed or may have harmed a child.
2. Possibly committed a criminal offence against, or related to a child.
3. Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.
4. Behaved or may have behaved in a way that indicates they may not be suitable to work with children.

**There are a number of initial outcomes from the allegation being made:**

1. No further action after initial consideration
2. Criminal investigation
3. Disciplinary investigation

If the allegation is serious enough, suspension might be considered pending the outcome of an investigation. The case might move between criminal and disciplinary depending on information arising from investigation. The threshold for criminal conviction is 'beyond all reasonable doubt' and the threshold for disciplinary action is 'on the balance of probabilities'. If you are dismissed from post because of a concern about behaviour towards children (regardless of whether there is a criminal conviction) you will be referred to the Disclosure and Barring Service (DBS). The Disclosure and Barring Service (DBS) will consider whether you can continue to work with children in any capacity.

**What you can do:**

- Familiarise yourself with the guidance so you understand the process being followed. See guidance at the following link  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/419595/Working\\_Together\\_to\\_Safeguard\\_Children.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_Together_to_Safeguard_Children.pdf)
- Ensure you have the contact details of a senior person within your employment hierarchy and regular updates are set up for you.
- Ensure you give your side of things, either during criminal investigation to the police or during disciplinary investigation to your employer.
- Take up any offer of support from Occupational Health or your GP.