**LADO – Allegations Management Meetings (AMM)**

**What happens at a LADO AMM?**

LADO Allegations Management meetings are held under the guidance for managing allegations against adults who work with children as outlined in’ Working Together to Safeguard Children’ HM Government 2018 and Department of Education 'Keeping Children Safe in Education- Statutory Guidance for Schools and Colleges' 2019 and Section 8.2 of the Pan Sussex child protection procedures.

These procedures should be applied when there is an allegation or concern that any person who works with children, in connection with his/her employment or voluntary activity, has:

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

These behaviours should be considered within the context of the four categories of abuse i.e. [Physical, Sexual, Emotional Abuse and Neglect](https://sussexchildprotection.procedures.org.uk/page/glossary?term=Physical+abuse&g=ygjN#gl16).

The meetings are to draw together three possible strands of enquiries; by the police in relation to possible criminal matters, by social care in relation to the needs of any child or young person, and by the employer in relation to disciplinary and employment matters, including support to the adult alleged against within their duty of care.

The content and record of the meeting is highly confidential. The record is not to be disclosed for any purpose without the permission of the Chair. Meeting members are advised to check carefully for accuracy.

**The agenda is as follows:**

1. Introductions and apologies
2. Confirmation of details of the alleged victim and perpetrators
   1. Consider whether a section 47 enquiry [Children Act 1989](https://www.legislation.gov.uk/ukpga/1989/41/section/47) has been carried out or is required and/or police investigation and consider the implications.
   2. Ensure that arrangements are in place to protect the child/ren involved and any other child/ren affected and provide appropriate support
   3. Consider whether any parallel disciplinary process should take place.
   4. Review any previous concerns or allegations regarding the conduct of the accused person.
   5. Consider what support should be provided to the subject of the allegation and others who might have been affected.
3. Discussions:
   1. Initial AMM – details of allegation, action taken to date, review information in referral, support (for child and adult), risk assessment and safety planning
   2. Review AMM – previous recommendations and progress
4. Notification needed to senior management or media comms
5. Agreed actions and information sharing:
   1. Determine what information can be shared, with whom and when.
   2. Make arrangements to inform the child’s parents/carers or the parents/carers of any other children involved and consider how to provide them with support and information during enquiries.
   3. Make recommendations where appropriate, regarding suspension, or alternatives to suspension
6. For reviews:
   1. Employer’s investigation outcome
   2. Allegation outcome
   3. Referral to DBS, governing body or regulatory body

**Checklist for staff attending a LADO Allegations Management meeting:**

Do I have all the relevant information needed for the meeting?

* am the correct person to attend?
* do I need to bring anyone with me?
* details of child/adult concerned?
* detail of current allegation?
* detail of historical involvement with child/adult?
* detail of any previous concerns of allegations?
* length of employment?
* any contact with children in other capacity?

**What happens at a review (concluding) Allegations Management meeting?**

At a review meeting, or via direct communication if more appropriate, the LADO will canvas views of professionals, consider all the information and record the employer’s outcome of their investigation. The five possible outcomes will be discussed, you will be asked which outcome you think most appropriate, although the allegation outcome is the responsibility of the employer.

**Substantiated** - A substantiated allegation is one which is Supported or established by evidence or proof

**Unsubstantiated** - An unsubstantiated allegation is not the same as a false allegation. It simply means that there is insufficient identifiable evidence to prove or disprove the allegation. The term, therefore, does not imply guilt or innocence.

**Unfounded** – There is no evidence or proper basis which supports the allegation being made. It might also indicate that the person making the allegation misinterpreted the incident or was mistaken about what they saw. Alternatively, they may not have been aware of all the circumstances.

**False** – There is sufficient evidence to disprove the allegation.

**Malicious** – There is clear evidence to prove there has been a deliberate act to deceive and the allegation is entirely false.