

HCC LADO Case Responsibility Protocol For Use With Other LADO Authorities

There is no central guidance, nor national agreement, as to where LADO responsibilities rest if an allegation arises against an adult who is working in or from a setting in one authority, but whose actual employer operates out of another authority. Examples of such situations would be an agency teacher working in a Hampshire school whose agency is based in Southampton, or a worker in a residential or Independent Fostering Agency setting who have units or offices in Hampshire but headquarters, HR departments etc. based in the North of England.

When a LADO is engaged in the management and oversight of an allegation they need to be aware of any history of known concerns related to the person subject of the allegation but also have an understanding of the context in which the allegation occurred. In effect this means the LADO should be aware of the establishment in which an alleged incident took place and they need to form a view of the effectiveness of the management and safeguarding oversight in that establishment.

Where an establishment is part of a wider group of provisions or where an agency member of staff may actually be employed through an office or organisation other than the establishment in question (and noting that office or organisation may be based anywhere in the country, or even abroad) it will be important for the LADO to be able to focus on the relevant issues rather than be bound to a course of action or inaction by the geographical base of the actual employer.

Consideration of the above leads to the principle which underpins this protocol.

Underpinning Principle: The LADO best placed to deal with any matter is the LADO in the authority where the subject of a referral is engaged in work with children.

From a Hampshire perspective this can be expressed as follows:

	Employment HCC based	Employment NOT HCC based
Employer HCC Based	HCC LADO responsibility	<u>NOT</u> an HCC LADO responsibility
Employer NOT HCC based	HCC LADO responsibility*	<u>NOT</u> an HCC LADO responsibility

*One exception, by negotiation, might be when concern arises about an IFA carer living in Hampshire in respect of a child looked after by another LA. In these circumstances all relevant knowledge would probably be with bodies other than HCC. Hampshire LADOs will deal by default but it may be sensible to negotiate that the LADO from the child's placing LA takes the lead role.

Hampshire LADOs will work to this protocol and openly share it with other authorities to best ensure LADO responsibilities are effectively discharged in all circumstances.

Dave Watson: Head of the HCC Children's Services Safeguarding Unit and Reviewing Service
20/01/16