

Understanding the LADO: A Guide for Parents and Carers

THE ROLE AND RESPONSIBILITIES



Coordinates, Does Not Investigate

The LADO oversees the process but investigations are performed by employers, police, or MASH.



Statutory Oversight Body

An experienced social worker managing concerns about adults in positions of trust.



Balancing Fairness and Safety

Ensures children are protected while ensuring adults are not unfairly prejudged during enquiries.

THE INVESTIGATION PROCESS



Rapid Referral Within 24 Hours

Employers must contact the LADO within one working day of a threshold-crossing concern.



Multi-Agency Collaboration

The LADO brings together police, social care, and employers to agree on actions.



Confidentiality and Support

Specific details about the accused are withheld to meet data protection requirements.

INVESTIGATION OUTCOMES



Substantiated

The allegation is supported by sufficient evidence or proof.



Unsubstantiated

Insufficient evidence is available to prove or disprove the allegation.



Unfounded / False

No evidence supports the claim, or evidence proves the allegation is untrue.



Malicious

Clear evidence shows the allegation was deliberately made to cause harm.