

OUTCOME

At the end of an investigation an outcome is needed. The possible outcome will be one of the following:

- **Substantiated** Evidence was able to prove that what was alleged did happen.
- **Unsubstantiated** It cannot be proven either way that the allegation did or did not happen
- **Unfounded** Evidence was available to prove that what was alleged didn't happen or couldn't have happened or information has been misinterpreted.
- **Malicious** A deliberate act to deceive. For an allegation to be classified as malicious, it will be necessary to have evidence which proves the intention
- **False** There is sufficient evidence to disprove the allegation (education only)

If the allegation is substantiated and you are dismissed, or resign before you are dismissed, or your contract is not renewed due to the allegation, your employer is legally obliged to conclude the investigation and reach one of the above outcomes.

They are also legally obliged to refer the matter to the Disclosure and Barring Service if it is substantiated.

RECORD KEEPING

Employers must keep records, which will detail the allegation, how it was investigated, the outcome and the action taken. This information will be kept on file for a period between 10 years or until the alleged person is 100 years depending on the outcome.

These records are stored in accordance with the North West Designated Officers for the Local Authority Regional Data Retention Policy.

The Disclosure and Barring Service (DBS) may reveal the outcome of strategy meetings if the Police have retained a record.

Employers must disclose information in references when an allegation is substantiated or unsubstantiated.

You can find Blackpool Safeguarding Children Board's procedure for managing allegations at:

www.blackpoolsafeguarding.org.uk

These procedures should be read in conjunction with the statutory guidance for the management of allegations which can be found in Working Together to Safeguard Children 2018 (DfE)

INFORMATION FOR EMPLOYEES WHAT HAPPENS WHEN AN ALLEGATION HAS BEEN MADE ABOUT YOU?



Blackpool Council



NHS
Blackpool



WORKING TOGETHER
TO MAKE A DIFFERENCE

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WHAT HAPPENS IF AN ALLEGATION IS MADE AGAINST YOU?

The majority of people who work with children act professionally and aim to provide a safe and supportive environment for them. However, sometimes the behaviour of adults who work or volunteer with children and young people can result in allegations being made against them.

It is never acceptable for an adult in a position of trust to harm a child or young person. Therefore allegations about behaviour or concerns raised about staff, workers or volunteers in relation to children or young people are taken seriously.

If an allegation has been made or a concern raised about your behaviour in relation to children, further information is needed to understand what has happened.

An allegation can apply to the workplace, community or to your personal life.

We understand this may be a difficult time for you and this leaflet aims to explain the process of managing allegations.

INVESTIGATIONS ALLEGATIONS

Report of allegation or concern



Designated Senior Manager considers allegation and consults with the Local Authority Designated Officer and addresses any immediate safeguarding concerns



Consideration as to whether the adult has:

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 in a way that indicates they may pose a risk of harm to children



The Local Authority Designated Officer will consider whether a managing allegations strategy discussion/meeting is required



If it is necessary to investigate further, a decision will be made whether this will be the Police, Social Care or your employer or a combination of agencies



After investigation, a decision is made to result the outcome as: malicious, substantiated,, unsubstantiated, unfounded, or false (education)

WHAT HAPPENS NEXT?

The meeting will decide:

What is required to safeguard the child or young person involved or other children and young people with whom you have contact.

Whether a police and/or social care investigation is required or whether disciplinary procedures should be followed.

What information can be shared with you and by whom. Whilst all parties will endeavour to share as much information as possible with you in a timely and transparent manner, certain agency processes are beyond the control of the Local Authority Designated Officer.

What support should be provided to you and others who may be affected and by whom. This support is in addition to that offered by your Union Representative, GP, OHU and will be a nominated individual.

Any investigations will be carried out by the most appropriate agencies and will feed back to the Local Authority Designated Officer.

A further meeting may be held to decide what action is needed to ensure children are safeguarded.