

MANAGING ALLEGATIONS AGAINST STAFF AND VOLUNTEERS WORKING WITH CHILDREN



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Date: **March 2022**

Date for review: **February 2023**

Our aim is to provide a safe and supportive environment which secures the wellbeing and very best outcomes for the children. We do, however, recognise that sometimes allegations of abuse are made.

We recognise that allegations, when they occur, are distressing and difficult for all concerned. We also recognise that some allegations are genuine and that there are adults who deliberately seek to harm or abuse children.

We will take all possible steps to safeguard our children and to ensure that the adults in our organisation are safe to work with children. We will always ensure that the procedures outlined by [Working Together to Safeguard Children](#) are adhered to and will seek appropriate advice from the Local Authority Designated Officer (formerly known as LADO in previous versions of Working Together to Safeguard Children which this procedure will continue to use for ease of reference).

The LADO can be contacted to request a consultation or to make a referral via e-mail: [Insert LADO Email contact](#) (this can be found on your ISS member Safeguarding Policy) or by phone on: [Insert LADO telephone contact](#).

If an allegation is made or information is received about any member of staff (or volunteer) who works in our setting (or another setting) who 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; or
- behaved towards a child or children in a way that indicates they may pose a risk of harm to children*

the member of staff receiving the information should inform the Designated Safeguarding Lead immediately. This includes concerns relating to agency and supply staff and volunteers.

Should an allegation be made against the Designated Safeguarding Lead, this will be reported to the Senior Lead for Safeguarding unless this is not possible. In such cases where it is not possible, a consultation will be sought by that staff member with the LADO.

The Designated Safeguarding Lead / Senior Lead for Safeguarding will seek advice from the LADO within one working day. No member of staff will undertake further investigations before receiving advice from the LADO.

Any member of staff or volunteer who does not feel confident to raise their concerns within the Organisation should contact the LADO directly on: [Insert LADO telephone contact](#).

Further national guidance can be found at: [Advice on whistleblowing](#)

**In addition, staff should also alert the Base Leader if an individual who is working on as part of a YWAM ministry has behaved in a way in their personal life that raises safeguarding concerns. These concerns do not need to directly relate to a child (see [local Child Protection Guidelines](#) for further guidance).*