



Role Profile

Local Authority Designated Officer (LADO)

People

Role Profile: : Local Authority Designated Officer (LADO)	Role Profile Number: SBC 11462
Directorate: People	Reporting to:
Grade: CFL 11	Date Prepared: March 2016

Our Values

Our [Values](#) shape how we work for the people of Swindon. They guide how we make decisions, how we deliver services and how we work with our communities and partners.

Our Values are:

We SEE – people, not problems – and stay curious to understand their story.

We HEAR – each other and the people we serve

We CARE – about our colleagues, our residents and our community

We ACT – with integrity, accountability and purpose

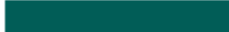
We LEARN – from data, feedback and experience so we keep improving

These five values describe the standards we hold ourselves to as a Council, and what residents and partners can expect from us.

The Swindon Commitment

The [Swindon Commitment](#) shows how we bring our Values to life every day, in every role, across all that we do. It turns our Values into practical promises between the Council, our colleagues and the people we serve so we can work together to deliver the best possible services and support.

Created with colleagues from across the organisation, the Swindon Commitment sets out a shared understanding of how we work, lead and behave. Rooted in our five core values, it reflects how we listen to, include and respond to residents, communities and each other.

 We See people, not problems – and stay curious to understand their story.	 We Hear each other and the people we serve.	 We Care about our colleagues, residents and community.	 We Act with integrity, accountability and purpose.	 We Learn from data, feedback and experience to keep improving.
--	--	---	--	---

Purpose:

This post will be required to develop and maintain knowledge and expertise in the management of allegations and serve as a resource for the team and wider service.

To have oversight and management of all allegations (and other significant concerns) that are made by children and young people against adults who are in a position of trust.

To ensure that all agencies comply with their statutory obligations to progress allegations effectively and in a timely way in line with Local Safeguarding Children Board procedures and other relevant statute, regulation and guidance.

To expedite the progress of LADO cases and challenge any delays in the conclusion of enquiries and investigations.

Key responsibilities and accountabilities:

1. To provide child protection and safeguarding advice to agencies when allegations or concerns are raised in relation to adults working in a position of trust with children.
2. To manage and oversee the progress of LADO cases to ensure they are progressed in a timely way and that children are safeguarded.
3. To effectively chair complex strategy meetings and allegation management meetings.
4. To monitor the progress of any enquiry/ investigation and action agreed at the strategy meeting/allegation management meeting.
5. To maintain accurate records of all referrals and enquires into the LADO
6. To work with partners and regulatory bodies holding them to account to ensure timely focused and effective practice.

7. To maintain sound data records to enable periodic reporting as agreed in relation to allegations to enable themes, trends and performance management to be ascertained and monitored.
8. To lead on the dissemination of lessons learnt from LADO cases to the wider childrens network as appropriate to the audience used to improve practice.
9. To ensure timely management of cases and enquires/investigations across the service partner agencies, challenging any unnecessary delay

Supplementary Accountabilities

1. To assist in the timely completion of the LADO Annual Report.
2. To develop and deliver training to partners principally in relation to the role of the LADO and the allegations process

Managerial

None

Professional

Awareness of one's own behaviour, values, attitudes, strengths and weaknesses.

Ability to reflect on one's behaviour and change them.

Authenticity – being yourself and not wanting to look good or avoiding to look bad,

Leading by example – being the role model you wish others to grow in to.

Giving space to others and not imposing own views or judgements

Enabling development through co-creation and collective learning

Is compassionate and accepting of others

Connecting with others at an honest human level

.

To be aware of and utilise personal strengths and resources to endure tough times

Keeping a positive outlook and using challenges as personal growth

Clear and effective communicator

Is purposeful and makes
decisions

Decision making:

The LADO is required to support and guide appropriate decision making at the end of the LADO process. This involves complex evaluation of information balancing the need to safeguard children and young people and the employment rights of adults of concern.

Creativity and innovation

NA

Job Scope

This role has a wide span of contacts and relationships within the council including social schools, education, OFSTED early years settings, other regulatory bodies, health, education and the police.

Number and types of jobs managed: N/A

Budget Holder: No

Budget Value: N/A

Asset Responsibility: N/A

PERSON SPECIFICATION

Qualifications:	Essential or Desirable
Qualified Social Worker with current SW England Registration	E
Knowledge and Experience:	
- Knowledge in relation to statutory requirements to keep children and young people protected - Experience of child protection enquiries and chairing complex multi-agency meetings where risk is a factor - Ability to challenge effectively the criteria for meeting the threshold for LADO involvement	E E E

Aptitudes, Skills and Competencies:	
• Ability to develop and deliver training to partners principally in relation to the role of the LADO and the allegations process • To assist in the timely completion of the LADO Annual Report. • Excellent communication skills	D D E

Other Key Features of the role

It should be noted that the duties and tasks associate with this post may change from time to time without altering their general character or the level of responsibility entailed. The above duties and activities associated with this job are neither exclusive nor exhaustive and the job holder may be called upon to carry out other such appropriate duties as may be required within the grading level of the job.

