

Notifying and Consulting with the LADO:

A Practice Guide for Partner Agencies

For general enquiries:




01609 798005



lado@northyorks.gov.uk

Key Messages

- The LADO **duty system is changing** in response to an unprecedented demand for consultations that do not meet threshold.
- Please **submit a Notification Form** if you believe the threshold for **Referral** has been met or you need to **consult with LADO** if you are unsure about threshold.
- Completed forms should be sent directly to  lado@northyorks.gov.uk

When to Notify the LADO

You must notify the LADO when an identifiable member of staff or volunteer (working with children or young people) has or may have:

- **Harmed a child or may have harmed a child** (*HARM THRESHOLD*)
- **Possibly committed a criminal offence** against or related to a child (*CRIMINAL THRESHOLD*)
- **Behaved in a way that indicates they may pose a risk of harm** to children (*RISK THRESHOLD*)
- **Behaved in a way that indicates they may not be suitable to work with children** (*SUITABILITY THRESHOLD*)

These concerns may arise from a person's **professional or personal life** (e.g. domestic abuse, criminal investigations, or child protection enquiries involving their own children).

How to Notify or Consult with LADO

- Complete and submit a **LADO Notification Form** within **24 hours** to:
 -  lado@northyorks.gov.uk
 -  Form available at: [LADO Notification Form](#)

Note: This mailbox is not monitored outside office hours or on bank holidays.

If You're Unsure Whether Threshold is Met

- Submit a **Notification Form** for a **Consultation**.
- The LADO will review and respond with appropriate advice or guidance.
- This ensures timely oversight and supports safe decision-making.

If You Decide Not to Notify the LADO

- Record the complaint or low-level concern including any actions taken following your own internal processes.
- Clearly record your **decision-making and rationale**, showing you have considered the LADO thresholds and believe they are not met.
- Reference **Working Together to Safeguard Children 2023**, which states:

“Any allegation that meets the criteria should be reported immediately to a designated senior manager. The designated senior manager should then decide whether it is appropriate to refer the case to the LADO.”

(WTSC 2023, Chapter 4, Page 113)

Important Reminders

- The **LADO does not investigate** allegations. That responsibility lies with the **employer/organisation, Children and Young Peoples Service or Police**.
- The LADO provides **management and oversight** of allegations.
- If your concern is about **agency safeguarding practices** (not a specific individual), use the agency's **complaints procedure**.

Further Guidance

North Yorkshire Safeguarding Children Partnership procedures: [NYSCP - LADO Procedures](#)

Details of up-and-coming allegation management training and other resources can be found at: [NYSCP - LADO Web Page](#)