

LADO: Quick Guide to Transferable Risk Assessment

Keeping Children Safe in Education introduced an additional bullet point to the LADO criteria that widened the scope of the Managing Allegations guidance (KCSIE Chapter 4) beyond allegations that relate directly to behaviour towards children.

The following 4 criteria are often referred to as the LADO or **Allegation Threshold**:

- *behaved in a way that has harmed a child, or may have harmed a child (Harm threshold) and/or*
- possibly committed a criminal offence against or related to a child (Criminal Threshold) and/or
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children (Risk Threshold) and/or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children (Suitability Threshold)

The addition of the fourth bullet point (highlighted) is to address transferrable risk. This is often also referred to as the **Suitability Threshold**.

What is the transferable risk?

This is where the behaviour of a member of staff or volunteer outside of the workplace could have an impact on their suitability to work with children.

Examples of Transferable Risk

The examples could include the following:

- Risk to children from behaviour outside work
 - sexual or physical assaults on an adult.
 - possession of weapon
 - serious drug offences
 - extremist behaviour / publicly expressing extremist views.
- Risk from one employment to another (including volunteering)
- Where someone's own child(ren) are subject to Child Protection investigations or plans.
- Close association with someone in personal life who presents a risk of harm to a child.

If concerns arise about a person's behaviour in relation to their own children or children via their work, the police and/or Children's Social Care will consider informing the employer in order to assess whether there may be implications for children with whom the person has contact with via their work.

Transferable Risk Assessment Tool

As it has been identified that the allegation fits within the scope of the Suitability Criteria, a transferable risk assessment has been asked to be completed. (Template attached)

The assessment should ideally be completed with the member of staff as it will assist you as the employer to decide whether it is appropriate and safe for the individual to remain in role following an investigation into an allegation.

General Areas to explore in the assessment include:

- What has been alleged?
- The views of the staff member and their attitude to any risk identified.
- Any mitigation for behaviour offered.
- Any history of previous concerns/ complaints or allegations
- Similarity of roles / responsibilities
- Their previous response to Safeguarding concerns.
- Any circumstances that are likely/unlikely to be replicated within the agency.
- Reputational risk to the agency
- Is their work unsupervised?
- What measures need to be put in place to manage this risk -
 1. Suspension / alternative working arrangements
 2. Additional supervision
 3. Removal of some duties / responsibilities
 4. Disciplinary Procedures /Dismissal