

8.3 Outcomes

A number of outcomes are possible, depending on the nature and seriousness of the allegation and the evidence available to support it.

- Enquiries by social care may suggest that a child or children have been, or were likely to be, subject to significant harm and this will lead them to take whatever action is deemed to be appropriate to reduce that risk and/or provide support to those involved.
- The police, and where appropriate in conjunction with the Crown Prosecution Service, will decide whether criminal proceedings should be initiated and an individual charged or cautioned.
- Employers will, with the assistance of the LADO, decide what action, if any, to take as regards their continued employment of the person against whom the allegations were made. This will, to some extent, be influenced by the police and social care investigations but will also depend on any breaches of internal policies or procedures.
- They will also need to consider whether the person should be referred to the Independent Safeguarding Authority professional regulatory body to which the person may belong. Again, the LADO will consult with them on this decision and any referral should be made within one month.

<http://www.wiganlscb.com/Allegationsagainststaff.asp>