

Role Title: Local Authority Designated Officer (LADO)
Salary: P05 (£46, 464 – £49, 498) plus £2000 market supplement (PRO RATA – Post is 18.5 hours)
Location: Bradford, Sir Henry Mitchell House
Report to: Service Manager for Safeguarding and Reviewing

About Us

Bradford has created a new Children and Families Trust, which has been commissioned by Bradford Council to deliver a wide range of services for children, families and young people on their behalf. The Trust is accountable for determining how outcomes of these services are achieved and for the day-to-day running of commissioned children's services.

This is an important opportunity to renew our approach to delivering the support that Bradford's children, young people and families in need, by renewing services and creating a new organisation. We are bringing the mindset, dynamism and energy of a start-up together with the national expertise and determination of the Trust's Board, senior leadership and our colleagues' practical experiences of providing children's services in Bradford.

As a new organisation, Bradford Children and Families Trust has established our own purpose, vision, and outcomes for what we aim to achieve.

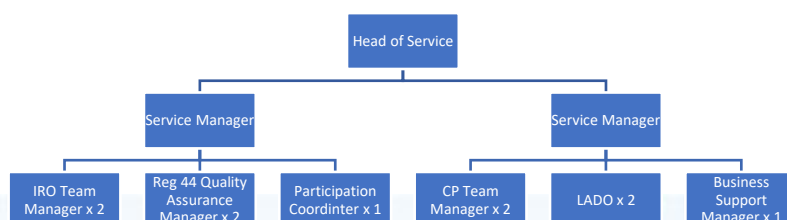
Our vision: For all children and young people in Bradford to be safe and able to realise their full potential.

Our purpose: To provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District.

We will achieve this through continuous improvements in our services and positive collaboration with our staff, our partner organisations.

Safeguarding & Reviewing Service Overview

The role sits within the Safeguarding & Reviewing service which is comprised as set out below.



Role Summary

The role of Local Authority Designated Officer (LADO) is to ensure that children are not harmed by people who work and volunteer with children. The LADO responds promptly, effectively and confidentially to allegations and concerns from all organisations offering a service to children, ensuring high standards of professionals practice consistent with legislation and statutory guidance, specifically the Children Act 2024, Working Together 2023 and Dealing with Allegations of Abuse against Staff who Work with Children.

The LADO also has a key role in challenging and supporting agencies to take appropriate and timely steps to safeguard children from neglect and abuse by professionals, volunteers and those in public office who have direct contact with or responsibility for children.

The LADO needs to provide accurate information to senior managers across all services and agencies contributing to the care and protection of children. This may include sharing the extent and nature of allegations against people working and volunteering with children and young people.

Main Duties and Responsibilities

1. You will be the first point of contact for all allegations made against people who work and volunteer with children and young people and will decide on the most appropriate action in discussion with the lead worker from the referring agency.
2. When required, you would chair Allegations Management Meetings (AMMs) concerning allegations made against professionals who work with children and young people.
3. This involves ensuring that those AMMs are convened within appropriate timescales and that relevant professionals are invited and supported to contribute.
4. You would need to ensure that the meeting and allegations management processes remain child centred, that the child's voice is heard and that they are safeguarded.
5. The role requires you to maintain an accurate information database in relation to all allegations, advice given, actions taken and decisions made. At times, you may be asked to produce and present appropriate management reports.
6. You will manage, monitor and review the progress of allegations management processes to ensure they are dealt with as quickly as possible and consistent with a thorough and fair process.
7. You might be asked to chair complex meetings on behalf of the Children and Families Trust regarding staff in relation to any safeguarding issues.



8. You will provide advice and guidance to senior managers with the Children and Families Trust and to other employers and voluntary organisations.
9. You will assist in providing and using various sources of information from LADO processes to support the monitoring, analysing and evaluating of themes and reporting on this to senior management.
10. You will create and provide training and development activities as necessary to ensure up to date knowledge, skills and continuous professional development of staff within the organisation and the wider multi-agency network.
11. You will be able to work collaboratively with all partner agencies in promoting and developing good practice and contribute to the development of local child protection practices and learning as identified.
12. The role requires you to offer expert advice, support, consultation and mediation on practice issues when necessary to Children and Families Trust staff in individual cases.
13. You will be able to maintain effective links with senior officers in all agencies involved in child protection work.
14. At times, you may be asked to represent the service in strategic partnerships such as the Safeguarding Partnership.

Essential Knowledge and Skills

Working Together (last updated in 2023) sets out that the LADO must have a professional social work qualification.

We are therefore looking for a qualified social worker with experience of working in the field of child protection and child safeguarding and a comprehensive knowledge of legislation, guidance and regulation relating to child protection.

You would be able to relate this experience and knowledge to assisting with specific investigations around safeguarding, through providing advice and expertise on child protection issues.

Evidence of having had oversight of investigations, including those into the conduct of senior members of staff and whistleblowing situations would be helpful alongside evidenced ability to operate professionally and independently in such circumstances.

You will have the ability to use, interpret, handle and communicate information appropriately, including preparing reports on complex issues and chairing multi-agency meetings in a range of settings.

Knowledge of standards of practice and the ability to offer challenge around working practices that fail to meet the required standards is needed, alongside being able to demonstrate the skills and abilities



required to take on the role of LADO – providing advice and guidance to agencies and to record, monitor and review agency investigations.

It would be helpful if you have experience of providing supervision and/or guidance around effectively managing risks to children and extensive experience of working with children in situations where safeguarding is an issue.

The ability to use a range of IT packages related to the area of work is necessary.

The role requires the post holder to undertake an enhanced DBS check and be registered with Social Work England.

We actively seek applications from disabled people who would be able to undertake the role with reasonable adjustments, in accordance with the Equality Act 2010.

