

# Local Authority Designated Officer (LADO)

Service	Reporting to	Location	Grade
Childrens Services	SQAU Service Manager	Unit House/ Home Working	4C

## About the role

As LADO you will be expected to provide advice and guidance to employers and voluntary organisations about what is an allegation, a concern about the quality of care or practice or a complaint.

To provide advice and guidance to employers and voluntary organisations on how to deal with allegations against people who work with children.

Liaise with police and other agencies when there are allegations against individuals.

Develop and maintain effective working relationships with partners and stakeholders.

Support the development and maintain a robust system for quality assurance and performance management.

Report on activity and outcomes at business meetings and produce a high-quality annual report.

Raise awareness of the management of allegations across the partnerships and amongst wider community so there is a consistent approach across the city

Ensure that allegations made against people who work with children are dealt with in a fair and proportionate way.

Actively participate in local, regional and national fora to inform a best practice approach.

Liaise with senior managers, elected members and press office on high profile cases.

## Key outcomes

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The LADO is responsible for managing allegations against adults who work with children. This involves collaborating with police, children's social care, employers and other professionals. It is important to note the LADO does not conduct investigations directly, but rather oversees and directs them to ensure thoroughness, timeliness, and fairness. LADO does not have direct contact with the 'subject' the allegation has been made, or the family of the child/children involved but will, as part of their role ensure that these have information regarding outcomes via their employer.

## What we need from you

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To model and demonstrate our values and behaviours.

To have at least 5 years post qualifying experience in social work.

Professional credibility through proven relevant experience in a similar role.

Experience of using a strengths focused approach to support improved outcomes for children and young people.

Models and demonstrates Salford's values and behaviours.

Detailed knowledge of Safer Recruitment and HR process.

Detailed knowledge and understanding of the implementation and management of complex casework process and procedures.

Ability to translate complex ideas and information into meaningful and 'user-friendly' information; ability to 'tell the story'.

To bring people along and ensure all audiences understand the key messages.

To be an excellent communicator using various mediums to achieve the best results.

To build strong, collaborative relationships to find creative ways to make services more sustainable and flexible.

To be able to manage your time effectively to ensure that timescales are adhered to

## What we can offer you

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Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

### Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

### Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](https://www.instituteofapprenticeships.com/) website.

### Tailored Development

LADO regional and National Network is a great support network, as part of your role you will have an opportunity to engage in the network, be involved in peer auditing and take part in regional development sessions

## A digital organisation

### Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea](#) website.

### Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

## Our vision and priorities

### Our vision

The council has a vision is to create '**A fairer, greener and healthier Salford**'. To help us achieve this vision we have identified some key priorities to tackle the problems people in Salford are currently facing, [the Great Eight](#).

Salford is beginning a journey of economic transformation, with the mapping out of the city's economic future through key pieces of city council work. We're calling this [The Salford Way](#).

## The Great Eight are:

Tackling poverty and inequality.



1

Creating vibrant places and spaces.



2

Tackling the climate emergency.



3

Skills and education (A Learning City).



4

Affordable housing and reducing homelessness.



5

Promoting transport and digital connectivity.



6

Creating an economy for all.



7

Tackling health inequalities and providing the best possible care.



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## Our organisation's values

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**We have four values: Pride, Passion, People, Personal responsibility.**

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

## Our values



**Pride**

**Passion**

**People**

**Personal responsibility**

## Application guidance

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We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

### Role details

Completed by: Vickie Hollingworth

Date: 08.04.24

Job code:

Job score:

Date of evaluation: