

**Working Document flow chart for DADO allegation process**

Child, YP or Adult shares information with a professional or a professional witnesses a cause for concern.

Individual calls DADO Service for initial information gathering. Professional notification to be completed by referring agent and sent to the DADO inbox.

DADO to review and BRAG (Blue, Red, Amber Green) to determine threshold and next steps. Allegation spreadsheet updated. Check immediate safeguarding of child/YP.

**BLUE**  
No DADO threshold and no further action required. Any relevant HR policy to be followed if evidence of misconduct or performance

**GREEN**  
No DADO threshold met BUT further action required. Liaise with Employer and ensure HR policy is being followed if evidence of misconduct or performance

**AMBER**  
DADO threshold met. No IMMEDIATE safeguarding concerns. DADO Strategy Meeting to be held within 5 WORKING DAYS

**RED**  
DADO threshold met. IMMEDIATE safeguarding concerns identified. DADO Strategy Meeting to be held within 24hrs (from point of triage - 48hrs from point of referral)

DADO to be updated within 15 working days of any HR performance management or misconduct. END OF DADO INVOLVEMENT. ENSURE ALLEGATIONS SPREADSHEET IS UPDATED.

Employer/relevant CoC - investigation process to in parallel to any other processes.

Allegation Strategy meeting is held. Local Safeguarding Partnership Chair to organise and invite correct individuals:

- LSP Chair or Senior member of Command
- BFSWS Representative (preferably SW on the ground)
- Military Police Representative
- DADO to chair
- Employing authority representative
- Health representative if health related.

**False or Malicious**  
appear to be malicious or false in nature and do not require a multi-agency approach or any further investigations from BFSWS or Police.

**Unsubstantiated or Unfounded**  
There is insufficient evidence to either prove or disprove the allegation. We are unable at this point to suggest any evidence of guilt or innocence. There is also some evidence to suggest the allegation maybe malicious. Further investigation required.

**Substantiated**  
There is sufficient evidence to prove the allegation. Investigations need to occur from one of or multiple services:

- Employer
- Police
- Social Care

DADO to monitor to ensure timeliness, appropriateness of investigations. Provide any relevant advice and guidance to DCS schools or employers around whether the individual needs to be suspended pending the investigations that are ongoing. Ensure HR processes are also being followed with DCS schools or employers.

Further Strategy Discussions will likely be required, either once more information has been sourced to inform decision making OR to discuss the outcomes from any investigations.

**Concerns Substantiated** BFSWS Safeguarding to continue to support family.  
Police to take forward criminal conviction.  
Individual is permanently dismissed. Barring service to be updated.

**Concerns NOT Substantiated** Outcome of investigations have not lead to any criminal convictions.  
Passed back to DCS/Employer/School to manage under Gross Misconduct, performance issue.  
Update to DADO within 15 working days.

DADO to ensure allegation paperwork is up to date.  
Safeguarding board has been updated, child currently remains safe (support from BFSWS is continuing).  
Individual is no longer in a position of trust and DBS and Barring lists have been updated.  
Once all confirmed. Case to close to DADO.