

SAFEGUARDING CHILDREN

The Management of Allegations against staff or volunteers who work with children Leaflet: Outcomes



Allegations against members of staff should always be viewed objectively. The circumstances leading up to the allegation can often be complicated and the outcome far from certain. The common usage of terms such as unfounded, unsubstantiated and malicious are at times confusing. The meanings in respect to Allegation Management outcomes have clear definitions and it is important to understand the distinction between them and avoid using generalisations that might be incorrect or misleading.

The following definitions should be used when determining the outcome of allegation investigations:

Substantiated	There is sufficient evidence to prove the allegation.
Unsubstantiated	There is insufficient evidence to either prove or disprove the allegation. The term, therefore, does not imply guilt or innocence.
Unfounded	There is no evidence or proper basis which supports the allegation being made.
False	There is sufficient evidence to disprove the allegation.
Malicious	There is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive or cause harm to the person subject of the allegation.

The outcome of an allegation will be made on the balance of probability from the evidence and information gathered in the allegation management process. The LADO will consult with agencies involved in the process as to the outcome, recording the rationale for their decisions. The LADO will make the final decision regarding an allegation outcome based on the above. The rationale for this decision will be recorded.

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