

**Management of Allegations
Outcome Record**

Name of Adult against whom the allegations have been made		Setting/Role	
Outcomes - the outcome of your internal investigation is that the allegation was concluded as:-		(please state)	
<p>Substantiated</p> <p>A substantiated allegation is one which is supported or established by evidence or proof.</p>	<p>Unsubstantiated</p> <p>An unsubstantiated allegation is not the same as a false allegation. It simply means that there is insufficient identifiable evidence to prove or disprove the allegation. The term, therefore, does not imply guilt or innocence.</p>	<p>Deliberately Invented or Malicious</p> <p>This implies a deliberate intention to deceive. A malicious allegation may be made by a child following an altercation with a member of staff or a parent who is in dispute with the organisation. For an allegation to be classified as malicious, it will be necessary to have evidence which proves this intention.</p>	<p>False</p> <p>There is sufficient evidence to disprove the allegation.</p> <p>Unfounded</p> <p>There is no evidence or proper basis to support the allegation.</p>
Reasoning			
Please provide full reasoning for making the decision above (this section must be completed).			

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Lessons Learnt				
Please provide detail of changes in practice / procedure that have been actioned as a consequence of this matter				
Was the person suspended?	Yes		if yes please provide dates of suspension	
	No			
Were formal disciplinary proceedings taken?	Yes		If yes please provide summary and disciplinary sanction	
	No			
Date matter was concluded by employer (either return to work date or dismissal date).				
Return to work date			Dismissal date	
Criteria met to refer to Disclosure and Barring Service? https://www.gov.uk/government/collections/dbs-referrals-guidance--2				
Yes (person dismissed / removed from regulated activity)		No (person returned to work / remained in work, if person is no longer in employment please give reasoning for not disclosing to DBS)		
If referral to Disclosure and Barring Service made, please provide date and reference number / copy of DBS acknowledgement.	Date of Referral			
	DBS Reference No.			
	Acknowledgement attached?	Yes		No

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Referred to Regulatory Body (e.g. GMC / HCPC / TRA/NMC)	Yes		If yes please provide details and date sent
	No		
Has the parent and child been informed of the outcome	Yes		If yes please provide details and date
	No		

LADO Response or Challenge if required:

