



City of London Local Authority Designated Officer (LADO) Annual Report 2015- 16

1. Introduction

This report to City and Hackney Safeguarding Children Board provides an overview of the work undertaken by the City of London's Local Authority Designated Officer (LADO) between April 2015 and March 2016. The report will review the progress that has been made to raise awareness around the LADO role, across the organisation and with partner agencies during the past year; this was a key recommendation from the 2014/2015 LADO report. This report will identify the impact of this awareness campaign, on the number and source of referrals over the past year, and what further work is required going into 2016/2017.

2. LADO role

The responsibilities of the LADO are set out in "Working Together" to safeguard children, March 2015 and the London Child Protection Procedures 5th edition, 2015, Chapter 17. All allegations made against staff (including volunteers) that call into question their suitability to work with or be in a position of trust with children, whether made about events in their private or professional life, need to be formally reported to the LADO.

In the City of London the LADO work is carried out by the Safeguarding and Quality Assurance Service Manager who reports directly into the Assistant Director People. Guidance and training on professional allegations is available through the City and Hackney Safeguarding Children Board website and agencies have access to consult with the LADO in the City of London.

3. Referrals

The LADO report for 2014 to 2015 identified that the City of London had proportionally a lower LADO referral rate from educational establishments in comparison to other Local Authorities. When compared to other Local Authorities the City has two referrals less than the lowest cohort and approximately six referrals less than the highest, when looking at the City's

statistical neighbours. A key priority for 2015 to 2016 was to raise the profile of the LADO role across the City of London Corporation and with partner agencies, from the statutory and voluntary sectors.

Members at the City of London have supported this by raising awareness around the LADO role through the various committees, in 2014/2015 the LADO report completed for 2014/2015 went to the following committees, from September 2015 through to January 2016;

Safeguarding Sub (Community & Children's Services) Committee
Community & Children's Services Committee
Establishment Committee
Culture, Heritage and Libraries Committee
Barbican Residential Committee
Board of Governors of the City of London Freemen's School
Board of Governors of the City of London School
Board of Governors of the City of London School for Girls
Board of Governors of the Guildhall School of Music and Drama
Chief Officers Group

There has also been training taking place around the LADO role and professional allegation throughout 2015/2016, through specific training events and as part of a staff induction programme. A safeguarding conference was arranged for the voluntary sector on the 14th January 2016, which was well attended, approximately 40 attended this event, where the LADO role was covered.

The following City of London training events covered the LADO role and professional allegations;

Safeguarding, Child Protection – 15 and 23 July 2015 - 49 City of London Staff attended these dates

Professional Allegations and Private Fostering Trainings – 16 July 2015 – 9 City of London staff attended.

Specific training around the LADO role and professional allegations was delivered to Sir John Cass Primary at an inset day in January 2016. Members of staff from the School and Children's Centre attended, which was approximately 30 in total.

There has been a significant increase in the number of LADO referrals since April 2015, from various sources and this directly correlates with the increase in awareness and training around the LADO role.

Fig 1 Referrals from 2012 to 2016

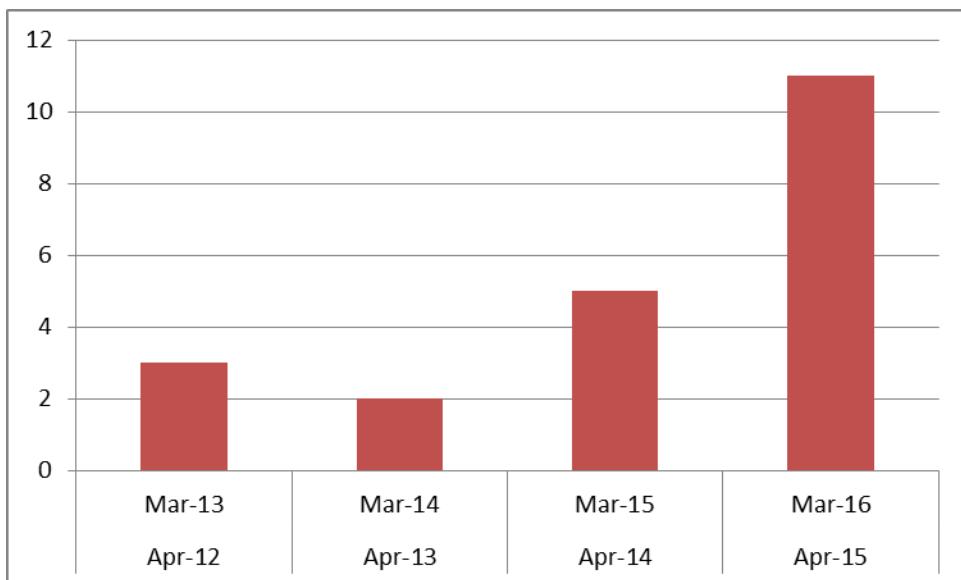
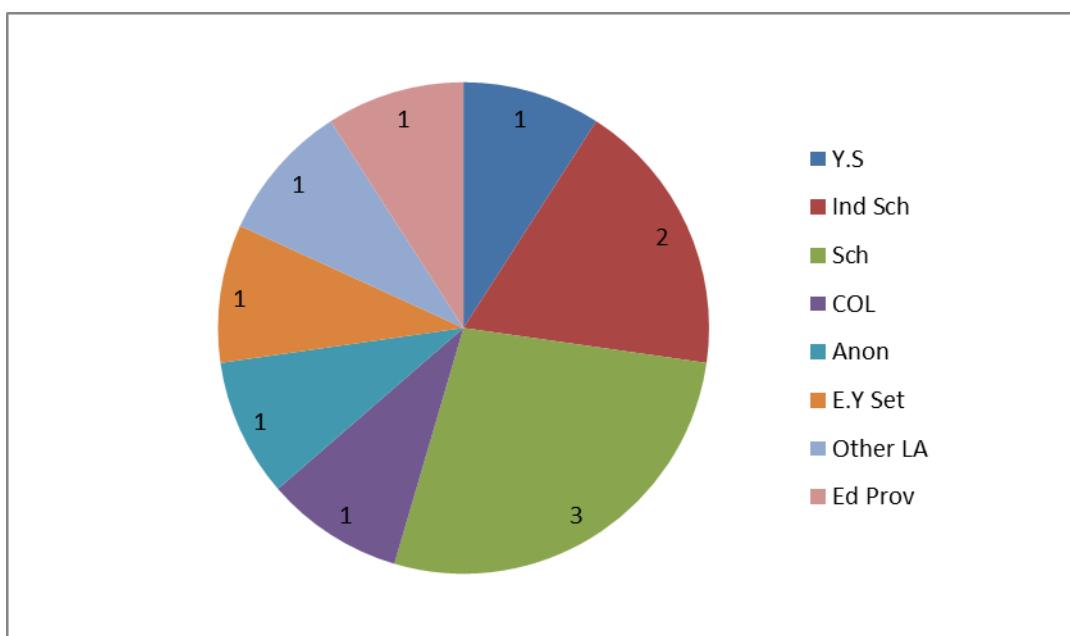


Fig 2 Referral Sources for LADO referrals 2015 to 2016

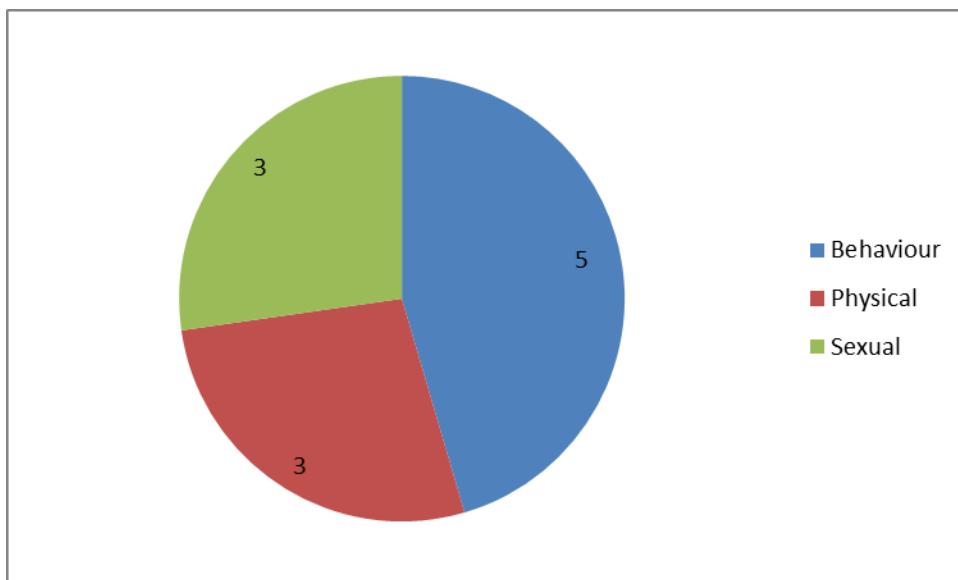


Referral Sources

- One - Youth Service
- Two – Independent Schools
- Three – School
- One – City of London

One - Anonymous
One – Early Years Setting
One – Other Local Authority.
One – Education Employment Agency

Fig 3 Referral type



Although it is extremely positive that there has been a discernible increase of over 50% in the number of LADO referrals, it remains a concerning that there have still been no referrals from Health or the City of London Police. This is a similar picture to 2014/2015, City and Hackney Safeguarding Children's Board requested information at this time from health and assurances were given that safeguarding leads were aware of LADO procedures and how to make a referral to the City should this be required. There is also information on the CHSCB web site around City of London LADO procedures and how to make a referral. In respect of referrals from the Police this is currently under review with City Of London Police. The purpose of this review is to ascertain whether police officers are aware of LADO procedures and know when to refer to the LADO.

4. Emerging themes

A recurring theme that has been coming through on the LADO referrals has been concerns around safer recruitment practices within organisations. In some agencies safer recruitment practices are not always consistently being practiced, especially in relation to checking references and DBS checks. There have also been issues with staff who have been employed for some considerable time, whereby when checks

have been made on their employment background there is limited information on their employment history and references for the post.

Recent safeguarding audits completed on Early Years Settings also identified a gap's in safer recruitment practices, some of which have required further investigation and scrutiny. Given that the majority of these settings have completed s11 audits it is essential that these safeguarding audits are reviewed alongside the s11 audits, to establish a gaps analysis.

5. Multi-agency working

The City of London works closely with partner agencies through established forums, such as the City of London Executive Safeguarding Children's Board, Education Forum and Domestic Abuse Forum, where safeguarding issues are discussed. As part of the LADO role support and advice is offered to partners around their safeguarding duties, policies and procedures and individual case advice on potential referrals to social care.

In 2015 to 2016 the City of London carried out a scoping exercise on the number of voluntary agencies within the square mile, which identified a high number, approximately 1,200 registered charities; however the number involved with children was considerably lower. The City of London arranged a conference on safeguarding for the voluntary sector on the 14th January 2016, which was well attended, part of the programme was to cover the role and responsibility of the LADO.

A further development to improve multi-agency working has been the introduction of multi-agency training being delivered in the City of London through the CHSCB. This has given increased capacity for the board in delivering safeguarding training, as the additional training is being funded by the City of London, but delivered through the board. This training is open to City and Hackney, with focus being placed on City requirements. Recently safer recruitment training has been identified as a priority within the City, following the themes from the LADO investigations, the City was able to be responsive to these needs and set up additional safer recruitment training in the City. This has been well attended by partner agencies.

Multi-Agency Training via CHSCB in the City

Group A: Safeguarding children a shared responsibility. Delivered 12th October 2015

With 22 people attended training.

Agencies: Police, Youth Services, Health and Education.

Group C Safer Recruitment. Delivered 22nd February 2016.
23 People attended training

Agencies: Early Years Settings, City of London HR, Health, Education, Voluntary Sector and Learning Trust.

Group C Safer Recruitment. Delivered 21st March 2016.
17 People attended training.

Agencies: Early Years Settings, City of London HR, Health, Education, Voluntary Sector.

The LADO continues to develop positive working relationships with partner agencies, from the City of London Police, Community Paediatricians, Adult Safeguarding, HR, and Commissioning. The LADO also represents the City on City and Hackney Safeguarding Children Boards, Training and Development Sub Group and Quality Assurance Sub Group.

6. Increasing awareness of the Managing Allegations process

As can be seen by this report there have been significant initiatives to raise awareness around the role of agencies in managing professional allegations. This has been achieved through raising awareness through sharing the LADO report for 2014 to 2015 through the various committees across the City of London Corporation. There has also been considerable focus on delivering LADO training, within wider safeguarding training being offered to partners in the City, and through individual training to agencies. The role of the LADO is also part of the staff induction programme and a recent safeguarding audit completed on Early Years settings covered the LADO role as part of the audit process.

As can be seen by the number of referrals received for 2015 to 2016 there has been a significant increase in LADO referrals. In 2014 to 2015 there were a total of five referrals and for 2015 to 2016 there were eleven. To ensure that this trend continues there will be a continued programme of awareness raising sessions through 2016 to 2017, this will ensure that the role of the LADO and professional allegations is known to all agencies. There are still areas where the low level of referrals is concerning, and these areas will require further scrutiny.

7. Links in London and nationally

The City of London LADO is a member of the pan-London LADO group which meets on a quarterly basis. This is a sub-group of the London Safeguarding Children Board.

8. Police Notifications – Notifiable Occupational Scheme (NOS)

Between April 2015 and March 2016 there have been no direct notifications from the Police, a notification has been received via an alleged perpetrator, on the advice of the Police. The issues relating to this incident were escalated through the board, and the CHSCB Chair interceded on behalf of the City of London. The information contributed by the police in respect of this case enabled a clearer understanding of the potential risks, supporting the agencies own disciplinary procedure.

Pat Dixon, LADO
Safeguarding and Quality Assurance Service Manager

ALLEGATIONS AGAINST PEOPLE WHO WORK WITH CHILDREN IN
Date: April 2015-March 2016

1. Total number of Referrals to the Local Authority Designated Officer			
Local Authority	City of London	Number of referrals regarding allegations and matters of concern	11
2. Number of Referrals about each or organisation			
Agency	Number		
1.Social Care	one COL employee, referral from another department		
2.Health-hospital staff	0		
3.Health-community	0		
4.Education	Five referrals in total, three referrals from maintained school and two from independent school.		
5.Early Years-Child-minder	0		
6.Early Years-Nursery Staff	Two referrals from nursery		
7. Foster Carer-IFA with other LA children or other LA in house carers living in City.	0		
8.Police	0		
9.Probation	0		
10.CAFCASS	0		
11.Voluntary Organisations <small>Include sports clubs, scouts, brownies, dance clubs and charitable organisations</small>	0		
12.Faith Groups	0		
13.Immigration/Asylum Support services	0		
14.Transport <small>Transport provided to services through a contract</small>	0		
15.Care Agency – Education Employment agency	One referral		
16.Other Dept. in City of London	0		
17 Other – Anon Youth Services	One Referral One Referral		
18. Leisure Services	0		
19.Adult Services	0		
20.Housing Associations/ Providers	0		

3. Who made the Referral	
	Number
1.Social Care	0
2.Health-hospital staff	0
3.Health-community	0
4.Education	5
5.Early Years-Child-minder	
6.Early Years-Nursery Staff	2
7.Foster Carer-IFA with City of London children	0
8.Police	0
9.Probation	0
10.CAFCASS	0
11.Voluntary Organisations <small>Include sports clubs, scouts, brownies, dance clubs and charitable organisations</small>	0
12.Immigration/Asylum Support services	0
13.Transport <small>Transport provided to services through a contract</small>	0
14.Care Agency	
15.Other Dept's City of London	2
16. Other	2 One referral was from another LADO and one was anon
17.Leisure Services	
18.Adult Services	
19.Housing Associations/Housing Providers.	

Number of referrals about an adult within specific employment/volunteer sector which reached a multi-agency strategy discussion and/or meeting and primary reason(s) for referral.					
Employer	Physical state whether concern arose from authorised physical intervention restraint or arrest	Emotional	Sexual	Neglect	Behaviour which called into question person's suitability
	Yes	No			
Social Care					
Health-hospital staff					
Health-community					
Education-teaching staff				1	
Education-non teaching staff	2				3
Early Years-child-minders					
Early Years-nursery staff					2
Foster Carers-IFA with City children					
Police					
Probation					
CAFCASS					
Voluntary Organisations				1	
Faith Groups					
Armed Forces					
Immigration/Asylum Support Services					
Care Agencies					
Transport					
Other			1		1
Leisure Services					
Adult Services					
Housing Associations/Provider					

4. Number of referred cases that resulted in:
please note there could be more than one outcome

Being Substantiated	3
Being Unsubstantiated	8
Being Unfounded	
CSM held	
Met the threshold for LADO input but not for a Complex strategy meeting	3
Criminal investigation/joint work with CAIT	
Criminal prosecution	
Caution	
Conviction	
Acquittal	
Initial inquiries by employers	1
Disciplinary investigation	
Disciplinary meeting/hearing	1
Suspension	1
Dismissal	
Cessation of use	
Deregistration	
Training needs identified for member of staff or the agency.	2
Risk Assessment completed by Employer	
Referral to DBS	1
Referral to regulatory body e.g. GMC /Ofsted etc...	

5. At the point of conclusion, the number of cases that were resolved within the following timeframes

1 month	11
3 months	
6 months	