



## **City of London Local Authorities Designated Officer (LADO) Annual Report 2018 to 2019**

### **1. Introduction**

This report identifies the activity that has taken place in regard to professional allegations in the City of London between April 2018 through to March 2019. Providing the City and Hackney Safeguarding Children Partnership with an overview of the work undertaken by the City of London's Local Authorities Designated Officer (LADO). The report will review and analyse the referrals received throughout the year and the training and development opportunities that have been available for agencies in the City of London.

### **2. Designated Officer role**

The responsibilities of the LADO are set out in Working together to safeguard children (July 2018), and the London Child Protection Procedures 5<sup>th</sup> edition (updated 2017), Chapter 7. 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.

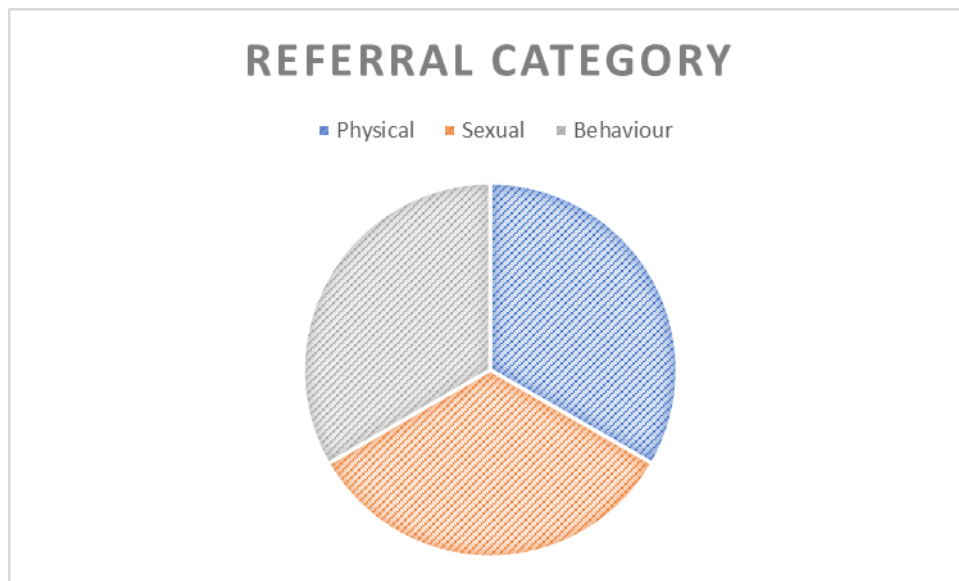
In the City of London, the LADO work is carried out by the Safeguarding and Quality Assurance Service Manager who reports directly to the Assistant Director People. Guidance and training on professional allegations are available through the City and Hackney Safeguarding Children Partnership website and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

### **3. Referrals**

There have been six referrals made to the LADO for 2018/2019, Fig1 shows the source and distribution of the referrals. When this is seen in context with the previous year, where there was a total of four referrals, with three meeting the threshold for the LADO. It represents a 50% increase in the number referrals for 2018 to 2019 that met the threshold for the LADO. Fig 1 shows the distribution in regard to categories of the six referrals; two came under the category of sexual, two were physical and two came under the category of behaviour which calls into question the person's suitability to work with children.

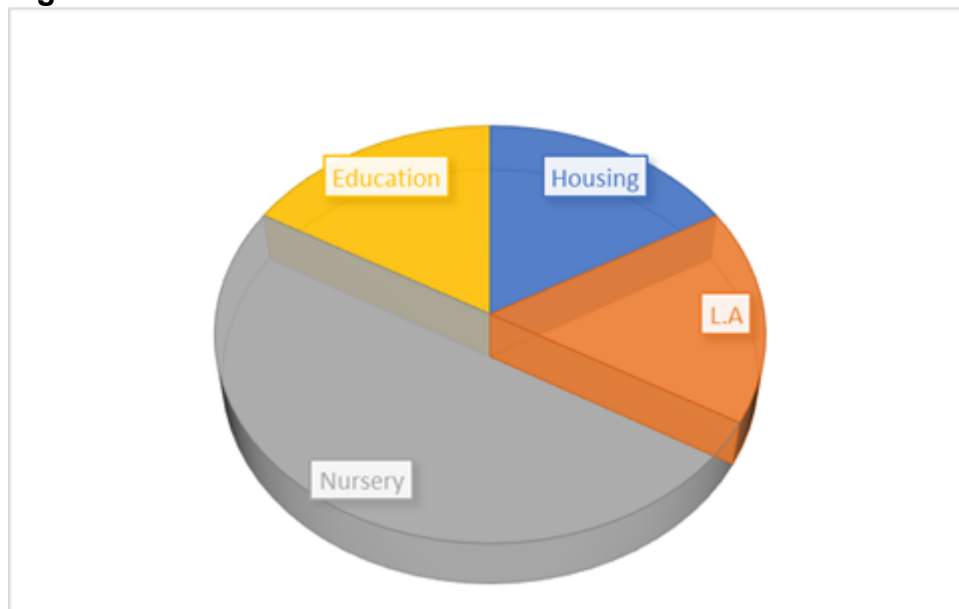
Fig 1 below identifies the source of the referrals

**Fig 1**



From a qualitative perspective the referrals that the LADO has received in 2018 to 2019 show that professionals have a clear understanding of the thresholds for the LADO and have applied them appropriately. Out of the six referrals, four were joint investigations with the Police, none resulted in criminal proceedings, the two that didn't require a Police investigation were related to the individual's behaviour.

**Fig 2**



#### 4. Raising Awareness

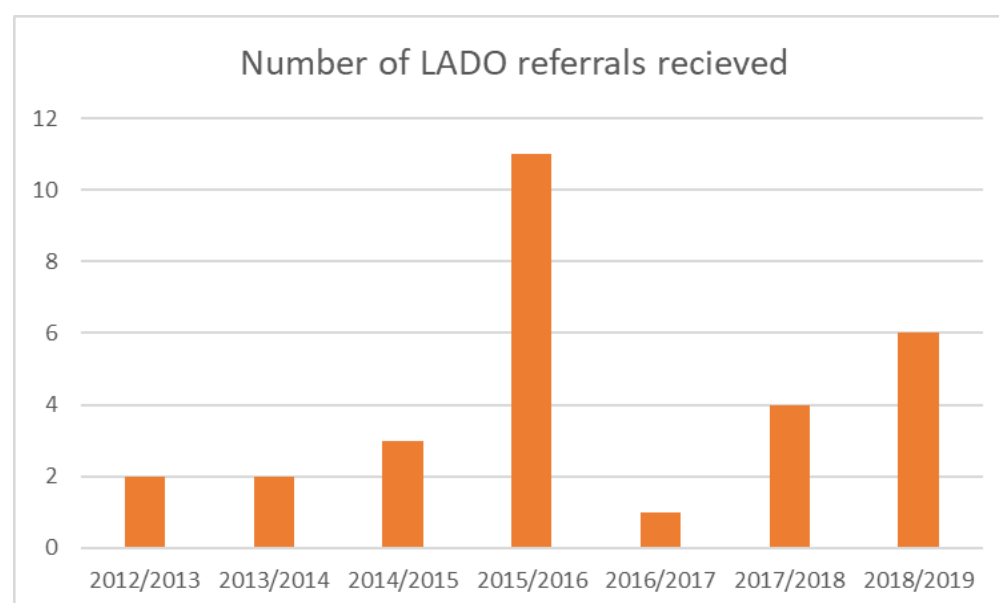
Designated Safeguarding Leads are able to access training through the City and Hackney Safeguarding Children Partnership. Part of this training focuses on the role of the LADO; the City of London LADO has been involved in delivering this training in the City. This has enabled professionals who would not necessarily meet with the LADO to gain a better understanding around the role and when they need to refer. The LADO has also delivered training to Early Years Providers Forum, which is well attended by managers from the nursery settings across the City of London.

In 2017/2018 the LADO produced a postcard which highlighted key areas around safer recruitment for parents and carers when employing nanny's and au pairs. The City and Hackney Safeguarding Children Partnership have extended this to include anybody who is providing services to children the leaflet is called; "Are you thinking of sending your child to a nursery, school, youth club or sport activity?" this guidance can be accessed on <http://www.chscb.org.uk/>.

#### 5. Emerging themes

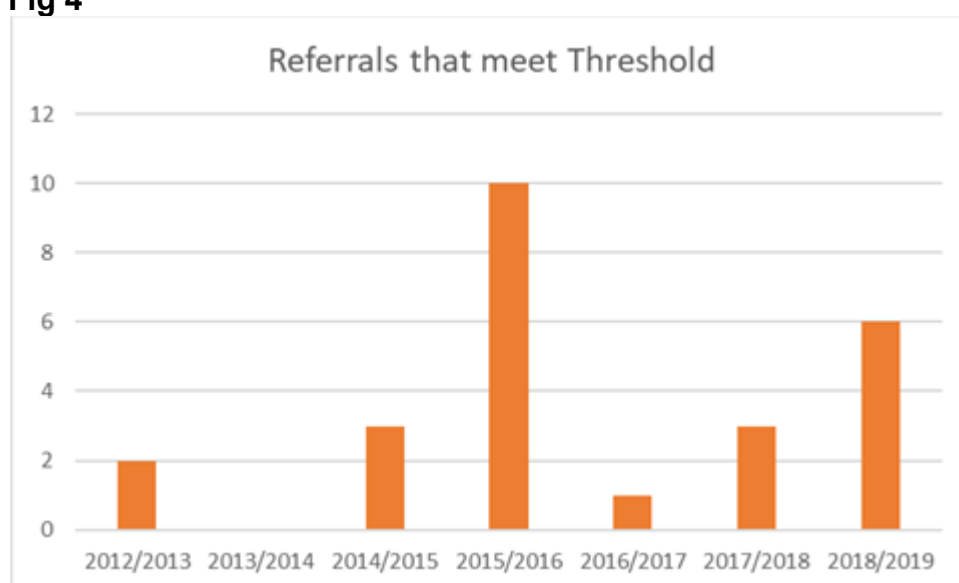
As identified within this report the number of referrals that have met the threshold for the LADO have increased, this has been achieved by professionals having a better understanding of the role and remit of the LADO and a more rigid application of the threshold when progressing referrals. Fig 3 shows the number of referrals received since 2012, as can be seen by the graph, other than a high peak of eleven referrals in 2015/2016 and a low referral rate of one in 2016/2017 the referral rate has averaged out at approximately 3.5 referrals a year.

**Fig 3**



When this data is scrutinised further in relation thresholds (Fig2) the two referrals in 2013/2014 have not met the threshold for the LADO. Further exploration of the data also ascertained that out of the eleven referrals received in 2015/2016, one referral did not meet the threshold, two referrals were substantiated following investigation, and eight referrals were unsubstantiated after investigation. In comparison of the six referrals received in 2018/2019 whereby only one referral was found to be unsubstantiated. This may indicate that the referrals progressed by the LADO in 2015/ 2016 may not have necessary met the threshold for the LADO and this is why they were not substantiated.

**Fig 4**



## 6. Multi-agency working

During 2018/2019 there were raising awareness sessions with partners through the Staff Induction and multi-agency forums, such as the City of London's Children's Partnership Board and Education Safeguarding Forum. The Safeguarding Lead in the Education and Early Years' Service has been integral in supporting the message around role of the LADO by briefing early years settings on the procedures in reporting professional allegations. The LADO also maintains close links with the Designated Safeguarding Leads in Schools and there is multi-agency safeguarding training available for partner agencies through the City and Hackney Safeguarding Children Partnership.

## 7. Links in London and nationally

The City of London LADO is a member of the pan-London LADO network, which meets on a quarterly basis. This is a sub-group of the London Safeguarding Children Board. The LADO is also a member of the City and Hackney Safeguarding Children's Partnership, and a member of the Quality Assurance subgroup and Training and Development subgroup. In

2018/ 2019 the City of London supported the National LADO network in hosting the National LADO conference in May 2019.

#### **8. Police Notifications – Notifiable Occupational Scheme (NOS)**

Between April 2018 and March 2019 there have been no direct notifications from the Police. The City of London, Public Protection Unit (PPU) have been involved in four of the investigations, none met the threshold for criminal prosecution.

Pat Dixon  
Local Authority Designated Officer (LADO)  
Safeguarding and Quality Assurance Service Manager

**ALLEGATIONS AGAINST PEOPLE WHO WORK WITH CHILDREN IN****Date: April 2017 -March 2018**

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

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

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 <i>state whether concern arose from authorised physical intervention restraint or arrest</i>		Emotional	Sexual	Neglect	Behaviour which called into question person's suitability
	Yes	No				
Social Care						1
Health-hospital staff						
Health-community						
Education-teaching staff				1		
Education-non teaching staff						
Early Years-child-minders						
Early Years-nursery staff		2		1		
Foster Carers-IFA with City children						
Police						
Probation						
CAFCASS						
Voluntary Organisations						
Faith Groups						
Armed Forces						
Immigration/Asylum Support Services						
Care Agencies						
Transport						
Other						
Leisure Services						
Adult Services						
Housing Associations/Provider						1

<b>4. Number of referred cases that resulted in: <i>please note there could be more than one outcome</i></b>	
Being Substantiated	1 behaviour, 2 sexual allegations and 2 physical allegations.
Being Unsubstantiated	1 sexual allegation
Being Unfounded	
CSM held	
Met the threshold for LADO input but not for a Complex strategy meeting	
Criminal investigation/joint work with CAIT	4 Cases had Joint investigations with the Police and LADO. One was physical and three were sexual. One of the sexual allegations was unsubstantiated, two of sexual allegations were substantiated, but there was not enough evidence for criminal prosecution in one of the cases and the other case did not meet criteria for criminal prosecution. One case of physical was dealt with through internal disciplinary procedures.
Criminal prosecution	None
Caution	
Conviction	
Acquittal	
Initial inquires by employers	
Disciplinary investigation	4 Cases
Disciplinary meeting/hearing	
Suspension	
Dismissal	3 Dismissal
Cessation of use	
Deregistration	
Training needs identified for member of staff or the agency.	One involving another LA, identified the need for training re professional boundaries, also recommended peer support for individual.
Risk Assessment completed by Employer	
Referral to DBS	
Referral to regulatory body e.g. GMC /Ofsted etc...	
<b>5. At the point of conclusion, the number of cases that were resolved within the following timeframes</b>	
1 month	5
3 months	1 – Police Investigation
6 months	