



City of London Designated Officer (DO) Annual Report 2016- 17

1. Introduction

This report to City and Hackney Safeguarding Children Board provides an overview of the work undertaken by the City of London's Designated Officer (DO) between April 2016 and March 2017. This role was previously known as the Local Authority Designated Officer (LADO), but has now been changed to Designated Officer. The report will review the impact of the continued raising awareness campaign of the DO role, identifying key priorities for 2017/2018 based on data analysis and audit findings completed with commissioned services.

2. Designated Officer role

The responsibilities of the DO are set out in "Working Together" to safeguard children, March 2015 and the London Child Protection Procedures 5th edition, updated 2016, 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 DO.

In the City of London the DO 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 DO in the City of London. In 2016 the City of London was subject to the Ofsted "Single Inspection Framework" of Local Authorities children's services. In this inspection the role of the D.O was described as being effective in raising awareness about professional allegations.

3. Referrals

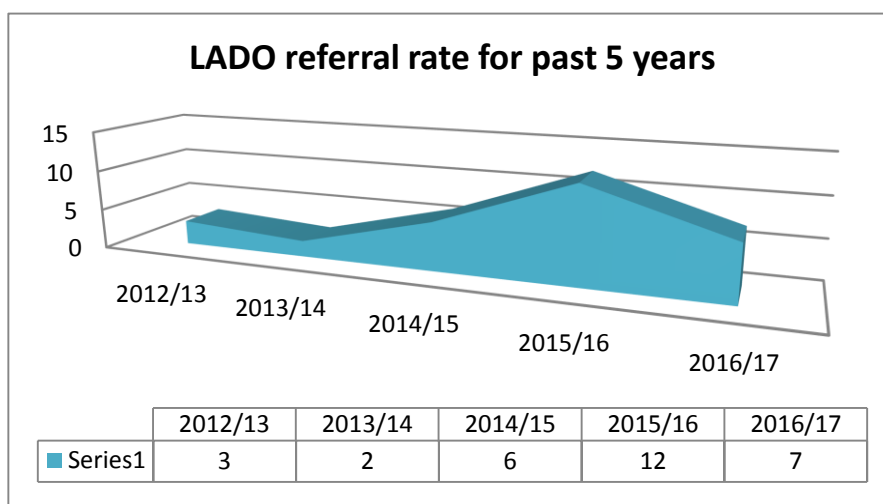
As can be seen in Fig 1 there have been seven referrals made to the DO for 2016/2017, however out of those seven referrals only one met the threshold for the D.O. There does appear to be a discernible reduction in the number of appropriate referrals that meet the threshold for the DO in

comparison to previous years, as can be seen by Fig 2. This in part may be due to a more rigorous application of thresholds, as there appeared to be a lack of clarity between what constituted as a referral to the DO and what was a general safeguarding enquiry.

Although six referrals did not meet the threshold for the DO there was learning identified from one of the referrals, which is leading to improvements in safeguarding for children and young people in the City of London. A member of the public raised concerns that parents and carers were not always vigilant as to the potential risks when hiring Nannies and Au Pairs. When this area was researched there appeared to be limited information for parents and carers on recruiting Nannies and Au Pairs safely. The majority of the information available related to employment rights.

In light of recent allegations relating to the sports field it is concerning that there is such limited information available about safeguarding advice for parents and carers. This is especially pertinent in relation to the recruitment and employment of Nannies and Au Pairs, as they are often resident in the family home and have considerable unmonitored contact with children. The lack of regulation in this area compared to registered child-minders demonstrates the gap in safeguarding; going forward for 2017 to 2018 the City of London will be providing some information and guidance for parents and carers in this area.

Fig 1



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. As can be seen in Fig 1 this strategy considerably improved the numbers of referrals being made in 2015 to 2016, although it has not been sustained through 2016 to 2017.

Fig 2

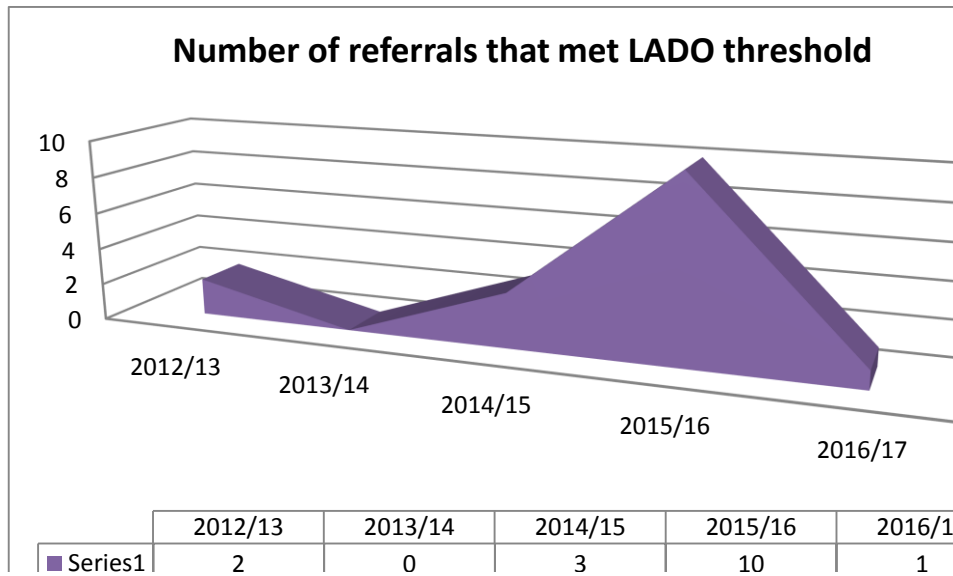
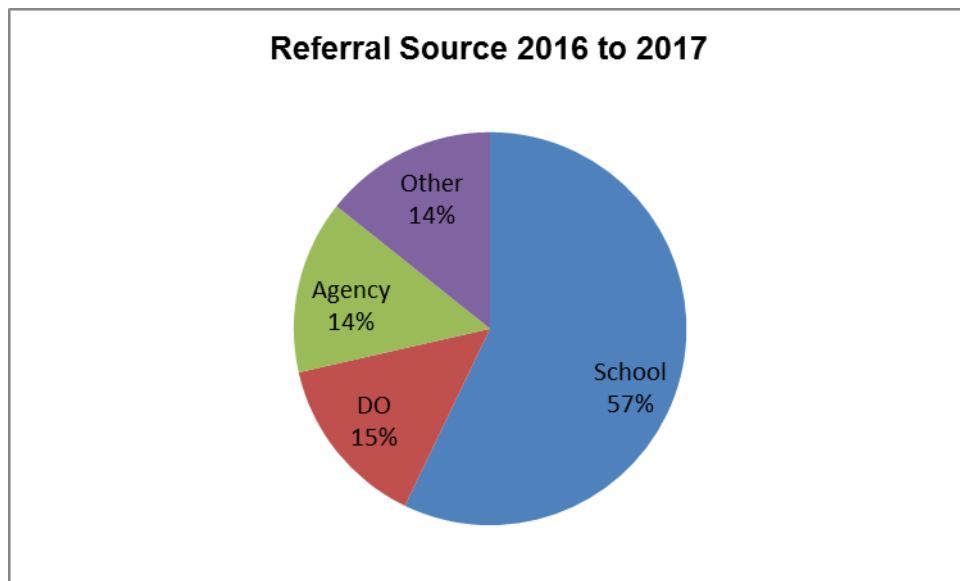


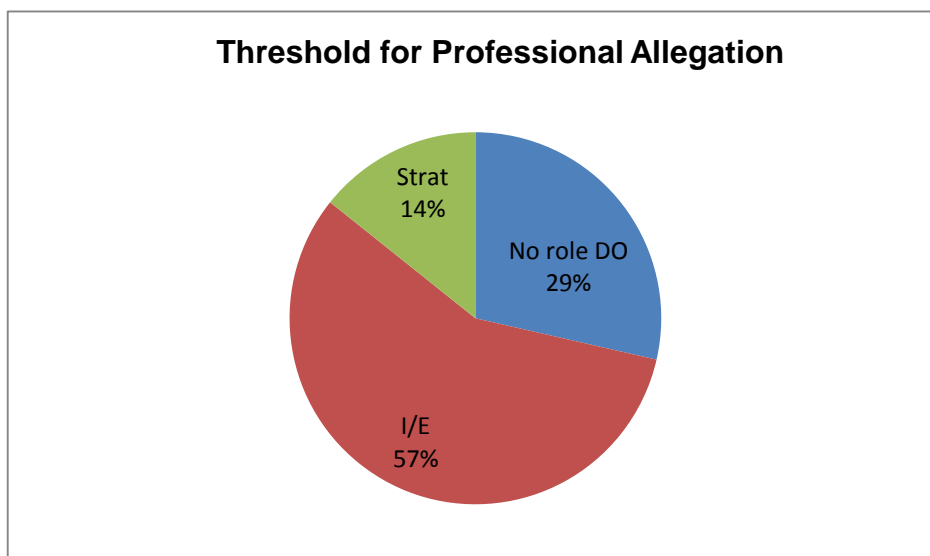
Fig 3 shows the referrals source for 2016 to 2017, there were four referrals from Schools, one from an agency who provided teaching staff, one from the courts and one from another Local Authorities D.O. As identified in Fig 4 only one referral met the threshold for professional allegation and that was from a Teaching Agency. Two referrals were not progressed as they did not meet the threshold for the D.O, four did have an Initial Evaluation meeting however they did not meet the threshold for the D.O and were dealt with by the organisation’s internal HR procedures.

Fig 3



Audits completed on commissioned services identified that although frontline staff were aware of the role of the D.O they appeared less clear around the threshold and process of dealing with professional allegations. Therefore more in-depth training will be offered around thresholds and the process involved, looking at the potential outcomes, to give professionals the confidence to know when to refer. This training tool is currently being developed in conjunction with the City of London Police, Metropolitan Police and Hackney's D.O.

Fig 4



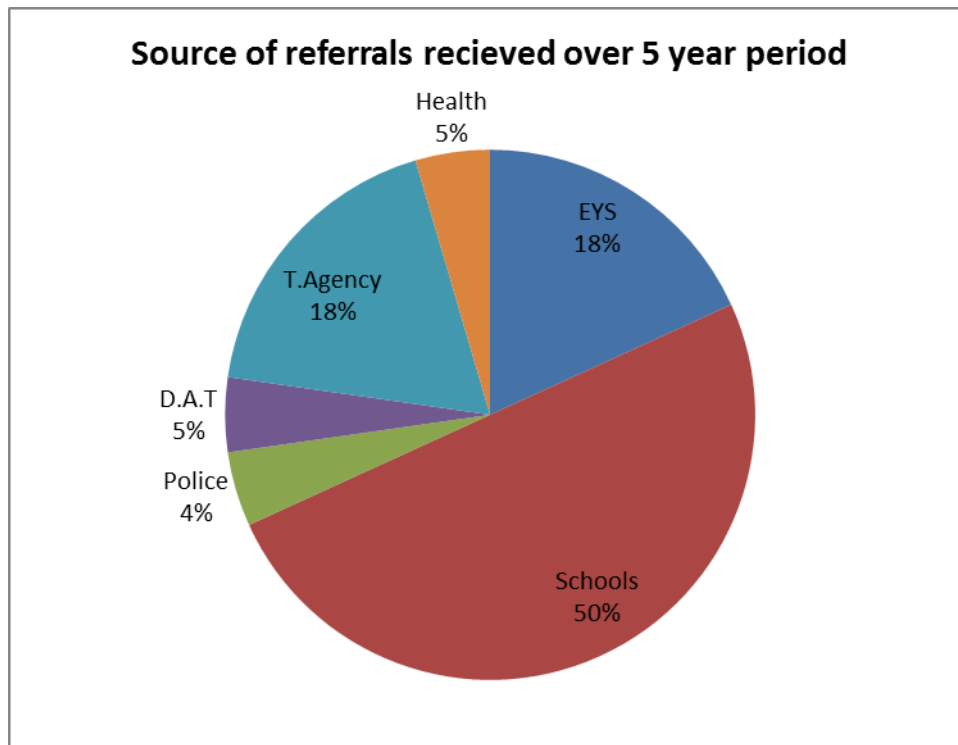
The "Single Inspection Framework" Ofsted inspection in 2016 identified that the work carried out in relation to professional allegations in the City of London showed "commitment to good practice". This was further identified within the peer audits completed by the Hackney's D.O, whereby the audits found the City of London were adhering to thresholds and decision making was based on research based analysis. The only recommendation to come from the audits was around recording the information on the electronic recording system, Frameworki. The City of London is in the process of changing the current system; once this is complete this will be progressed.

When looking at the referral sources over the past five years it is evident that we are continuing to receive low numbers of referrals from some organisations, and in some instances there have been no referrals, such as the voluntary sector. Fig 5 shows the referrals source over the past five years, the data below shows how this equates in numbers;

- There have been four referrals from Early Years Settings – There are currently 9 Nurseries and Pre- School settings in the City of London.
- There have been 11 referrals from Schools – There is one maintained School and four Independent Schools in the City of London.
- There has been one referral from the City of London Police.

- There has been one referral from the Drug and Alcohol Team, which related to a professional in another service.
- There have been four referrals from a Teaching Agency based in the City of London; this followed the introduction of a new manager and safer recruitment training for staff.
- There has been one referral from Health.

Fig 5



As previously identified in earlier LADO reports the number of referrals received from agencies in the City of London is proportionally lower than its statistical neighbours. There has been an ongoing awareness campaign around the role of the D.O and this initially precipitated an increase in referrals; however this does not appear to have been sustained. The contact details of the D.O have now been put on the City of London web site and this has generated referrals from the public, but the majority of these referrals relate to other Local Authorities in London.

4. Raising Awareness

Members in the City of London have continued to support the role of the DO by raising awareness around the role through the various committees. In 2016/2017 the annual DO report completed for 2015/2016 went to the following committees, from September 2016 through to January 2017;

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 Freeman'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 have been awareness sessions around the role of DO throughout 2016/2017 as part of a staff induction programme.

5. Emerging themes

Due to the low number of referrals it is difficult to discern emerging themes; however given that there has been only one referral out of seven that has met the threshold for a professional allegation it is likely that agencies are not clear on the threshold for referring. Often the situations that were referred were related to complex Human Resource issues, rather than meeting the threshold for a professional allegation.

As identified earlier within this report the D.O for the City of London is also the Safeguarding and Quality Assurance Service Manager. As part of this broader role general safeguarding advice is offered to partners around their safeguarding duties, policies and procedures, as well as individual case advice on potential referrals to Children's Social Care within the City of London and in other Boroughs. This dual role may in part be a factor in the confusion around the role of the DO, as it may be difficult to discern the difference between general safeguarding advice and advice relating to professional allegations.

6. Multi-agency working

During 2016/2017 there were raising awareness sessions with partners through the Staff Induction programme and multi-agency forums, such as the City of London's Executive Safeguarding Children Board and the Education Forum. As previously identified within this report there will be more in-depth training for 2017 to 2018 on professional allegations. This training will focus on the thresholds for the D.O and the updated Pan London Child Protection Procedure on professional allegations. Scenarios

will be used to give people the opportunity to see the various types of referrals and potential outcomes following the investigation. It is envisaged that this will give professionals an understanding of the thresholds and more confidence in knowing when to refer. Multi-agency safeguarding training is also available for partner agencies through the City and Hackney Safeguarding Children Board.

Links have been made with the City of London Police, Professional Standards Department, this has enabled a better understanding of their role and the interface between Professionals Standards and the D.O. It was agreed that it would be advantageous to maintain contact to ensure there was good information sharing.

7. Links in London and nationally

The City of London D.O is a member of the pan-London designated officer group, which meets on a quarterly basis. This is a sub-group of the London Safeguarding Children Board. The City of London DO is also a member of the City and Hackney Safeguarding Children's Board and is a member of the Quality Assurance Sub Group, Training and Development Sub group and City of London's Executive Safeguarding Children Board.

8. Police Notifications – Notifiable Occupational Scheme (NOS)

Between April 2016 and March 2017 there have been no direct notifications from the Police. The City of London, Public Protection Unit (PPU) has identified that there have been no professional allegations for the City of London in 2016 to 2017 that would have met the threshold for a professional allegation. PPU are involved in developing a joint training tool with City and Hackney D.O's and the Metropolitan Police.

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

ALLEGATIONS AGAINST PEOPLE WHO WORK WITH CHILDREN IN

Date: April 2016 -March 2017

1. Total number of referrals to the Designated Officer			
Local Authority	City of London	Number of referrals regarding allegations and matters of concern	1
2. Number of referrals from each or organisation			
Agency	Number		
1.Social Care	0		
2.Health-hospital staff	0		
3.Health-community	0		
4.Education	0		
5.Early Years-Child-minder	0		
6.Early Years-Nursery Staff	0		
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	0		
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	0
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 Include sports clubs, scouts, brownies, dance clubs and charitable organisations	0
12.Immigration/Asylum Support services	0
13.Transport Transport provided to services through a contract	0
14.Care Agency- Education Employment Agency	One referral
15.Other Dept.'s City of London	0
16. Other	0
17.Leisure Services	0
18.Adult Services	0
19.Housing Associations/Housing Providers.	0

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						
Health-hospital staff						
Health-community						
Education-teaching staff				3 allegations from 1 referral source, involving one case		4 th Allegation in relation to the one referral
Education-non teaching staff						
Early Years-child-minders						
Early Years-nursery staff						
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						

4. Number of referred cases that resulted in: <i>please note there could be more than one outcome</i>						
Being Substantiated	1 allegation involving behaviour					
Being Unsubstantiated	3 Allegations in regard to sexual abuse					
Being Unfounded						
CSM held						
Met the threshold for LADO input but not for a Complex strategy meeting						
Criminal investigation/joint work with CAIT						
Criminal prosecution						
Caution						
Conviction						
Acquittal						
Initial inquires by employers						
Disciplinary investigation						
Disciplinary meeting/hearing						
Suspension						
Dismissal						
Cessation of use						
Deregistration						
Training needs identified for member of staff or the agency.						
Risk Assessment completed by Employer						
Referral to DBS						
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						
3 months	1- Delay due to complexity of the case which involved numerous agencies/LA					
6 months						