



City of London Local Authorities Designated Officer (LADO) Annual Report 2017- 18

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 Authorities Designated Officer (LADO) between April 2017 and March 2018. 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. The report will also evidence an initiative that has taken place to raise awareness around safer recruitment for parents and carers employing nanny's and au pairs.

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 5th 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 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

There have been four referrals made to the LADO for 2017/2018, as can be seen in Fig 1. Although this is lower than previous years, three out of the four referrals met the threshold for the LADO. In 2016/2017 there were seven referrals, but only one met the threshold for the LADO. Fig 2 shows the numbers of cases that have met the threshold in the past six years, as can be seen this averages out at approximately three referrals a year, over the past 6 years. Therefore, when looking at the data within this context

there does not appear to be a discernible reduction in the number of appropriate referrals.

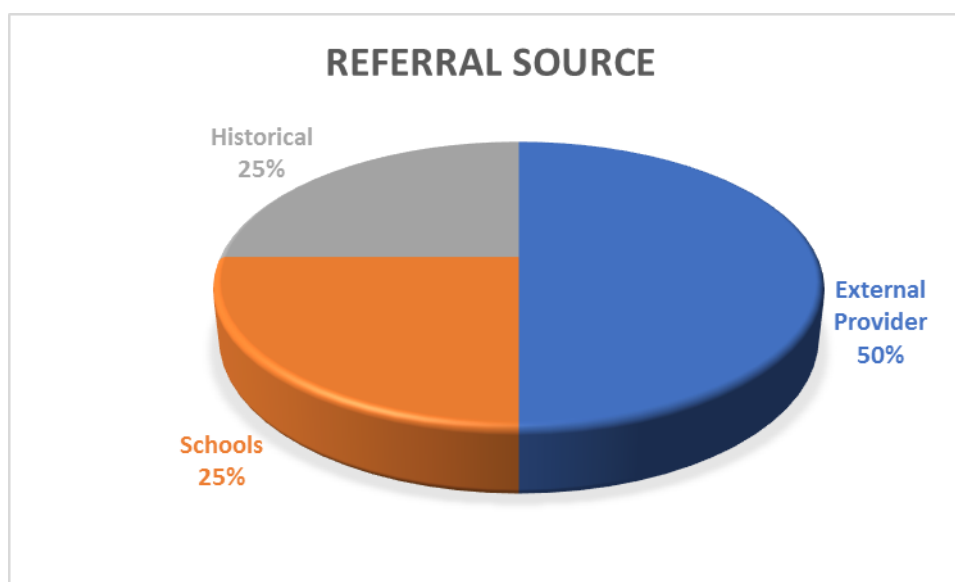
Whilst some agencies engage and understand the process around professional allegations, welcoming the support offered by the LADO. There are some agencies who have minimal contact, if any, this may be due to there not being any concerns, however without further scrutiny it would be difficult to discern the underlying reasons.

The low number of referrals may be due to the perception that to have a referral would reflect on the reputation of the provision, rather than demonstrating vigilance. Utting (1997) identified this attitude as obstructive as it created a culture where failures and weaknesses were hidden, and harmful behaviours were left unacknowledged. This clearly has been a feature in historical allegations, whereby victims speak about staff being aware of concerns but not acting on their suspicions.

In the 2016/2017 annual report it was identified there needed to be a concerted effort to raise awareness around the role and function of the LADO. Training developed by the City of London LADO, Hackney LADO, City of London Police and the Metropolitan Police, with scenarios collated from LADO's across London has been offered, however in 2017/2018 there was minimal take up.

Fig 1 below identifies the source of the referrals

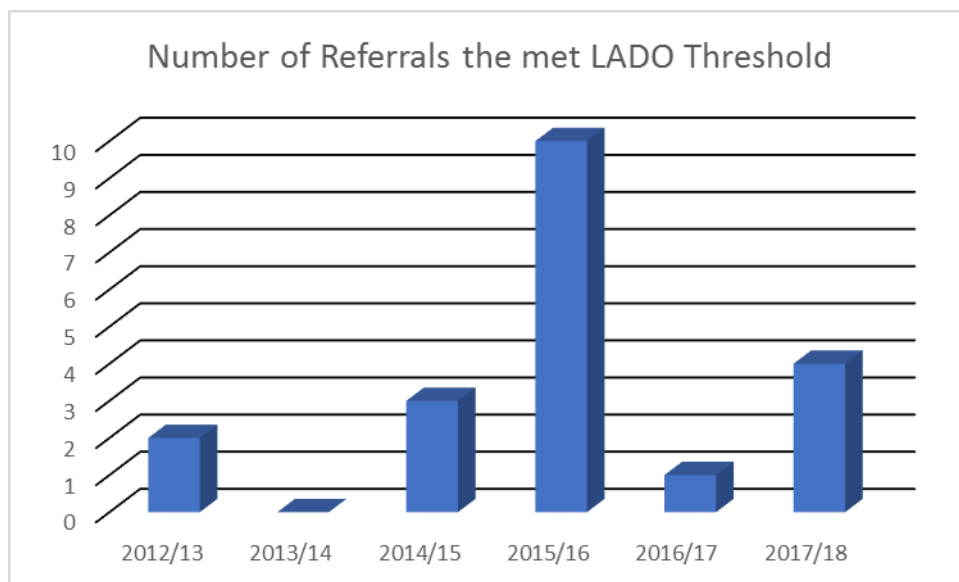
Fig 1



There have been two referrals from one external provider and this was in relation to a short breaks provision, the first referral did not meet the threshold for the LADO. There was one historical allegation and one allegation in relation to a school. All referrals are now being recorded on a secure electronic database, called Mosaic, which was the mechanism to securely record LADO information since October 2017. Consultations have taken place

with agencies on cases that have not met the criteria for the LADO. Consultations in 2018/ 2019 will be recorded on Mosaic and reviewed in relation to the number of consultations taking place, and whether there are any underlying themes emerging.

Fig 2



4. Raising Awareness

In 2016/2017 it was identified that there was limited regulation around nannies and au pairs. Parents and carers were often employing nannies and au pairs with limited knowledge on the safer recruitment process. Often individuals in these roles will be working and living in the family's home, having unsupervised access to young children. Therefore, this became a priority for 2017/2018 and guidance, in the form of a postcard, was developed and distributed to families through various networks.

Information on the postcard highlighted key areas around safer recruitment and how to register nanny's and au pairs on Ofsted's voluntary register. Details were also provided on who to contact should they have any concerns about someone caring for their child, with details on how to contact the LADO within the City of London. The card was co-produced with the City and Hackney Safeguarding Children Board and has been distributed to schools through the Safeguarding Education Forum and Early Years Settings in March 2018. The impact of this initiative will be reviewed in the LADO report for 2018/2019.

5. Emerging themes

There appears to be a direct correlation between high-profile cases of abuse being in the press and an increase in historical allegations. Erooga (2018) identified that victims of abuse often find it difficult to disclose due

to their fear of not being believed, this is often exacerbated if they are the only victim to come forward. The historical allegation in 2017/2018 was precipitated by the disclosures against Harvey Weinstein, and the second victim only came forward once they knew they were not the only person.

A further theme is the impact on survivors of abuse, and their fear of not being believed. Therefore, the first step is always to give assurance and support that they will be listened to and believed. This is a small part of wider research in this field, which highlights the importance of such allegations being treated seriously and that agencies have the mechanisms in place to support individuals.

6. Multi-agency working

During 2017/2018 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 has been limited take up of the new training developed on the role and function of the LADO. The Safeguarding Lead in the Education and Early Years' Service has been supporting the role of the LADO by briefing early years settings on the procedures in reporting professional allegations. In March 2018 five managers from the early years settings attended a provider's forum where they had training in this area. This was well received and generated discussion. Multi-agency safeguarding training is also available for partner agencies through the City and Hackney Safeguarding Children Board.

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. They are also a member of the City and Hackney Safeguarding Children's Board and 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 2017 and March 2018 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.

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**

1. Total number of referrals to the Designated Officer			
Local Authority	City of London	Number of referrals regarding allegations and matters of concern	4
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	2 School, 1 historical		
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 Include sports clubs, scouts, brownies, dance clubs and charitable organisations	2 Short Breaks Provision		
12.Faith Groups	0		
13.Immigration/Asylum Support services	0		
14.Transport Transport provided to services through a contract	0		
15.Care Agency – Education Employment agency	0		
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	2 in total, one C&F Team COL and one from LADO in another LA
2.Health-hospital staff	0
3.Health-community	0
4.Education	1
5.Early Years-Child-minder	
6.Early Years-Nursery Staff	0
7.Foster Carer-IFA with City of London children	0
8.Police	1 Historical
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	0
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	1			1		
Education-non teaching staff						
Early Years-child-minders						
Early Years-nursery staff						
Foster Carers-IFA with City children						
Police				1		
Probation						
CAFCASS						
Voluntary Organisations						
Faith Groups						
Armed Forces						
Immigration/Asylum Support Services						
Care Agencies	1					
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 Physical
Being Unsubstantiated	2 Physical
Being Unfounded	
CSM held	
Met the threshold for LADO input but not for a Complex strategy meeting	
Criminal investigation/joint work with CAIT	1 Sexual – Historical Allegation
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
3 months	1- Delay due to Police investigation – Historical Allegation.
6 months	