



City of London Local Authorities Designated Officer (LADO) Annual Report 2019 to 2020

1. Introduction

This report identifies the Local Authorities Designated Officer activity that has taken place in regard to referrals and professional allegations in the City of London between April 2019 through to March 2020. This report provides the City and Hackney Safeguarding Children Partnership with an overview of the work undertaken by the City of London's 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 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 of People's Services. 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.

In March 2020 there was an Ofsted inspection of Children's Social Care Services. As part of this inspection the LADO function in the City of London was reviewed, the overall judgement given by Ofsted was outstanding.

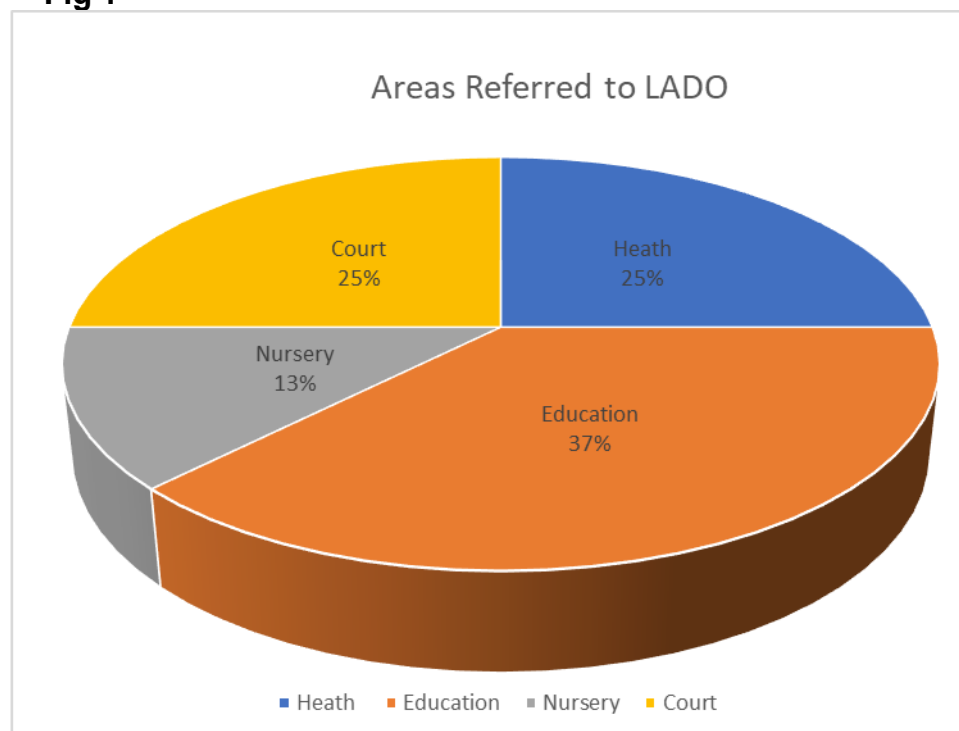
3. Referrals

There have been eight referrals made to the LADO during 2019/2020 period, which is an increase of two from 2018/2019. Of those eight referrals five met the threshold for the LADO and three did not, this was due to insufficient evidence to support the allegation in two of the cases and in the third case

there was difficulty in identifying the perpetrators involved. This case involved a complex investigation with the Police and various agencies to establish the source of the injury to the child. However, the cause of the injury could not be substantiated and therefore could not be progressed to a LADO investigation.

Fig1 (below) shows the agencies from which referrals have been made to the LADO, two areas where there has been an increase in referrals is community health settings and youth offending provisions. Fig 2 (page 3) shows the sources of these referrals, there have been three referrals that have come from other Local Authorities, two from Education settings in the City, one referral from the Metropolitan Police and two referrals from a Youth Offending Provision. This means that 75% of the referrals that have been made to the LADO in the City of London have come from external agencies outside of the City. This increase in referrals from external agencies may well be attributable to the City's involvement in hosting the National LADO conference in May 2019.

Fig 1

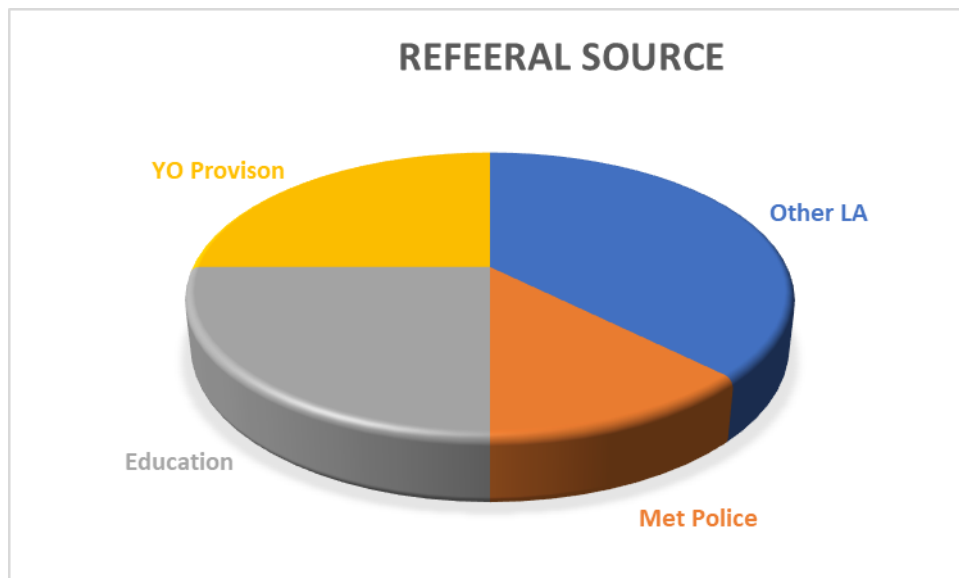


From a qualitative perspective the referrals that the LADO received in the 2019/2020 period show that professionals retain a clear understanding of the role and thresholds for the LADO, even those cases that did not reach the threshold were appropriately referred.

Of the eight cases referred, three cases were related to incidents in the professional's person life and raised safeguarding concerns in respect of their professional role working with children. Two were related to the individual's behaviour and three were related to physical abuse. Only one of the cases relating to physical abuse involved a joint investigation with the Police, in this

case no specific individual was identified and therefore it could not be progressed within LADO procedures.

Fig 2



4. Raising Awareness

Designated Safeguarding Leads can 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 the Early Years Providers Forum, which is well attended by managers from the nursery settings across the City of London.

As identified earlier within this report the City of London hosted the National LADO conference in May 2019, this has significantly raised the profile of the City not only within Greater London but also nationally and may well have been the underlying reason for the increase in the number of referrals from other agencies outside the City of London.

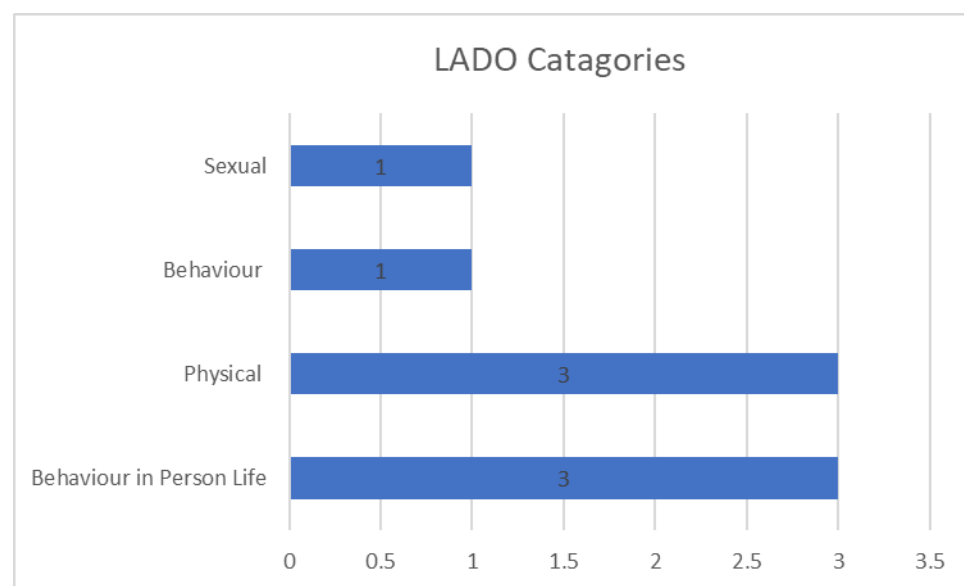
5. Emerging themes

For the purpose of this report I have included those cases that did not meet the threshold for the LADO, this does not always indicate that there are no risks associated with these cases. Out of the eight cases referred five met the LADO threshold. Out of the other three cases that didn't meet the threshold, two provided no evidence to support the allegation, and in the third case, which related to a child with an injury there was insufficient evidence as to

how and when the injury had occurred. This case did however require numerous strategy meetings with a wide range of professionals and regulatory bodies in discerning and assessing the potential risks.

In the 2019/2020 reporting period, there have been three cases that have related to the individual's private life which has impacted their professional role in working with children. In those three cases risk assessments were completed. As can be seen below (fig 3) there have also been three cases relating to physical abuse, one relating to an individual's behaviour and one allegation around sexual abuse.

Fig 3



6. Multi-agency working

During the 2019/2020 period, 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 2019/2020 some members of the London LADO network introduced peer supervision between other Local Authorities, which supports learning and information sharing.

8. Police Notifications – Notifiable Occupational Scheme (NOS)

Between April 2019 and March 2020 there have been no direct notifications from the City of London Police and there has been one notification from the Metropolitan Police. The City of London Public Protection Unit (PPU) have been involved in one of the investigations however 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 2019 -March 2020**

1. Total number of referrals to the Designated Officer			
Local Authority	City of London	Number of referrals regarding allegations and matters of concern	8
2. Number of referrals from each or organisation			
Agency	Number		
1.Social Care	0		
2.Health-Hospital Staff	0		
3.Health-Community	2: 1 Private Health Provision and 1 School Nurse		
4.Education	3: One in School Setting; 2 Private Teaching Provision		
5.Early Years-Childminder	0		
6.Early Years-Nursery Staff	1: Nursery Settings		
7. Foster Carer-IFA with other LA Children or Other LA in House Carers Living in the City.	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.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	2 Court Officers		
18. Leisure Services	0		
19.Adult Services	0		
20.Housing Associations/ Providers			

3. Who made the Referral	
	Number
1.Social Care	Three Referrals from other LA
2.Health-Hospital Staff	0
3.Health-Community	0
4.Education	Two Referrals from Education Settings.
5.Early Years-Childminder	0
6.Early Years-Nursery Staff	0
7.Foster Carer-IFA with City of London children	0
8.Police	One referred by the Metropolitan Police
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	Two referrals from young offenders Provision
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				1(none - medical)		
Health-community				1		
Education-teaching staff						1
Education-nonteaching staff						2
Early Years-childminders						
Early Years-nursery staff	n/k	n/k 1				
Foster Carers-IFA with City children						
Police						
Probation						
CAFCASS						
Voluntary Organisations						
Faith Groups						
Armed Forces						
Immigration/Asylum Support Services						
Care Agencies						
Transport						
Other (Officer Court)	2					
Leisure Services						
Adult Services						
Housing Associations/Provider						

4. Number of referred cases that resulted in referral: 5 Cases went onto LADO referral and three did not meet threshold. Two were not progressed due to lack of evidence around allegation and one referral required several complex strategy meetings, however no individual identified. (Please note there could be more than one outcome).	
Being Substantiated	4
Being Unsubstantiated	1
Being Unfounded	n/a
CSM held	n/a
Met the threshold for LADO input but not for a Complex strategy meeting	n/a
Criminal investigation/joint work with CAIT	1 Joint investigation with Police following a child sustaining fractures, which either occurred at home or at nursery – not enough evidence to discern where injuries occurred. Therefore, no professional identified.
Criminal prosecution	0
Caution	0
Conviction	0
Acquittal	0
Initial inquires by employers	0
Disciplinary investigation	0
Disciplinary meeting/hearing	0
Suspension	0
Dismissal	0
Cessation of use	0
Deregistration	0
Training needs identified for member of staff or the agency.	0
Risk Assessment completed by Employer	2
Referral to DBS	0
Referral to regulatory body e.g. GMC /Ofsted etc...	1
5. At the point of conclusion, the number of cases that were resolved within the following timeframes	
1 month	5
3 months	
6 months	