



City of London Local Authorities Designated Officer (LADO) Annual Report 2020 to 2021

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 2020 through to March 2021. 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 take into consideration the impact of the Covid-19 pandemic in reviewing and analyse the referrals received throughout the year. Training and development opportunities have been limited in the past 12 months due to the restrictions of working in a pandemic.

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 6th edition (updated 2020), 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.

Due to the pandemic the role of the LADO has been done virtually over the past year, this has worked effectively and there have been no discernible impact on discharging the duties of this role.

3. Referrals

There has been a total of 15 referrals made to the LADO during 2020/2021 period, which is an increase of 7 from 2019/2020. This increase has not been due to any significant surge in referrals, but how referrals and contacts are now being recorded. In the past only cases that went to an Allegation Against

Staff and Volunteers (ASV) Meeting were recorded as a LADO, but this did not truly reflect the breadth of concerns and allegations that were being referred to the LADO. Fig 1 shows that only 20% of the total number of referrals for 2020/2021 went to and ASV meeting. However, the other 80% of the cases referred required further investigation and contact with other professionals before they could be concluded and closed.

Fig1

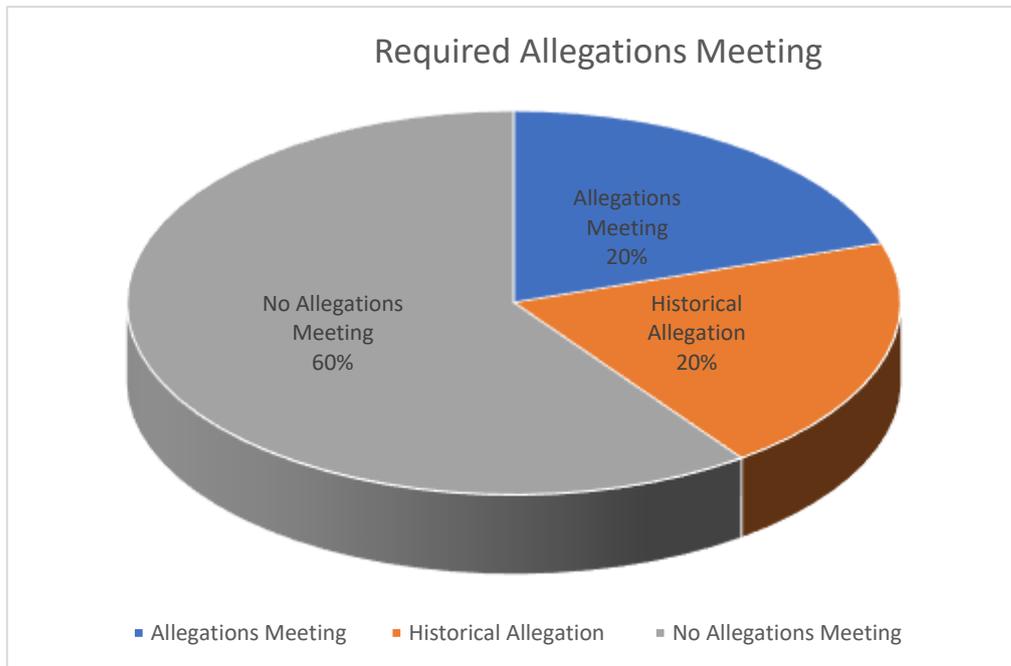
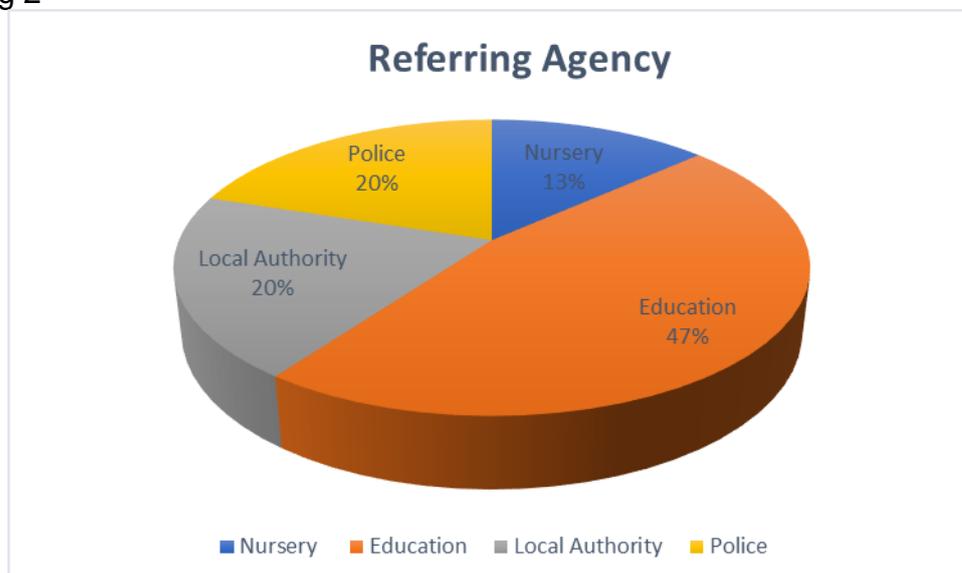


Fig2 (below) shows the agencies from which referrals have been made to the LADO, as can be seen the majority of the referrals have been made by educational settings. Three out of those seven allegations were related to historical allegations. The Police referrals were all related to incidents that occurred in the professional's personal life and as they were in positions of trust a referral was required to the LADO.

Fig 2



As can be seen in Fig 2 the majority of the referrals in 2020/2021 came from educational settings, which is significant given that the majority of the schools were operating virtually during periods over the past year due to the pandemic. However, when this information is broken down further over half of the referrals from educational settings were related to historical allegations.

Fig 3

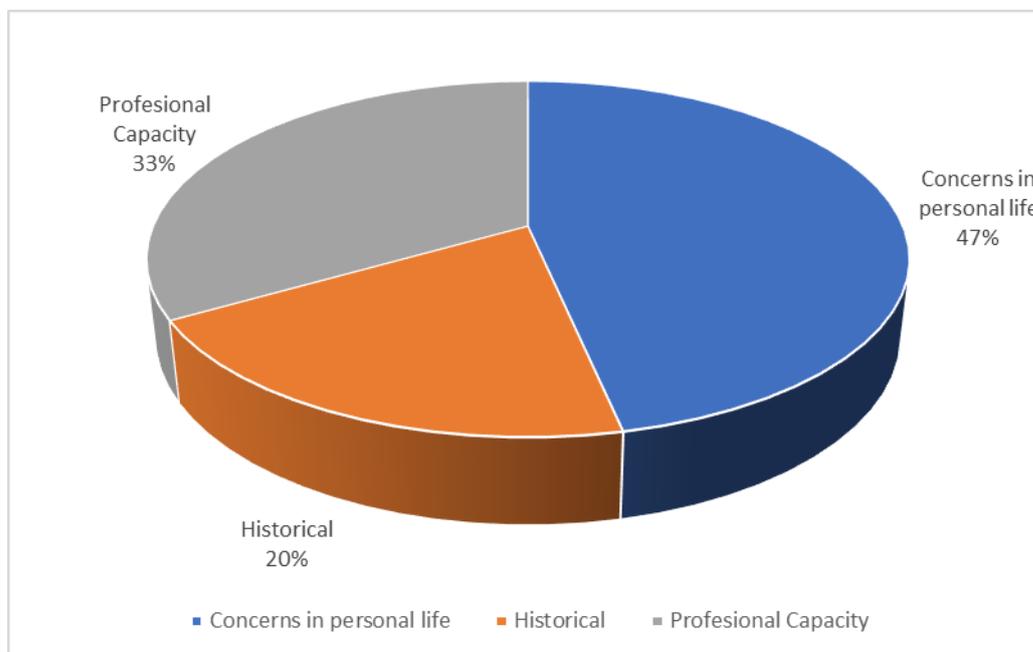


Fig 3 Shows the distribution of referrals in relation to whether they were related to the persons professional, personal life or historical, as can be seen only 33% were related to incidents that occurred in the persons professional life. This may well reflect the shift over the past year of professionals working virtually or reflect better reporting of incidents of people who are in positions of trust.

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. Training has been limited this year due to the pandemic, but professionals are aware of safeguarding concerns emerging through the Safeguarding Education Forum and the Children’s Partnership Board. The City and Hackney Safeguarding Children Partnership also produce “Things You Should Know” (TUSK) briefings, these are sent out via email to professionals and agencies. These briefings contain information on up to date guidance and information on safeguarding, plus the outcomes from child safeguarding practice reviews, formally known as serious case reviews. New staff who have joined the Peoples Directorate in the City of London meet with the LADO as part of their induction. As can be seen by the number of referrals that have been received in 2020 to 2021 professionals and agencies in the City of London are aware of the role of the LADO and are confident in making referrals.

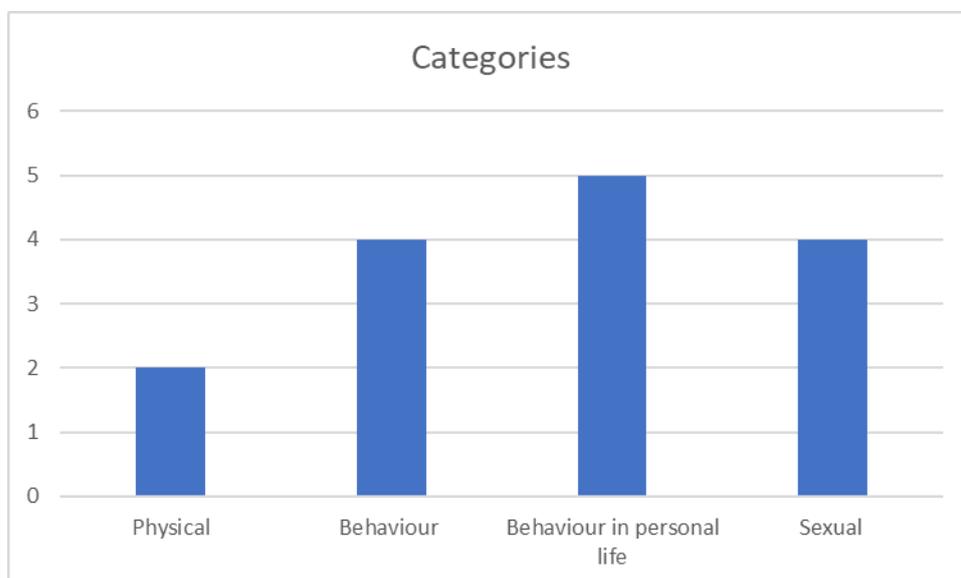
5. Emerging themes

There has been a significant increase in the number of referrals that have not gone on to require an allegation against staff and volunteer meeting, (ASV) But many cases that come through to the LADO can be managed through a discussion between the designated safeguarding lead, police and any other relevant agencies involved. This can be done either through face to face meetings via Microsoft teams, or by having a telephone conversation with the agency involved. An ASV meeting will normally only be convened when it has been decided that the threshold of harm/risk of harm has been met. The Pan London Child Protection Procedures, 6th Edition advises that meetings should not be used routinely to further investigate concerns about inappropriate behaviour or conduct, they should be used when there are clear indications of harm /risk of harm to a child.

Those cases that did not go onto an ASV meeting still required a significant amount of intervention to establish whether there was evidence of harm/risk of harm to a child, which involved contacting a range of professionals. Some were closed because either they did not meet the threshold, or they were not within the jurisdiction of the City of London LADO. However, the majority of these cases were picked up by the employers who dealt with the concerns through the agency's disciplinary procedures.

As can be seen by fig 4 the highest proportion of referrals received by the LADO related to incidents that occurred in the professional's person life. Of the five referrals received in this category, two were related to child sexual offences in the professional's personal life, one was related to domestic abuse and two were related to the professional's behaviour in their personal life. The majority of these incidents were progressed through their own organisation's disciplinary procedures. The range of organisations involved included Health Education and the voluntary sector.

Fig 4



6. Multi-agency working

During the 2020/2021 the LADO has worked with a range of professionals, from other Local Authorities within the London region and nationally, the Police, Health, Nursery and Education settings, in managing the risks and concerns in relation to professional allegations. The LADO also reports into multi-agency forums, such as the City and Hackney Safeguarding Children Partnership, the City of London's Children's Partnership Board and Education Safeguarding Forum. 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 although this has been limited due to the pandemic.

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.

8. Police Notifications – Notifiable Occupational Scheme (NOS)

Between April 2020 and March 2021 there have been no direct notifications from the City of London Police and there has been one notification from the Metropolitan Police.

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

ALLEGATIONS AGAINST PEOPLE WHO WORK WITH CHILDREN IN**Date: April 2020 -March 2021**

1. Total number of referrals to the Designated Officer			
Local Authority	City of London	Number of referrals regarding allegations and matters of concern	15
2. Number of referrals from each or organisation			
Agency	Number		
1.Social Care	0		
2.Health-Hospital Staff	2		
3.Health-Community	0		
4.Education	7: School Settings		
5.Early Years-Childminder	0		
6.Early Years-Nursery Staff	2: Nursery Settings		
7. Foster Carer-IFA with other LA Children or Other LA in House Carers Living in the City.	0		
8.Police			
9.Probation	0		
10.CAFCASS	0		
11.Voluntary Organisations Include sports clubs, Scouts, Brownies, dance clubs and charitable organisations	2 Charities		
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	1- Youth Service		
18. Leisure Services	0		
19.Adult Services	1		
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	Seven referrals from Education Settings.
5.Early Years-Childminder	0
6.Early Years-Nursery Staff	Two Early Years settings
7.Foster Carer-IFA with City of London children	0
8.Police	Three 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	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		
Education-nonteaching staff						
Early Years-childminders						
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 (Officer Court)						
Leisure Services						
Adult Services				1		
Housing Associations/Provider						

4. Number of referred cases that resulted in Allegation Against Staff or Volunteers Meeting referral: 2 (Please note there could be more than one outcome).	
Being Substantiated	2
Being Unsubstantiated	n/a
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 Historical Allegation
Criminal prosecution	0
Caution	0
Conviction	0
Acquittal	0
Initial inquires by employers	0
Disciplinary investigation	2
Disciplinary meeting/hearing	0
Suspension	1
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...	0 (1 Still in progress)
5. At the point of conclusion, the number of cases that were resolved within the following timeframes	
1 month	2
3 months	
6 months	