



City of London Local Authorities Designated Officer (LADO) Annual Report 2021 to 2022

1. Introduction

This report identifies the Local Authorities Designated Officer activity that has taken place regarding referrals and professional allegations in the City of London between April 2021 through to March 2022. 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 responsibility of the LADO is set out in Working Together to Safeguard Children (July 2018), and the London Child Protection Procedures 7th edition (updated 2022), 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.

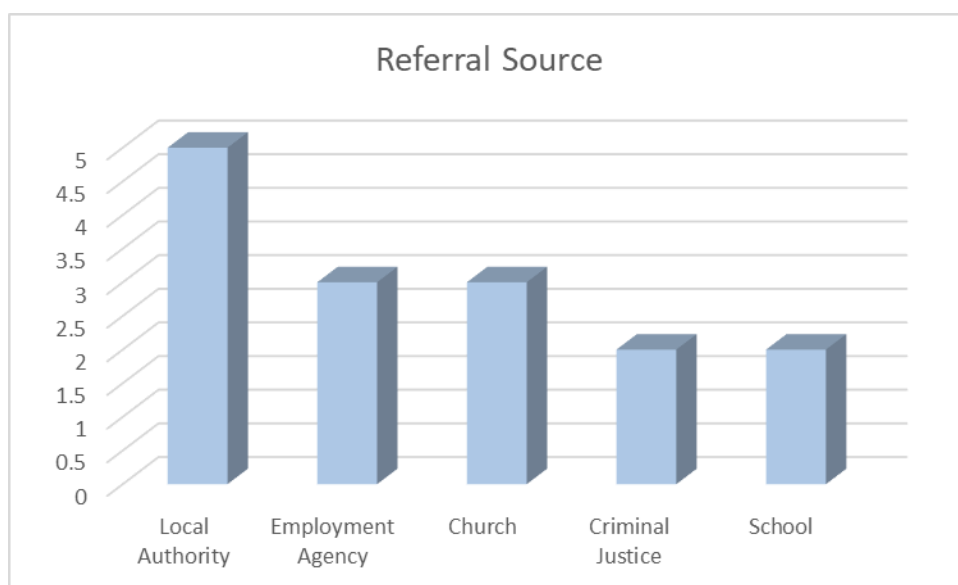
Chapter 7 has recently been amended to provide consistency in respect of the response to low level concerns and to include the wider definition of people in positions of trust (Police, Crime, Sentencing and Courts Act 2022 has extended the definition of Position of Trust within the Sexual Offences Act 2003 section 22A to include anyone who coaches, teaches, trains, supervises or instructs a child under 18, on a regular basis, in a sport or a religion

In the City of London, the LADO work is carried out by the Head of Safeguarding and Quality Assurance 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.

3. Referrals

There has been a total of 15 referrals made to the LADO during 2021/2022 period, which is the same number of referrals that were received in 2020/2021. As in the previous year this number reflects all the LADO activity that has taken place over the year. Fig 1 shows the source of the referrals has been varied, with a high proportion coming from other Local Authorities, often on the advice of their LADO. There has also been an increase in referrals from employment agencies, from health, social care, and education, who are based in the City of London. Often in these cases the concerns relate to an allegation that has occurred outside of the City of London, where the professionals have been working, the City of London is often notified to support and advise the agency in dealing with the allegation. The referring local authority would deal with the allegation in their area and advise the City of London of the outcome and recommendations.

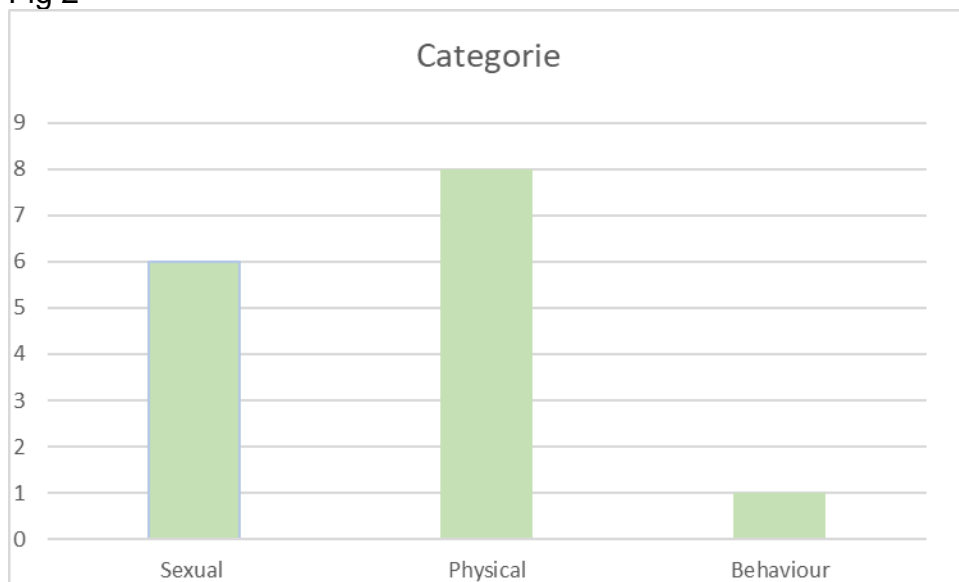
Fig 1



Of the 15 referrals received, only five referrals required an Allegation Against Staff and Volunteers (ASV) Meeting. Of the 10 remaining referrals, three did not meet the threshold for LADO involvement, and seven required advice and support from the LADO in managing the concerns. Six of those referrals involved agency staff, whose agency was based in the City of London. In most of these cases the allegation is dealt with by the LADO in the area where the incident occurred. However, in certain circumstance, whereby an individual has only been employed for a short period the LADO responsibility could fall to the LADO where the agency is based. Fig2 show the categories of the referrals received, eight were related to incidents involving physical contact, six were sexual and one was due to the professional's behaviour.

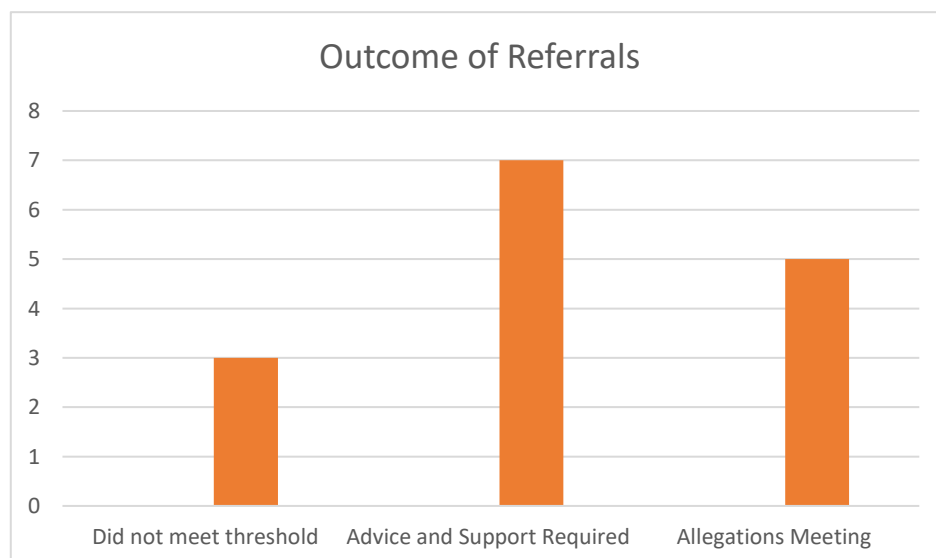
In total there were five cases that related to incidents in the professional’s personal life, four of those case related to concerns that were sexual.

Fig 2



As can be seen by fig 3 nearly half of the referrals received required advice and support for the agency involved with the allegation. This can be especially difficult for those smaller agencies or charities who have minimal support from human resources. However, all the agencies that were supported in 2021 to 2022 fully understood the role of the LADO and managed the allegation appropriately within their agency. Sometimes it can be difficult for agencies based in the city to obtain information from the LADOs in another local authority, or from the Children’s team involved. The support from the City of London LADO in obtaining this information assists in the management of risk and the disciplinary process’ required.

Fig 3



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 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 and going forward there will be face to face induction days for staff, where training on the role of the LADO will be covered.

5. Emerging themes

The only area where there has been an increase in referrals has been in relation to employment agencies based in the City of London. In 2021 to 2022 there were six referrals received that involved agencies based in the city, these agencies provided staff for social care, education, and health settings. All the LADO referrals received in relation to these agencies were related to professionals who worked outside of the City of London, and the allegations were being managed by the LADO where the allegation occurred. The role of the City of London LADO was to support the agencies involved in managing risk, offering advice and support.

Also reviewed were the referrals that were dealt with by the City of London, these were checked in conjunction with data from the past five years, to establish whether there were any changes or trends regarding referrals. As there were concerns around the low number of referrals from School settings, as in 2021 to 2022 there had only been two referrals, whereas in 2020 to 2021 there had been seven referrals. Fig 4 shows a breakdown of the data around referrals over the past five years. As the table below shows, the number of referrals from City of London Schools was four in 2020 to 2021, as two of the referrals were in relation to an employment agency based in the City of London. When that data is seen over a five-year period the average number of referrals from Schools is three a year. What is significant is that there have been no referrals/ notifications from Police over the past five years.

The overall increase in referrals is due to the inclusion of referrals that were reviewed and deemed not to meet the threshold for the LADO, and the cases that required advice and support. As can be seen by the chart in fig 4 the increase has occurred since the inclusion of this data.

Fig 4

Data for Year	School	Nursery	Health	Police	Other Agency	Total Number Referrals
2021/2022	2	0	1	0	6 Agency 2 Criminal Justice 3 Church Setting 1 Leisure Centre	15
2020/2021	7 4 COL Schools 3 Agency based in City	2	2	0	2 Charity 1 Youth Services 1 Adult Services	15
2019/2020	3	1	3	0	1 Court	8
2018/20219	1	3	0	0	1 Agency 1 Housing	6
2017/2018	3	0	0	0	1 Charity	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 2021 and March 2022 there have been no direct notifications from the City of London Police or the Metropolitan Police.

Pat Dixon
Local Authority Designated Officer (LADO)
Head of Safeguarding and Quality Assurance

ALLEGATIONS AGAINST PEOPLE WHO WORK WITH CHILDREN IN**Date: April 2021 -March 2022**

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			
2.Health-Hospital Staff	1		
3.Health-Community			
4.Education	2		
5.Early Years-Childminder	0		
6.Early Years-Nursery Staff	0		
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	0		
12.Faith Groups	3		
13.Immigration/Asylum Support services	0		
14.Transport Transport provided to services through a contract	0		
15.Care Agency – Education Employment agency	6		
16.Other Dept. in City of London	0		
17 Other – Anon Youth Services	2		
18. Leisure Services	1		
19.Adult Services	0		
20.Housing Associations/ Providers			

3. Who made the Referral	
	Number
1.Social Care	5 other LA
2.Health-Hospital Staff	0
3.Health-Community	0
4.Education	2 Schools
5.Early Years-Childminder	0
6.Early Years-Nursery Staff	0
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	3
15.Other Dept's City of London	0
16. Other	3 Church settings, 2 Criminal Justice
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				
Health-community						
Education-teaching staff		1		1		
Education-nonteaching staff						
Early Years-childminders						
Early Years-nursery staff						
Foster Carers-IFA with City children						
Police						
Probation						
CAFCASS						
Voluntary Organisations						
Faith Groups				1		
Armed Forces						
Immigration/Asylum Support Services						
Care Agencies						
Transport						
Other (Officer Court)	1					
Leisure Services						
Adult Services						
Housing Associations/Provider						

4. Number of referred cases that resulted in Allegation Against Staff or Volunteers Meeting referral: 5 (Please note there could be more than one outcome).	
Being Substantiated	2
Being Unsubstantiated	3
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	3
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	3
Referral to DBS	0
Referral to regulatory body e.g. GMC /Ofsted etc...	0
5. At the point of conclusion, the number of cases that were resolved within the following timeframes	
1 month	4
3 months	
6 months	1