



City of London Local Authorities Designated Officer (LADO) Annual Report 2022 to 2023

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 2022 through to March 2023. 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.

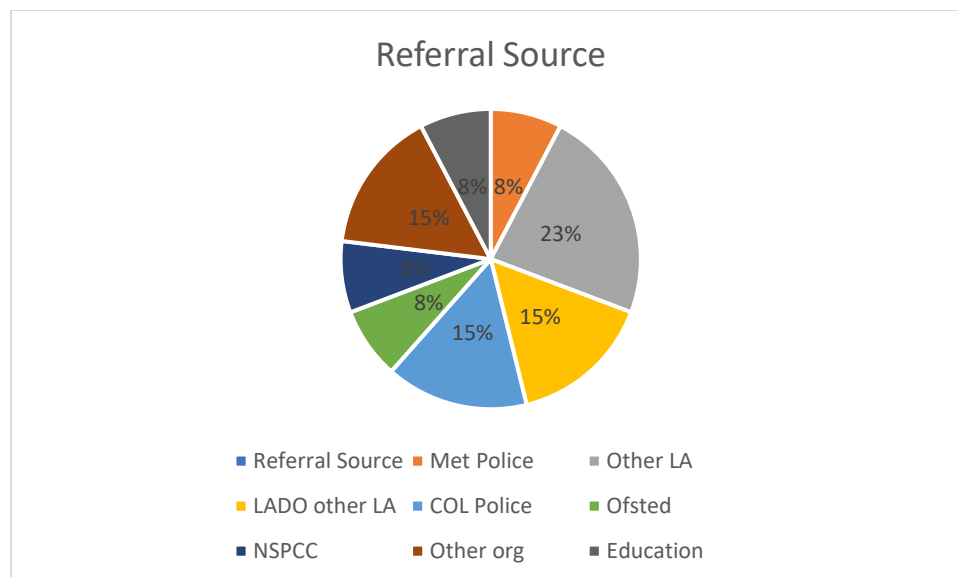
In November 2022 the City of London had their Ofsted Focused visit, the LADO arrangements were reviewed as part of this visit, and their findings were as follows.

“The local authority designated officer provides a robust service, taking a forensic approach to analysing current and historical information, and making timely and effective decisions. The designated officer also provides skilled professional challenge to organisations when necessary.”

3. Referrals

There has been a total of 13 referrals made to the LADO during 2022/2023 period, which is slightly lower than the number of referrals that were received in 2021/2022. 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, and evenly spread across a variety of agencies. 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. 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 that supplies the professional in dealing with the allegation. However, 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



Referral Source

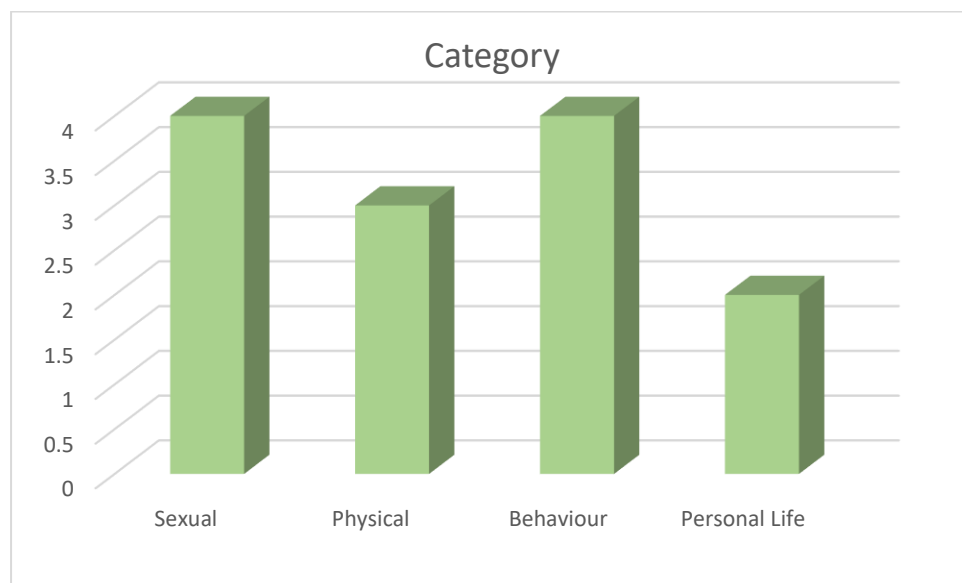
Met Police	1
Other LA	3
LADO other LA	2
COL Police	2
Ofsted	1
NSPCC	1

Other org	2
Education	1

Of the 13 referrals received, only one referral required an Allegation Against Staff and Volunteers (ASV). Of the 12 remaining referrals, two did not meet the threshold for LADO involvement, and the remaining 10 required advice and support from the LADO in managing the concerns. In most of these cases the allegation is dealt with by the LADO in the area where the incident occurred. However, if the agency of the professional is based in the City of London, then the LADO would support that agency in managing the potential risks regarding the individual and advise on any safer recruitment concerns.

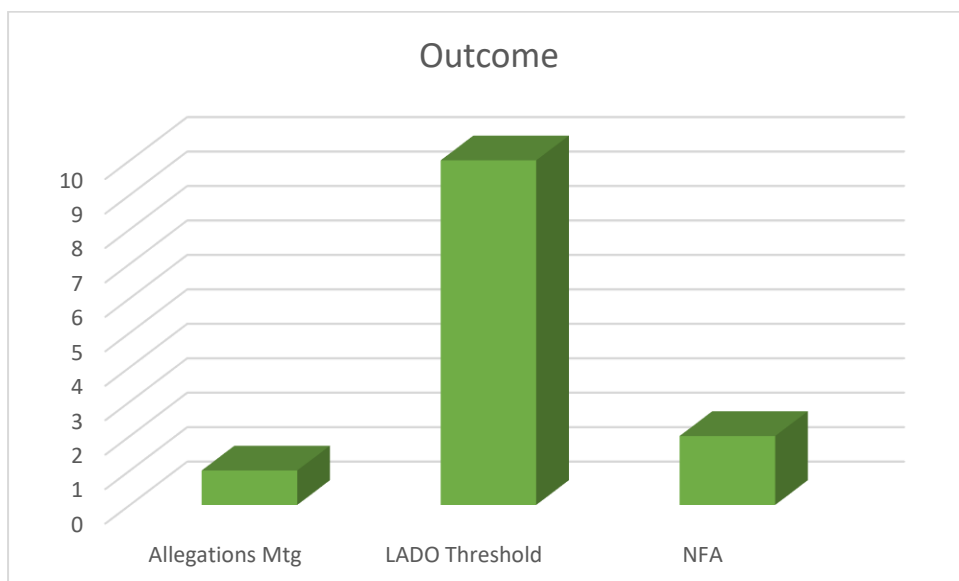
Fig2 shows the categories of the referrals received during 2022 to 2023, four fell under the category of sexual, three were physical, four related to the individual's behaviour and two involved concerns in relation to the individual's personal life.

Fig 2



As can be seen by fig 3 most of the referrals received required advice and support for the agency or organisation 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 2022 to 2023 fully understood the role of the LADO and managed the allegation appropriately within their agency. The role of the City of London LADO often involves supporting agencies in getting information about the allegations, as it can be difficult getting hold of individuals working in other Local Authorities or Police Forces. 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 (CHSCP) 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.

Training on the LADO role was offered in March 2023, by the City of London and Hackney LADO, via the CHSCP, take up of this training was limited from both City and Hackney, this may have been due to the training being face to face. New staff in the City of London from the Peoples Directorate meet with the LADO as part of their induction process, 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 referrals that have been received by the LADO over 2022 to 2023 have come from various sources, the majority were appropriately referred by the agencies involved. There were no significant trends, however concerns raised in the 2021 to 2022 LADO report regarding the lack of referrals from the Police led to a review of the referrals process between the Police and LADO. This assisted in clarifying the role and responsibilities between the LADO and Police, as to when the LADO should be notified. In 2022 to 2023 the LADO received two referrals from the City of London Police and one referral from the Metropolitan Police.

6. Multi-agency working

During the 2022/2023 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.

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 2022 and March 2023 there has been one notification from the City of London Police and one from 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 2022 -March 2023**

1. Total number of referrals to the Designated Officer			
Local Authority	City of London	Number of referrals regarding allegations and matters of concern	13
2. Number of referrals from each or organisation			
Agency	Number		
1.Social Care	1		
2.Health-Hospital Staff	1		
3.Health-Community			
4.Education	3		
5.Early Years-Childminder	1		
6.Early Years-Nursery Staff	1		
7. Foster Carer-IFA with other LA Children or Other LA in House Carers Living in the City.	0		
8.Police	1		
9.Probation	0		
10.CAFCASS	0		
11.Voluntary Organisations Include sports clubs, Scouts, Brownies, dance clubs and charitable organisations	3		
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	2		
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			

3. Who made the Referral	
	Number
1.Social Care	5 other LA
2.Health-Hospital Staff	0
3.Health-Community	0
4.Education	1
5.Early Years-Childminder	0
6.Early Years-Nursery Staff	0
7.Foster Carer-IFA with City of London children	0
8.Police	3
9.Probation	0
10.CAFCASS	0
11.Voluntary Organisations Include sports clubs, Scouts, Brownies, dance clubs and charitable organisations	2
12.Immigration/Asylum Support services	0
13.Transport Transport provided to services through a contract	0
14.Care Agency- Education Employment Agency	
15.Other Dept's City of London	0
16. Other	2
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						
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- Position of trust				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	0
Being Unsubstantiated	0
Being Unfounded	0
CSM held	0
Met the threshold for LADO input but not for a Complex strategy meeting	
Criminal investigation/joint work with CAIT	1
Criminal prosecution	0
Caution	0
Conviction	0
Acquittal	0
Initial inquires by employers	0
Disciplinary investigation	0
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	0
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	ongoing
3 months	
6 months	