

# City of London Corporation Committee Report

<b>Committee:</b> Safeguarding and SEND Sub-Committee	<b>Dated:</b> 01/07/2025
<b>Subject:</b> City of London, DCCS, 2024–2025 LADO Annual Report	<b>Public report:</b> For Information
<b>This proposal:</b> <ul style="list-style-type: none"> <li>• <b>delivers Corporate Plan 2024-29 outcomes</b></li> <li>• <b>provides statutory duties</b></li> </ul>	Providing Excellent Services The Children Act 2004, <i>Working Together to Safeguard Children</i> (updated 2024), and the London Safeguarding Children Procedures 7th edition (updated April 2024), Chapter 7
<b>Does this proposal require extra revenue and/or capital spending?</b>	N/A
<b>If so, how much?</b>	N/A
<b>What is the source of Funding?</b>	N/A
<b>Has this Funding Source been agreed with the Chamberlain’s Department?</b>	N/A
<b>Report of:</b>	Judith Finlay, Executive Director of Community and Children’s Services
<b>Report author:</b>	Laura Demetriades, Head of Safeguarding and Quality Assurance, Department of Community and Children’s Services

## Summary

The Local Authority Designated Officer (LADO) role sits under the Safeguarding and Quality Assurance Service within the People’s Directorate. It is a statutory expectation that all local authorities must have a LADO. If allegations are 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 – they need to be formally reported to the LADO. The LADO has the responsibility to manage and have oversight of allegations. The Annual Report (see Appendix 1) outlines the activity of the LADO from 1 April 2024 to 31 March 2025, the impact on safety for children, and effect on learning for individuals and organisations.

## Recommendation

Members are asked to:

- Note the report.

## **Main Report**

### **Background**

1. The responsibility of the LADO is set out in *Working Together to Safeguard Children* (updated 2024), and the London Safeguarding Children Procedures 7th edition (updated April 2024), Chapter 7.<sup>1</sup>
2. In the City of London, the LADO's work is carried out by the Head of Safeguarding and Quality Assurance who reports directly to the Assistant Director of People's Services.
3. Alongside the set criteria for reporting to the LADO, the role also provides wider safeguarding advice on low-level concerns, professional conduct issues, safer recruitment processes, or policy and procedure.

### **Current Position**

4. During the last year, 122 contacts were made to the LADO Service, which is a 65% increase of contacts to the service from the previous year. The vast majority of these, in line with London and national trends, do not meet the LADO threshold, but are queries that require guidance and advice. Those instances where a consultation took place often resulted in further action by the employer, such as an internal investigation with oversight from the LADO, rather than requiring an Allegation Against Staff and Volunteers (ASV) meeting.
5. During the year, there were 10 contacts that met the LADO threshold:
  - Three were transferred to other local authorities as this is where the employer was based.
  - Three referrals were taken to ASV meetings: two resulted in a substantiated outcome; and one in an unsubstantiated outcome. Where there was a substantiated outcome, actions were made to refer to the Disclosure and Barring Service, which is a legal duty for employers. In one case, the statutory body was notified and there were ongoing internal HR processes that followed. In all cases individuals have been removed from their work with children in a timely way.
  - Two resulted in no further action due to additional information being provided which reduced the initial risk assessment
  - Two remained open at the end of the year as further information is being sought from Police and the employer.
6. Given the size of the City, there is often crossover with other local authorities in terms of where responsibility may fall. Often the City is involved because employment head offices are based here, rather than the risk to children necessarily being within the City boundaries, or in relation to City children.
7. There remains a consistent LADO training programme in place through the City and Hackney Safeguarding Children Partnership (CHSCP), with sessions taking

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<sup>1</sup> [https://www.londonsafeguardingchildrenprocedures.co.uk/alleg\\_staff.html](https://www.londonsafeguardingchildrenprocedures.co.uk/alleg_staff.html)

place regularly. Bespoke training sessions have also been offered and taken up with individual organisations, including City of London Police.

## **Options**

8. The LADO role is a statutory function and will continue to operate as part of the Safeguarding and Quality Assurance Service. Awareness-raising will continue through the delivery of training sessions and bespoke support. Service development will continue to ensure that there is clear recording of contacts and advice given. This work is supporting a healthy children's workforce across the City to safeguard children and promote positive outcomes.

## **Proposals**

9. The above arrangements continue through the Head of Safeguarding and Quality Assurance within the People's Directorate.

## **Key Data**

10. There is no data related to this report.

## **Corporate & Strategic Implications**

11. There are no strategic implications directly related to this report.
  - Financial implications – N/A
  - Resource implications – N/A
  - Legal implications – N/A
  - Risk implications – N/A
  - Equalities implications – N/A
  - Climate implications – N/A
  - Security implications – N/A

## **Conclusion**

12. Contacts to the LADO Service have increased this year, which is positive as it demonstrates that processes are known and understood by a wide range of partners, and awareness-raising has been impactful. The LADO Service has been well used this year by a wide range of agencies. There remain strong working relationships with partners, and a robust training programme in place through the CHSCP with the Hackney LADO. Internal recording processes continue to be refined to support reporting to ensure accountability for decision-making processes and the advice and oversight offered. They provide evidence that children are safer because of action taken by the LADO and partners.

## **Appendices**

- Appendix 1 – 2024-25 LADO Annual Report

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