



City of London Local Authority Designated Officer (LADO) Annual Report 2014 - 15

1. Introduction

This report to City and Hackney Safeguarding Children Board provides an overview of the work of the Local Authority Designated Officer (LADO) in the City of London between April 2014 and March 2015. The report will review the progress that has been made to raise awareness around the safeguarding role during the year, as part of a wider safeguarding campaign. Identifying what action has been taken and the referral figures and outcomes.

2. LADO role

The responsibilities of the LADO are set out in "Working Together" to safeguard children, March 2015 and the London Child Protection Procedures 5th edition, 2015, Chapter 17. 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.

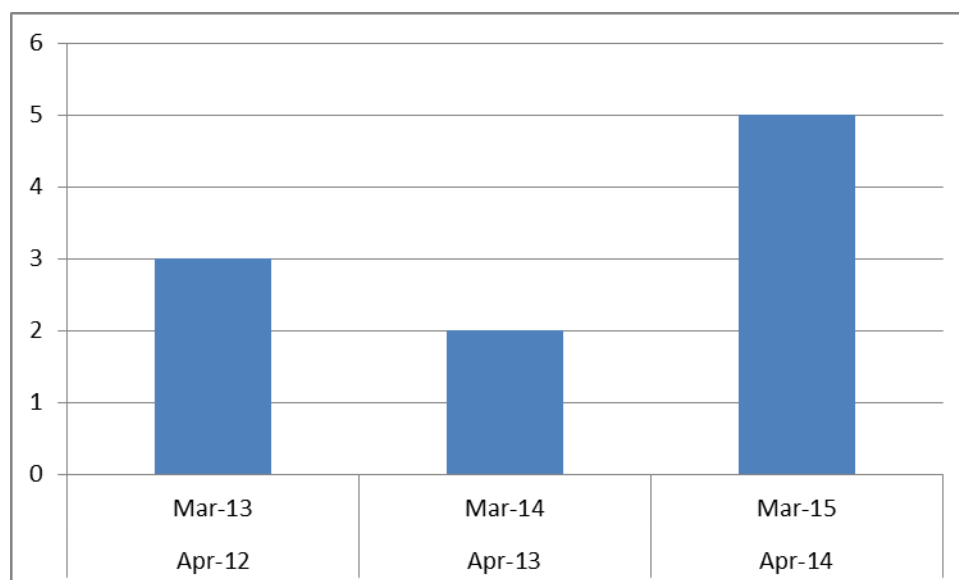
In the City of London the LADO work is carried out by the Safeguarding and Quality Assurance Service Manager who reports directly into the Assistant Director People. Guidance and training on professional allegations is available through the City and Hackney Safeguarding Children Board website and agencies have access to consult with the LADO in the City of London.

3. Referrals

Since the Safeguarding and Looked After Children Ofsted Inspection in March 2012 there have been concerns raised around the low level of referrals to the LADO. Fig 1 shows the number of referrals received for each year since 2012. In Fig 2 there appears to be an increase in referrals for 2014 to 2015, two were historical allegations, with one of the historical allegations referring to a teacher at the school. One was a LADO referral

from the Substance Misuse Partnership and two were contacts from other Local Authorities.

Fig 1 Referrals from 2012 to 2015



Significant efforts have been made to raise awareness of the LADO role since March 2012. Following the Ofsted inspection the LADO has visited nurseries, schools and youth service providers, speaking with agencies about the role of the LADO and the pathways for making referrals. There is still further work required in working with voluntary agencies, police and probation to ensure that all we engage with all agencies in the City.

City of London has one maintained primary school and five Independent Schools. Out of the five schools, two are secondary, one is a specialist music and drama school, catering for children from 8 to 18 years and two are preparatory schools, the majority of children attending these schools come from other borough's. There has also been an independent review of safeguarding in the schools that come under the governance of the City of London, which consists of four in the City and one based in Surrey. This was completed in 2013 and recommendations around safeguarding training were acted on by the school, which was evidenced by a follow up review in 2014.

There are also six private nurseries and one children's centre, which is attached to the maintained primary school. These settings have also been visited as part of the raising awareness of the LADO role. Safeguarding training has also been offered to these settings and has taken place at the weekend to maximise attendance, this training was well attended across the nursery settings. Recently there has been a safeguarding awareness campaign called "Notice the Signs", 477 City of London employees and external agency staff were spoken to during this campaign about the role of the LADO. A key message of these briefing's taking place was to raise

awareness around the corporate safeguarding policy, which outlined professionals responsibilities in regard to professional allegations.

Fig 2 Referral Sources for LADO referrals 2014 to 2015

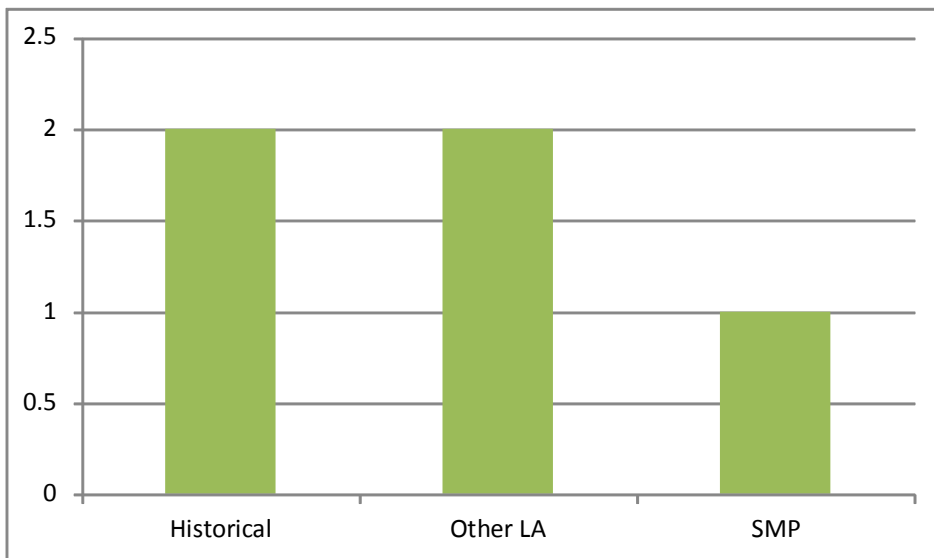
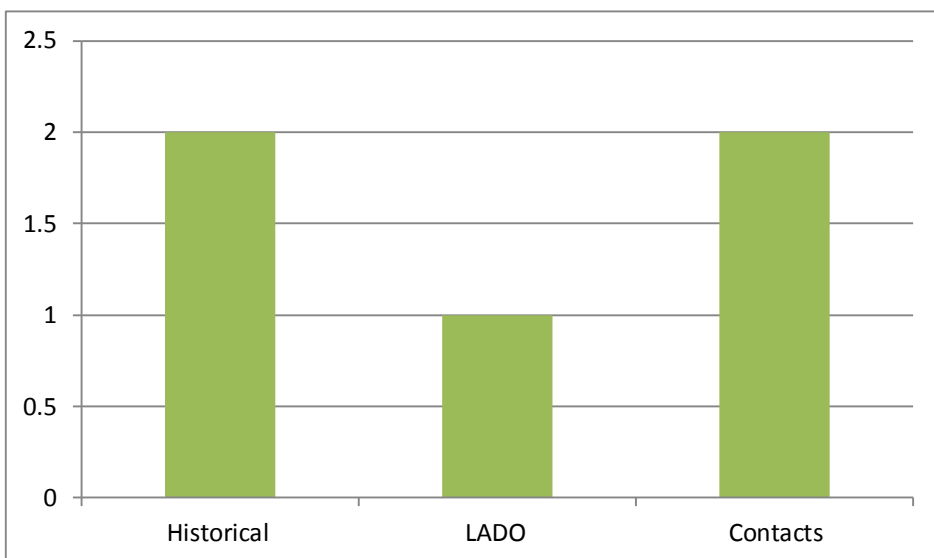


Fig 3 Referral type



This report identifies that there has been, and continues to be a sustained effort to raise awareness around the LADO role and professional allegations. When looking at the low referral rate from the Police and

Probation Service it is comparable with other local authorities for the year 2013 to 2014.

| | | |
|----------|---------------------------------|---------------------|
| Hackney | - 0 from Probation Services | - 1 from the Police |
| Camden | - 0 from the Probation Services | - 4 from the Police |
| Enfield | - 0 from the Probation Services | - 0 from the Police |
| Haringey | - 0 from the Probation Services | - 0 from Police |

As for health, the City and Hackney Safeguarding Children's Board is requesting information from health providers as to the low referrals rate from health visitors and this is currently being progressed.

4. Emerging themes

Due to the number of referrals it is difficult to discern any particular themes, but there has been an increase in the number of historical allegation, which reflects a wider national picture. As previously identified despite efforts to raise awareness around the LADO role there continues to be a low referral rate of professional allegations from school's nurseries, voluntary agencies and commissioned services in the City of London.

When analysing our data in comparison to other Local Authorities the City does have a low referral rate in relation to the numbers of referrals per percentage of educational establishments. When compared to other Local Authorities the City has two referrals less than the lowest cohort and approximately six referrals less than the highest.

A thematic review of the LADO referrals received has shown that parents have sometimes been reluctant to raise concerns around problems with staff. This has been due to their concerns that it may have implications on their child's place at the establishment. This is especially prevalent at the more prestigious independent establishments, when this has been raised as a factor, assurances have been given to parents.

Further scrutiny of the low referral rate has been undertaken through the s11 auditing process. This audit identified that there was full compliance around the handling of professional allegations by those agencies who completed the audit. However this does not prevent the need for continued scrutiny and training around professional allegations, which will be progressed during 2015/2016.

5. Multi-agency working

The City of London works closely with partners, schools and nurseries, who are represented on the City of London Executive Safeguarding Children's Board and the Education Forum, where safeguarding issues are

discussed. As part of the LADO role support and advice is offered to partners around their safeguarding duties, policies and procedures and individual case advice on potential referrals to social care. Training provided by the City and Hackney Safeguarding Board has been taken up by agencies in the City as can be seen by the information below. The schools have also commissioned in their own safeguarding training. A key area for development for 2015 to 2016 will be to scope and quality assure the training that is taking place within the schools and nurseries.

Data collated from CHSCB on the 26th February 2015 has identified that;

Six attended from the City:

Two members of staff- Guildhall School of Music and Drama
One member of staff – Charterhouse Square School
One Member of staff – St Pauls Cathedral School
Two members of staff- The Prince's Drawing School

10 October 2014 – five attended

One member of staff – London Islamic School
One member of staff– Outward Housing
One member of staff – Respect
One member of staff – St Pauls Cathedral School
One member of staff – Windsor Fellowship

6 May 2014 - seven attended

Four members of staff – Cass Child & Family Centre
One member of staff – Guildhall School of Music & Drama
Two members of staff – London Islamic School

In January 2014, the Department of Community and Children's Services developed a corporate-wide safeguarding policy, which aimed to ensure that all areas of the organisation had a clear understanding of the shared legal duties around safeguarding for children at risk of harm. A key area for development for 2015 to 2016 will be to evaluate whether this has had an impact on increasing awareness across the corporation. This will be achieved by ascertaining whether there has been an increase in the number of contacts with the safeguarding champions across the City of London Corporation.

The LADO continues to develop positive working relationships with partner agencies, from the City of London Police, Community Paediatricians, Adult Safeguarding, HR, and Commissioning. The LADO also represents the City on City and Hackney Safeguarding Children Boards, Training and Development Sub Group and Quality Assurance Sub Group.

6. Increasing awareness of the Managing Allegations process

As can be seen by this report there have been initiatives to raise awareness around the role of agencies in managing professional allegations. This has been achieved through face to face meetings with the LADO and through safeguarding briefings, with City of London staff, schools and nurseries. In February/March 2013 the City of London's Town Clerk commissioned an independent review of safeguarding arrangements which was undertaken by an independent consultant. This review involved four of the independent schools who came under the governance of the City of London.

Recommendations from this report identified that one of the School's needed to have a designated Child Protection lead who had received safeguarding training commensurate with the role. Further safeguarding training was also identified for teaching staff and Governors within the organisation. The City of London supported the commissioning of safeguarding training and eLearning modules for staff, which when reviewed in 2014 had been completed. There is also a safeguarding lead who has received training on professional allegations by the City and Hackney Safeguarding Children's Board by employees.

7. Links in London and nationally

The City of London LADO is a member of the pan-London LADO group which meets on a quarterly basis. This is a sub-group of the London Safeguarding Children Board.

8. Police Notifications – Notifiable Occupational Scheme (NOS)

Between April 2014 and March 2015 there was one referral to the LADO, which came through the MARAC forum, relating to a young male who came to police attention for a matter related to an allegation of harm to a child, and his occupation met the criteria under this scheme.

Where the employer can be identified, the information received in the notifications is passed to the employing organisation to address, but the employing organisation is not always clear from the referral, and in these cases no further action can be taken.

It would add to the effectiveness of the Scheme if at the point when the police officer asks for the nature of the employment in order to assess whether to refer in relation to NOS, the officer also asks the name of the employer.

9. Update on 2014- 15 Development priorities

Worked closely with agencies around safeguarding responsibilities

- By offering advice and support around individual case concerns;
- Assisting agencies with the referral process;
- Support and guidance provided to maintained and independent schools in the City through the Education Forum;
- Partner agencies attend the Children's Executive Board where safeguarding priorities and initiatives within the Department Business Plan are reviewed;
- The City of London introduced a Corporate Safeguarding Policy for Children and Adults in January 2014;
- Safeguarding Champions were identified across the City of London Corporations to support employees;
- A safeguarding awareness campaign called "Notice the Signs" was launched to raise awareness about safeguarding, including the LADO role. This campaign targeted all City of London employees and residents.

10. Service Development Priorities 2015/16

- Ensure that all professionals who work with children, from the statutory, voluntary and independent sectors, are engaged and understand the LADO process.
- Review independent safeguarding training, in relation to quality and frequency.
- Safeguarding Conference to be arranged in the City.
- Training events for City of London employees and partner agencies around safeguarding and professional roles and responsibilities.
- Meet with Safeguarding Champions on a quarterly basis to review referrals.
- Review of how agencies will ensure that parents feel confident and able to raise safeguarding concerns about professionals.

- Peer review to be undertaken on LADO cases.

Pat Dixon, LADO
Safeguarding and Quality Assurance Service Manager

ALLEGATIONS AGAINST PEOPLE WHO WORK WITH CHILDREN IN
Date: April 2013-March 2014

| 1. Total number of Referrals to the Local Authority Designated Officer | | | |
|---|--|---|----------|
| Local Authority | City of London | Number of referrals regarding allegations and matters of concern | 5 |
| 2. Number of Referrals about each or organisation | | | |
| Agency | Number | | |
| 1.Social Care | 2 Two contacts made from other LA | | |
| 2.Health-hospital staff | 0 | | |
| 3.Health-community | 0 | | |
| 4.Education | 1 Historical Allegation relating to a current employee. | | |
| 5.Early Years-Child-minder | 0 | | |
| 6.Early Years-Nursery Staff | | | |
| 7. Foster Carer-IFA with other LA children or other LA in house carers living in City. | 0 | | |
| 8.Police | 0 | | |
| 9.Probation | 0 | | |
| 10.CAFCASS | | | |
| 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 | 0 | | |
| 16.Other Dept. in City of London | 1 LADO referral from substance misuse partnership | | |
| 17 Other | 1 Historical allegation from alleged victim. | | |
| 18. Leisure Services | 0 | | |
| 19.Adult Services | 0 | | |
| 20.Housing Associations/ Providers | 0 | | |

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| | |
| 3. Who made the Referral | |
| | Number |
| 1.Social Care | 2 Islington and Luton LADO's contact |
| 2.Health-hospital staff | 0 |
| 3.Health-community | 0 |
| 4.Education | 1 Historical allegation which came through School via an email in relation to current member of staff. |
| 5.Early Years-Child-minder | 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 | 0 |
| 15.Other Dept's City of London | 1 Referral from Substance Misuse Partnership. |
| 16. Other | 1 self-referral from alleged victim of historical abuse. |
| 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 | | | | | | 1 LADO referral SMP |
| Health-hospital staff | | | | | | |
| Health-community | | | | | | |
| Education-teaching staff | | | | 1 LADO referral from school, historical allegation-not proven | | |
| Education-non teaching staff | | | | | | |
| Early Years-child-minders | | | | | | |
| 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 | | | | 1 Historical allegation, self-referral to | | |

| | | | | | | |
|--|--|--|--|---|--|--|
| | | | | LADO, forwarded to Police for investigation | | |
| Other | | | | | | |
| Leisure Services | | | | | | |
| Adult Services | | | | | | |
| Housing Associations/Provider | | | | | | |
| 4. Number of referred cases that resulted in: <i>please note there could be more than one outcome</i> | | | | | | |
| Being Substantiated | 2 | | | | | |
| Being Unsubstantiated | 3 | | | | | |
| Being Unfounded | 0 | | | | | |
| CSM held | 2 | | | | | |
| Met the threshold for LADO input but not for a Complex strategy meeting | Of the five referral received by the LADO, two were historical allegations, one of which was relating to a current member of staff at the school. Two were contacts where the City was not the primary LADO involved, and one was a LADO referral from the substance misuse partnership. | | | | | |
| Criminal investigation/joint work with CAIT | 0 | | | | | |
| Criminal prosecution | 0 | | | | | |
| Caution | 0 | | | | | |
| Conviction | 0 | | | | | |
| Acquittal | 0 | | | | | |
| Initial inquires by employers | | | | | | |
| 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. | 1 - Concerns around the delay in referring to LADO, employee who reported incident appeared unclear as to his role. | | | | | |
| Risk Assessment completed by Employer | 1 | | | | | |
| Referral to DBS | 1 referral made to DBS by LADO of lead LA, as he had misled employers' in regard to have a previous conviction. Agency in City seen by City LADO re there role | | | | | |

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|--|---------------------------------|
| | responsibility in checking DBS. |
| Referral to regulatory body e.g. GMC /Ofsted etc... | |
| 5. At the point of conclusion, the number of cases that were resolved within the following timeframes | |
| 1 month | 4 |
| 3 months | 1 |
| 6 months | |