

**Safeguarding and Quality Service**  
**LADO Local Authority Designated Officer**  
**Annual Report 2016 - 2017**

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## 1. INTRODUCTION

1.1 The role of the LADO is set out in the Working Together to Safeguard Children (2015). The new guidance requires local authorities to have an officer or a team of officers to manage and oversee allegations against people who work with children and that this officer or team of officers are sufficiently qualified and experienced to fulfil this role effectively. It also requires newly appointed officers to be qualified social workers.

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/419595/Working\\_Together\\_to\\_Safeguard\\_Children.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_Together_to_Safeguard_Children.pdf)

1.2 In Enfield, the role of the LADO is undertaken by the Service Manager of Safeguarding and Quality Service (SQS), who has responsibility for overseeing investigations, alerting senior council officers to allegations of a serious nature, and making referrals to the Disclosure and Barring Service. Child Protection Conference Chairs/Independent Reviewing Officers in the Safeguarding and Quality service will lead on investigations in the absence of the LADO. The LADO and the Child Protection Conference Chairs/Independent Reviewing Officers are all qualified social workers

1.3 In addition to leading on investigations, the service, offer advice and guidance when there may be concerns about a person's conduct and when the threshold for a formal investigation has not been met. This has often ensured that advice and guidance has been given to staff when there are low level concerns.

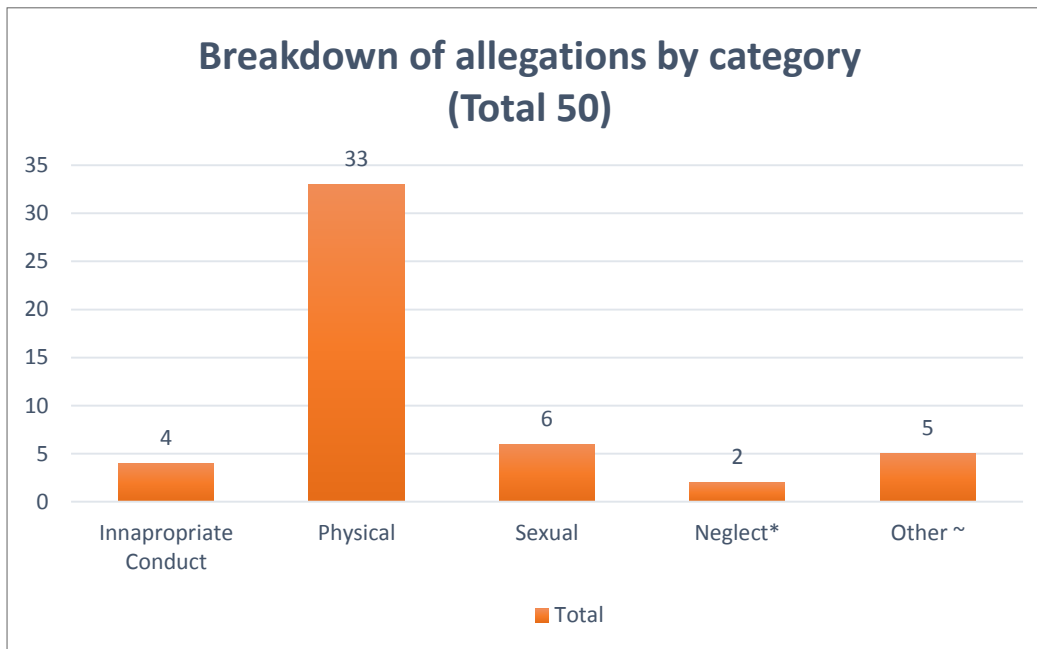
1.4 The revised Working Together makes it clear that if an organisation removes an individual (paid worker or unpaid volunteer) from work such as looking after children (or would have, had the person not left first) because the person poses a risk of harm to children, the organisation must make a referral to the Disclosure and Barring Service. It is an offence to fail to make a referral without good reason. To ensure there is compliance with this, referral to DBS is recommended, if appropriate after the investigation and the LADO is involved in coordinating referrals to DBS.

1.5 The approach we have adopted in Enfield has been effective and robust. The LADO and the CP Chairs/IROs have developed their knowledge and expertise and effective working relationships with partner agencies. An allegation may relate to a person who works with children who has: behaved in a way that has harmed a child, or may have harmed a child; possibly committed a criminal offence against or related to a child; or behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

1.6 The LADO role applies to paid, unpaid, volunteer, casual, agency and self-employed workers. They capture concerns, allegations or offences emanating from outside of work, as well as within a person's paid or unpaid role working with children.

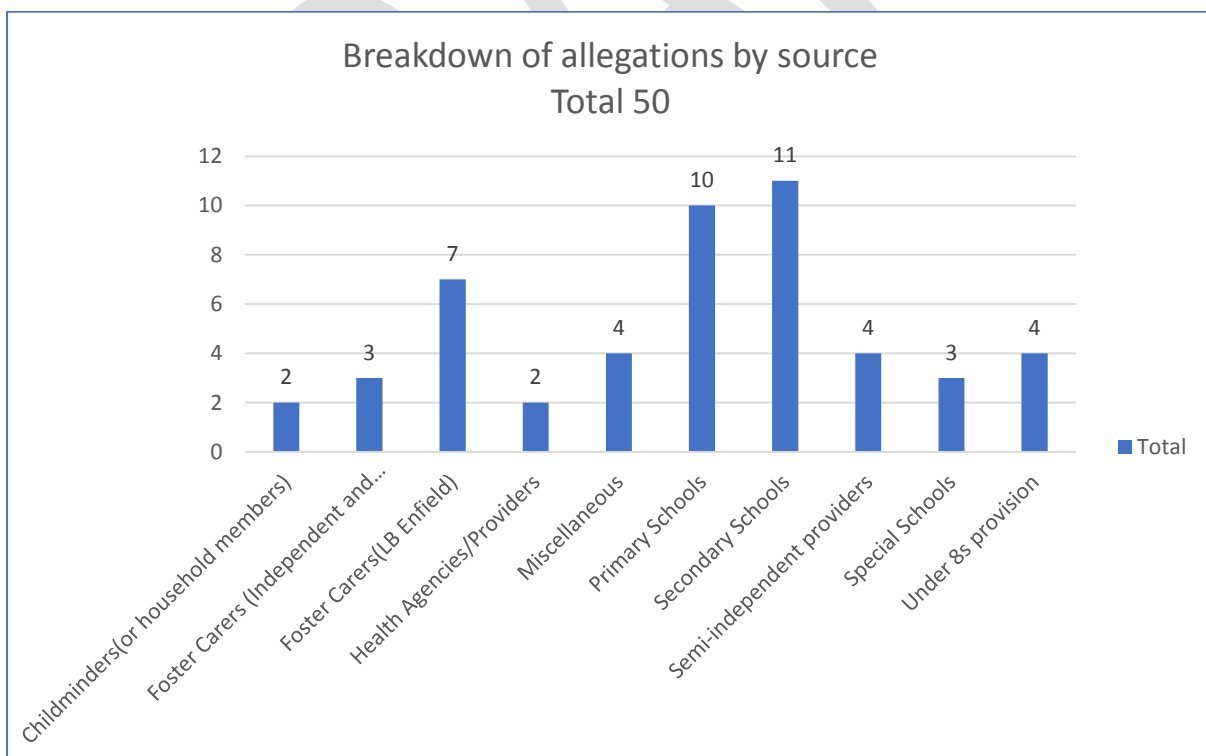
1.7 The bespoke LADO referral form is now embedded and agencies are now using the form more consistently. The revised form has enabled referring agencies to provide more detailed information about the alleged incident and the staff involved, in advance of the strategy meeting. This has had an impact on the quality of referrals and has reduced the time previously spent by the LADO gathering information from different sources.

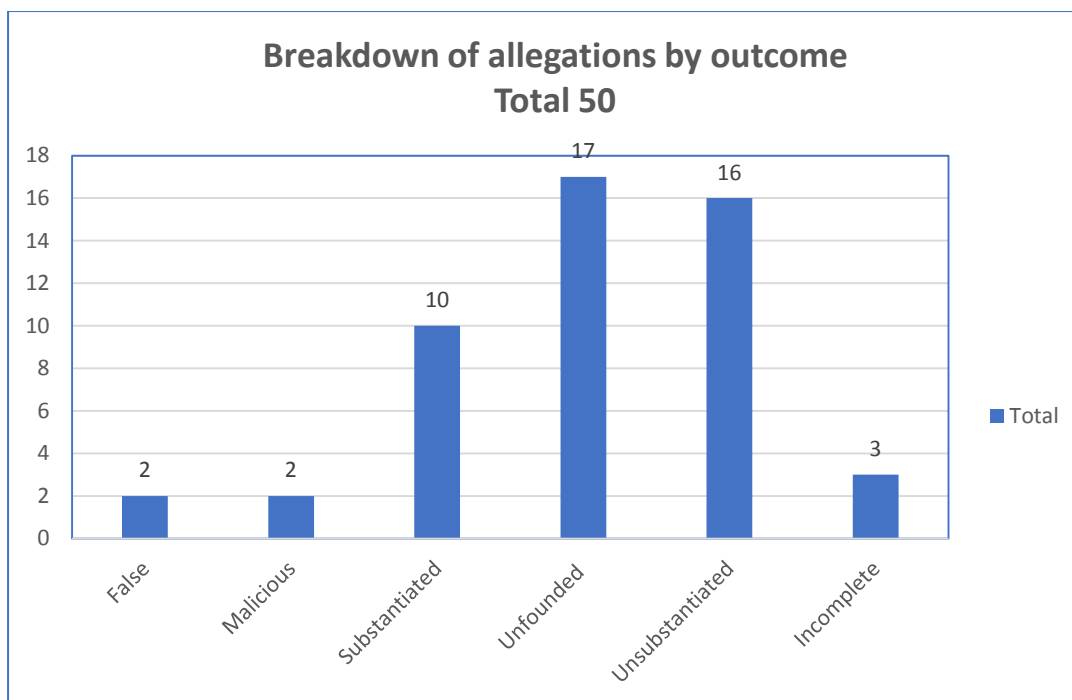
## 2. BREAKDOWN OF ALLEGATIONS



\* One was also emotional and the other one was also physical

~Other –referrals were made to the LADO when there were concerns about a professional or volunteer outside work but raised concerns about their suitability to work with children.





2.1 The total number of allegations between 1.04.2016 and 31.03.2017 which met the threshold for formal LADO involvement was 50. The outcomes are as follows:

- 16 allegations were unsubstantiated (32%)
- 10 allegations were substantiated (20%)
- 17 allegations were unfounded (34%)
- 2 false allegations (4%)
- 2 malicious allegations (4%)
- Three investigations are still being investigated by the police (one case is of a historical sexual abuse allegation and in the other one the person has already been dismissed)
- The 10 substantiated cases related to physical abuse (4), sexual abuse (2), neglect (1), inappropriate conduct (2) and a professional's personal circumstances (1). The source of the allegations were secondary schools (3), primary schools (2), childminders (2), foster carer (1) and miscellaneous (2).

## 2.2 Definitions of outcomes

**Substantiated**- there is sufficient identifiable evidence to prove the allegation

**Unfounded**- there is no evidence or proper basis which supports the allegation being made. It might also indicate that the person making the allegation misinterpreted the incident or was mistaken about what they saw. Alternatively, they might not have been aware of all the circumstances.

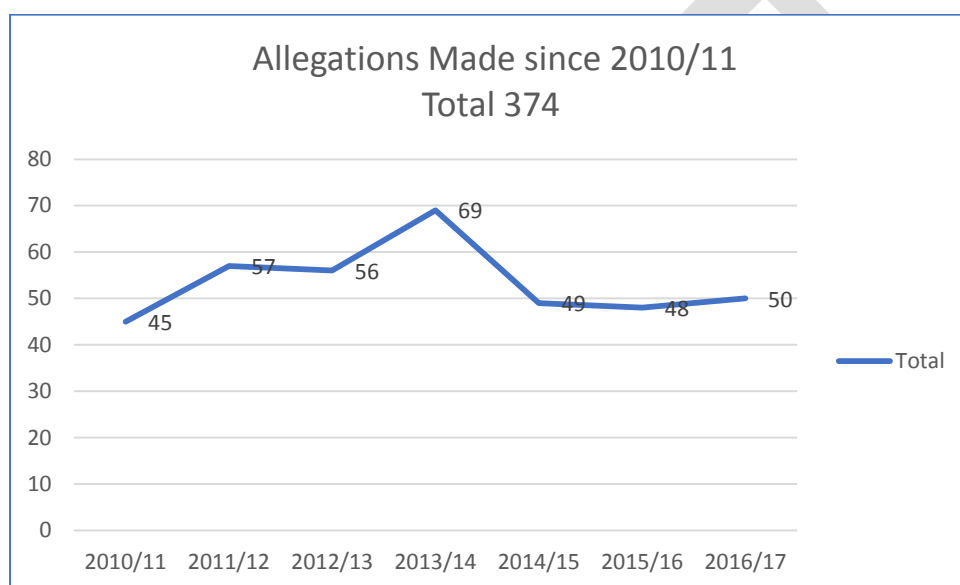
**Unsubstantiated** – there is insufficient evidence to prove or disprove the allegation

**Malicious** –there is sufficient evidence to prove there has been a deliberate act to deceive and the allegation is entirely false.

2.3 In addition to the above 50 allegations, there have been approximately 80 consultations with the LADO, where the threshold for LADO intervention had not been met. Advice was offered on managing low level concerns and a system has been put in place to record this activity and report. A significant number of the consultations relate to incidents when school staff need to use positive handling (under section 93 of the Education and Inspection Act 2006), conduct and professional boundaries. In these circumstances, the LADO will evaluate the information in consultation with the Head teacher and the police and investigate in circumstances when restraint has not been appropriate.

2.4 There have been four referrals to DBS.

## 2.5 COMPARISON TO PREVIOUS YEARS



2.6 Sources of referrals include direct contact from young people and parents, police, children's social care schools, the SPOE, partner agencies, OFSTED and other local authorities.

2.7 The reduction in referrals in 14/15 coincided with the launch of the revised LADO procedures, increased training to partners and increased uptake of consultation. The number of allegations has remained consistent in the last 3 years. This year some of the allegations have been complex and have required several review strategy meetings until the conclusion of the investigation. In one case, the DfE and OFSTED had also been involved.

2.8 A historical abuse allegation which had been investigated from the previous year was recently concluded and the perpetrator received a custodial sentence.

2.9 There is currently no comparative data with other London local authorities. Work within the Pan London LADO network is being currently undertaken around thresholds and benchmarking.

### 3. OTHER LADO RELATED ACTIVITIES

- 3.1 The LADO is responsible for coordinating referrals to DBS and responding to DBS and relevant Freedom of Information Requests.
- 3.2 In addition to the above activity, (investigations and consultations) the LADO has liaised with the Standards and Curriculum Service when there have been referrals from OFSTED to co-ordinate responses in a timely fashion. A robust system has been developed between the two services and the Director's office to ensure all referrals from OFSTED are considered and a response is provided. Records are kept by the Director's office.
- 3.3 The LADO was a member of the interviewing panel for tender interviews for semi-independent provision (October 2016)
- 3.4 The LADO supported OFSTED in an unannounced inspection of a setting under section 97 of the Education and Skills Act 2008, which OFSTED believed was an unregistered school setting. (May 2016)
- 3.5 The LADO and the Head of Standards and Curriculum undertook a Safeguarding Review of an educational setting following an OFSTED inspection and developed an audit tool for this purpose.
- 3.6 The LADO has collaborated with IT services to develop a bespoke LADO workspace within ICS. This needs further testing and it is anticipated that it will be ready for implementation in September 2017.

### 4. TRAINING

- 4.1 Training is an integral part of staff development and an awareness raising and feedback from these training sessions has been consistently positive. The LADO has delivered the following training/workshops during 2016/2017:
  - In house foster carers
  - Providers' Day (semi-independent and residential provision)
  - Contributed to designated teachers' training with specific reference to LADO issues and processes
  - Managing allegations training for LSCB agencies.

## 5. REVIEW OF WORK PLAN 2016-2017 AND WORK PLAN FOR 2017-18



Action complete



Action taken but as yet not complete



Action requiring urgent attention/implementation

ENFIELD LADO WORKPLAN 2016 – 2017			
Action	Responsibility	Timescale	RAG Status
Implement LADO process on ICS to improve management information process and systems and to improve LADO recording, monitoring and tracking of cases	Corporate IT and Maria Anastasi	2016/2017	*
Design leaflets for parents and professionals	Maria Anastasi	September 2016	**
Continue with developing and delivering awareness raising sessions within the statutory and voluntary sector and identify and give specific attention to agencies where there are few or no referrals	Maria Anastasi	Ongoing	
Collaborate with Adult Safeguarding to ensure that there are consistencies in practice in situations where there may be overlaps (particularly when dealing with young people who may be in settings which also cater for adults)	Maria Anastasi	Ongoing	
Interviews of semi-independent providers as part of the tendering process	Access to Resource/Maria Anastasi	September 2016	

\*The development of the bespoke LADO workspace has taken slightly longer than originally anticipated. Final testing is currently taking place and it will go live in September 2017.

\*\* Funding has been secured and leaflets are in design stage. These will be finalised by end of September 2017.



ENFIELD LADO WORKPLAN 2017 – 2018			
Action	Responsibility	Timescale	RAG Status
Implement LADO process on ICS to improve management information process and systems and to improve LADO recording, monitoring and tracking of cases	Corporate IT and Maria Anastasi	September 17	
Design leaflets for parents and professionals	Maria Anastasi	September 2017	
Continue with developing and delivering awareness raising sessions within the statutory and voluntary sector and identify and give specific attention to agencies where there are few or no referrals	Maria Anastasi and SQS	Ongoing	
Revise and update the procedure on “Managing Allegations”	Maria Anastasi	December 17	

## 6. APPENDIX A

### **Key contacts for Enfield**

Local Authority Designated Officer (LADO)	0208 379 2746/2850
Police Child Abuse Investigation Team (CAIT)	0208 733 5139
Single Point of Entry (SPOE)	0208 379 5555
Emergency Duty Out of Hours Social Worker	0208 379 1000
Local Safeguarding Children Board	0208 379 2767

### **Key publications**

“Working Together to Safeguard Children” (March 2015)

“Keeping Children Safe in Education” (July 2015)

“London Child Protection Procedures”

“Protocol for the Management of Allegations of Abuse Against an Adult working with Children” (ESCB 2015)