



Safeguarding and Quality Service
LADO Local Authority Designated Officer
Annual Report 2014 - 2015

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1. INTRODUCTION

1.1 The role of the LADO is set out in the Working Together to Safeguard Children (2015), recently published. The new guidance requires local authorities to have a particular officer or a team of officers to be involved in the management and oversight of 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

1.2 In Enfield, the role of the LADO is undertaken by the Deputy Head of Safeguarding and Quality Service (SQS), who has overall 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 on occasions will lead on investigations, but the LADO remains the overall responsible officer and oversees all investigations. The LADO and the Child Protection Conference Chairs/Independent Reviewing Officers are all qualified social workers

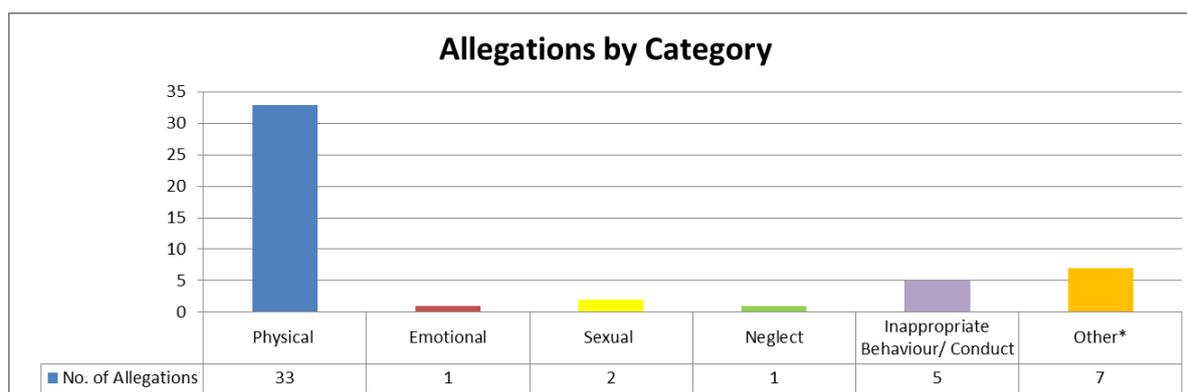
1.3 In addition to leading on investigations, the LADO and the service offer advice and guidance when there may be concerns about a person's conduct and when the threshold for a formal investigation has not been met. This has often ensured that advice and guidance has been given to staff when there are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

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. In order to ensure there is compliance with this, referral to DBS is recommended, if appropriate at the conclusion of 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 and the recent OFSTED inspection (January 2015) concluded that "***allegations are investigated thoroughly. Risk is understood and appropriate action is taken***". The LADO and the CP Chairs/IROs have over a long period of time, 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.

2. BREAKDOWN OF ALLEGATIONS



*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.



Category	Physical	Emotional	Sexual	Neglect	Inappropriate Behaviour/Conduct	Other*	Total
Primary Schools	8			1	1		10
Secondary Schools	9		2		4	2	17
Independent Schools		1					1
Health Agencies/Providers	1						1
Foster Carers (LB Enfield)						2	2
Foster carers (independent and Other LAs)	8					1	9
Childminders						1	1
Residential Units	2						2
Semi-independent providers	2						2
Transport	1						1
Children's social care						1	1
Voluntary sector	2						2
Total	33	1	2	1	5	7	49

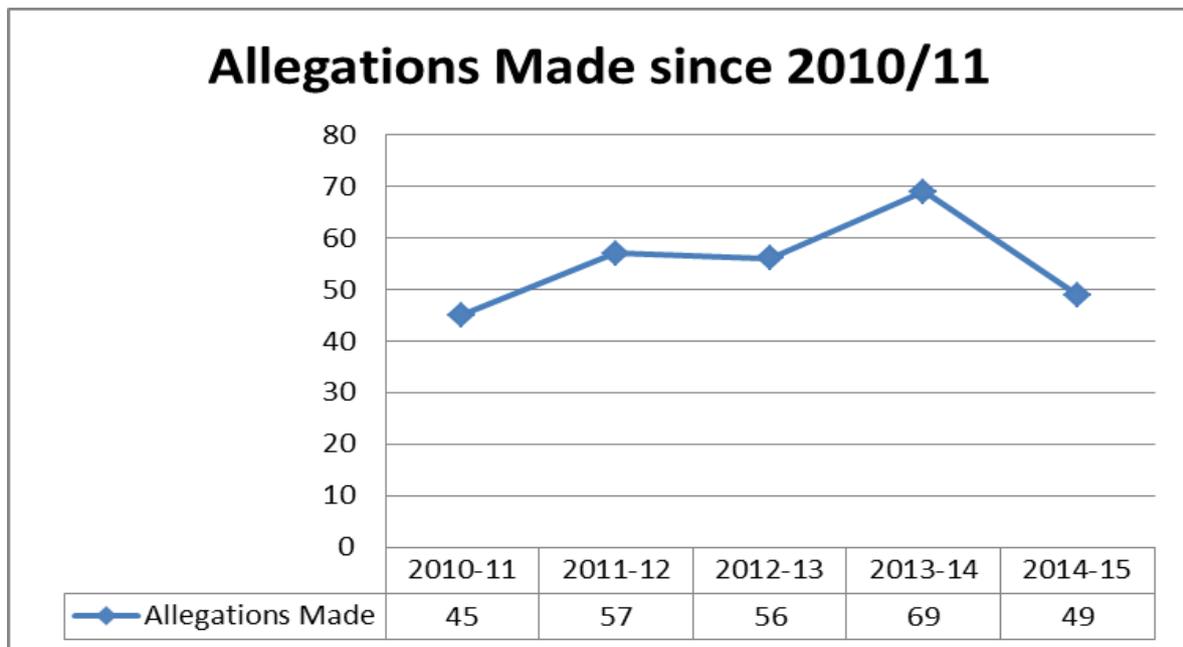
2.1 The total number of allegations between 1.04.2014 and 31.03.2015 which met the threshold for LADO involvement was 49. The outcomes are as follows:

- 22 allegations were unsubstantiated (nearly 43%)
- 17 allegations were substantiated (nearly 35%)
- 4 allegations were unfounded (8%)
- 6 allegations are still being investigated

There were no malicious allegations.

2.2 In addition to the above allegations, the LADO has been involved in managing three historical allegations. One is an ongoing police investigation and another local authority is involved. The other two allegations have not been progressed, due to insufficient information. The LADO has collaborated with the Police Child Abuse Investigation Team in these cases.

2.3 COMPARISON TO PREVIOUS YEARS



2.4 The number of allegations has in recent years been increasing with the highest number last year. There has been a reduction this year by approximately 28%. (20 allegations). The majority of referrals are in relation to educational institutions which follows the pattern of the last few years. 67.3% of the referrals in 2014-15 were categorised as physical abuse in comparison to 53% in 2013-14.

2.5 In 2012-13, the LADO did not investigate any allegations against in house foster carers. Following bespoke training for the Fostering Service to raise awareness and to ensure allegations against foster carers were referred to the LADO in a timely fashion, there was a significant increase in the number of referrals about LBE foster carers in 2013-14.

- 2.6 The number has decreased this year; this will be monitored by the LADO and if appropriate, arrange further awareness training for the Fostering Service. The decrease in referrals may also be attributable to high standard of training offered to foster carers; this includes a half-day session on safe caring and managing allegations which is offered twice a year by the LADO.
- 2.7 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.

3. OTHER LADO RELATED ACTIVITIES

- 3.1 The LADO is also the Deputy Head of SQS, manages the CP Conference Chairs/Independent Reviewing Officers and carries a small caseload of child protection and Looked After cases.
- 3.2 The LADO is responsible for coordinating referrals to DBS and responding to DBS and relevant Freedom of Information Requests.
- 3.3 The LADO has a role in providing advice on cases when the threshold for strategy meetings is not met. This activity has not been captured in a systematic manner and is an area which will be developed this year.
- 3.4 Five referrals have been or in the process of being made to DBS for cases dealt with in 2014-15
- 3.5 The LADO attends the London LADO network meetings.

4. TRAINING

- 4.1 The LADO has delivered the following training/workshops during 2014/2015:

- Awareness raising sessions with semi-independent providers
- Youth and Family Support Service managers
- In house foster carers (two sessions a year)
- Head Teachers and Governors
- Contributed to designated teachers' training with specific reference to LADO issues and processes

Further training will be delivered over the forthcoming year and is included in LADO work plan for 2015 – 2016.

5. CASE STUDY

The following case study is depicted in broad terms and changes have been made to preserve anonymity. The LADO actions are a true reflection of what has taken place during the investigations of a number of cases during 2014-15.

- 5.1 A referral was made to the LADO following concerns that a professional working with children had been involved in a sexual relationship with a young person they had been working with.
- 5.2 The referral to the LADO was made in a timely fashion and a strategy meeting involving the employer, Personnel, Children's Social Care and the Police Child Abuse Investigation Team (CAIT) was convened within 24 hours of the referral. The person subject to the allegation was suspended from duties at the time.
- 5.3 The case required multi-agency collaboration and communication. The accused person had used methods that were manipulating and calculating.
- 5.4 There was a police investigation.
- 5.5 The investigation involved collaboration from LADOs in other local authorities where the accused had previously worked.
- 5.6 The person has subsequently been dismissed and a DBS referral has been made.

6. WORK PLAN 2015-2016

6.1 A LADO work plan has been agreed which identifies a number of priorities for completion or development during 2015 -2016.

ENFIELD LADO WORKPLAN 2015 - 2016			
Action	Responsibility	Timescale	RAG Status
Finalise and implement bespoke LADO referral form	Maria Anastasi	June 2015	
Complete the revision of the local "Managing Allegations" Protocol in line with national legislation and guidance	Maria Anastasi	July 2015	
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	2015/2016	
Dedicated LADO space on ESCB website with regular updates and guidance	Grant Landon ESCB Business Manager and Maria Anastasi	July 2015	
Design leaflets for parents and professionals	Maria Anastasi	June 2015	
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	



Action complete



Action taken but as yet not complete



Action requiring urgent attention/implementation

APPENDIX A

Key contacts for Enfield

Local Authority Designated Officer (LADO)	0208 379 2746/2850
Police Child Abuse Investigation Team (CAIT)	0208 733 5139
Children’s Social Care Referral and Assessment Team	0208 379 2507
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” (March 2015)

“London Child Protection Procedures”