



**Safeguarding and Quality Service**  
**LADO Local Authority Designated Officer**  
**Annual Report 2015 - 2016**

|         |   |                |                                       |                             |                              |
|---------|---|----------------|---------------------------------------|-----------------------------|------------------------------|
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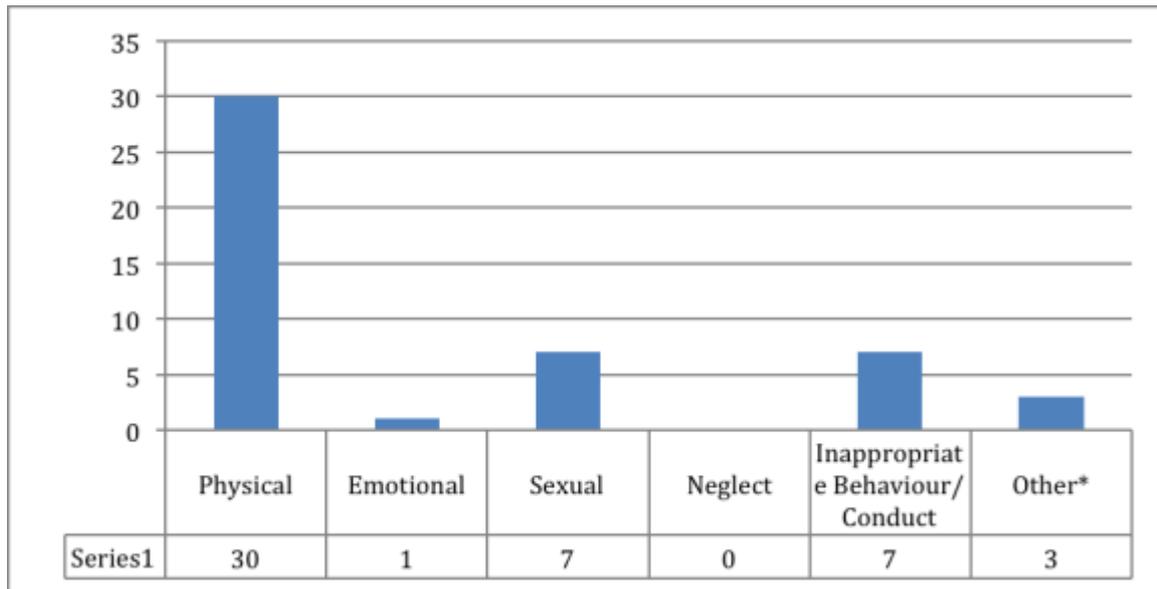
## 1. INTRODUCTION

- 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 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.

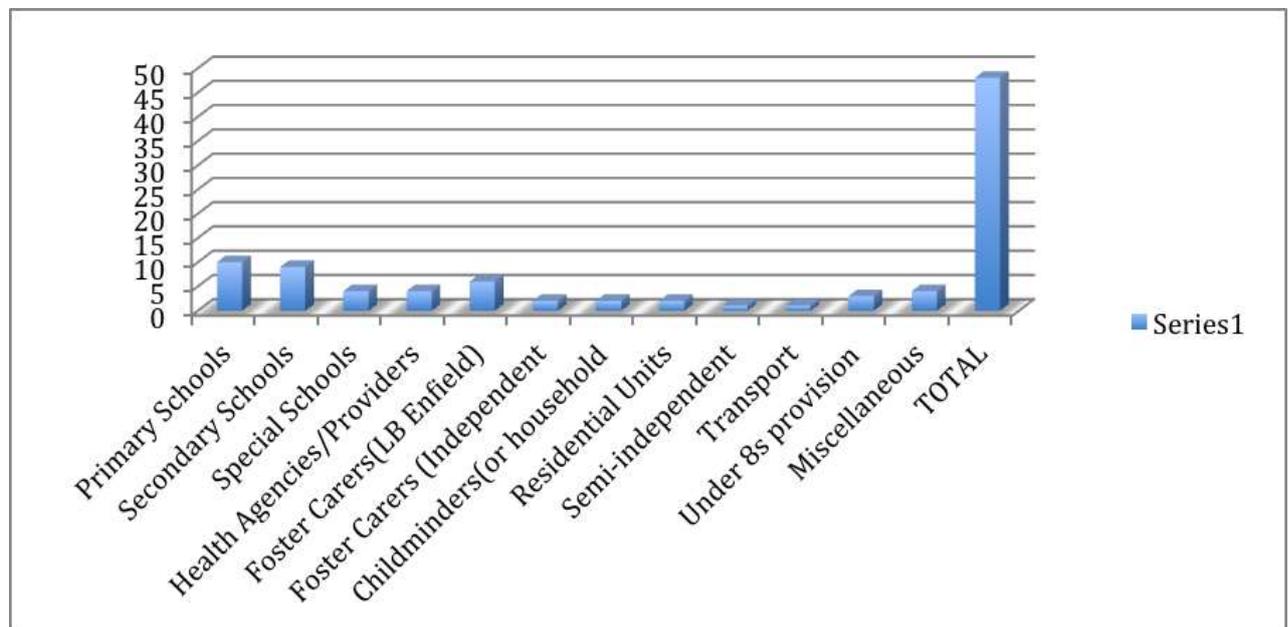
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/419595/Working\\_Together\\_to\\_Safeguard\\_Children.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_Together_to_Safeguard_Children.pdf)

- 1.2 In Enfield, the role of the LADO is undertaken by the Service Manager of Safeguarding and Quality Service (SQS), who has 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. 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                         | 6         |           | 1        |          | 1                               | 1        | 9         |
| Special Schools                           | 4         |           |          |          |                                 |          | 4         |
| Health Agencies/Providers                 |           |           | 3        |          | 1                               |          | 4         |
| Foster Carers(LB Enfield)                 | 5         | 1         |          |          |                                 |          | 6         |
| Foster Carers (Independent and other LAs) | 1         |           |          |          | 1                               |          | 2         |
| Childminders(or household members)        | 1         |           | 1        |          |                                 |          | 2         |
| Residential Units                         | 1         |           |          |          | 1                               |          | 2         |
| Semi-independent providers                |           |           |          |          | 1                               |          | 1         |
| Transport                                 | 1         |           |          |          |                                 |          | 1         |
| Under 8s provision                        | 3         |           |          |          |                                 |          | 3         |
| Miscellaneous                             |           |           | 2        |          | 1                               | 1        | 4         |
| <b>TOTAL</b>                              | <b>30</b> | <b>1</b>  | <b>7</b> | <b>0</b> | <b>7</b>                        | <b>3</b> | <b>48</b> |

2.1 The total number of allegations between 1.04.2015 and 31.03.2016 which met the threshold for LADO involvement was 48. The outcomes are as follows:

- 26 allegations were unsubstantiated (approximately 54%)
- 12 allegations were substantiated (approximately 25%)
- 6 allegations were unfounded (approximately 13%)
- 4 allegations are still being investigated (approximately 8%)

There were no malicious allegations.

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

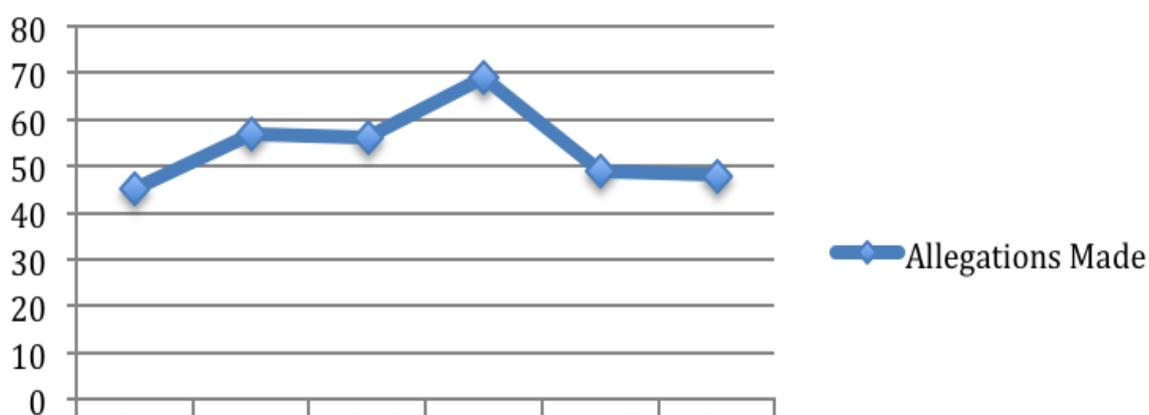
**Malicious** –there is sufficient evidence to prove there has been a deliberate act to deceive and the allegation is entirely false.

- 2.3 One of the above allegations is a historical one and the police have charged the individual. There is no trial date as yet. In a further historical allegation (not included in the above figures), the alleged victim lives abroad and the allegation is in relation to a professional who is no longer alive.

In addition to the above 48 allegations, there have been approximately 70 consultations with the LADO, where the threshold for LADO intervention had not been met, and advice was offered on managing low level concerns. This activity had not previously been captured in a systematic manner and a system has now 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). In these circumstances, the LADO will evaluate the information in consultation with the Head and the police and investigate in circumstances when restraint has not been appropriate.

#### 2.4 COMPARISON TO PREVIOUS YEARS

### Allegations Made since 2010/11



|                  |    |    |    |    |    |    |
|------------------|----|----|----|----|----|----|
| Allegations Made | 45 | 57 | 56 | 69 | 49 | 48 |
|------------------|----|----|----|----|----|----|

- 2.5 The number of allegations in the last two years has been fairly consistent. There has been an increase in sexual abuse allegations, from two in 2014-15 to seven in 2015-16. This may be explained in the context of recent media coverage around historical sexual abuse, although only one of the referrals relates to historical sexual abuse.
- 2.6 Three professionals were dismissed from their employment. In addition, four locum/supply staff had their placements terminated following allegations about them.
- 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 responsible for coordinating referrals to DBS and responding to DBS and relevant Freedom of Information Requests.

### **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 2015/2016:

- In house foster carers (two sessions a year)
- Fostering Service
- Leaving Care Service
- Providers' Coffee Morning
- Contributed to designated teachers' training with specific reference to LADO issues and processes (three times a year)
- Managing allegations training for LSCB agencies. (two sessions)
- Further training will be delivered over the forthcoming year and is included in LADO work plan for 2016 – 2017.

## 5. REVIEW OF THE WORK PLAN 2015-2016 AND WORK PLAN FOR 2016-17

| 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

| 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 |            |

## **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)