



LOCAL AUTHORITY DESIGNATED OFFICER (LADO)
ANNUAL REPORT
2022/2023

**Allegations against professionals and
volunteers Working with Children**
Safeguarding and Quality Service

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1. INTRODUCTION

- 1.1 The purpose of this report is to provide an overview of the management of allegations against professionals and volunteers and the role of the Local Authority Designated Officer (LADO) in the London Borough of Enfield, for the period of 1st April 2022 to 31st March 2023.
- 1.2 The role of the LADO is set out in Working Together to Safeguard Children (2018) and London Safeguarding Procedures, Chapter 7: Allegations against staff or volunteers who work with children. The 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 are sufficiently qualified and experienced to fulfil this role effectively.
- 1.3 In Enfield, the LADO function is undertaken by Andreas Kyriacou, Service Manager, Safeguarding and Quality Service who oversees most allegations against staff and volunteers working with children. The LADO is supervised by the Head of Safeguarding and Quality Service, Maria Anastasi.
- 1.4 The LADO is supported by the Independent Reviewing Officers in the Safeguarding and Quality Service who, in the absence of the LADO, lead on some investigations, as well as offering advice and guidance to agencies, the latter being recorded as consultations.
- 1.5 The LADO and all Child Protection Conference Chairs/Independent Reviewing Officers are experienced Social Workers, with prior management experience, registered with Social Work England and fully meet the requirements of Working Together to Safeguard Children 2018.
- 1.6 The management of allegations in Enfield is supported administratively by Business Operations. They provide independent records for all allegations against staff and volunteers meetings as well as distributing these to all attendees after approval by the LADO.

2. THE LADO ROLE

2.1 The Local Authority Designated Officer (LADO) has the responsibility to manage and have an oversight of allegations against people who work with children in Enfield. This is defined as an adult who is working or volunteering with children (anyone under the age of 18 years old) or meeting children through work on a regular basis and would be seen as being in a position of trust. This includes all paid or unpaid staff and volunteers, including foster carers and prospective adopters. It also includes 16 and 17-year-old young people placed in a position of trust by an organisation in relation to anyone under the age of 18, for example, where they might be involved in coaching a sport in a school or out of school activities.

2.2 It captures concerns, allegations or offences within a person's paid or unpaid role working with children, as well as those emanating from outside of work. These procedures are applied when there is an allegation that any person who works with children, in connection with their employment, voluntary activity or personal life, 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;
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.
- **Behaved or may have behaved in a way that indicates they may not be suitable to work with children** (in relation to members of staff, supply staff and volunteers who are currently working in any school or college regardless of whether the school or college is where the alleged abuse took place).

2.3 The last (in bold) is a new addition to cover the types of behaviour which may indicate a person poses, or might pose, a risk of harm if they continue to work in regular or close contact with children. This is more commonly known as the 'harm test': a person has 'behaved or may have behaved in a way that indicates they may not be suitable to work with children'.

2.4 This addition is intended to capture a broader range of behaviour which may indicate risk where an incident occurs outside of school and may or not involve children but could have an impact on their suitability to work with them. For example, being involved in a domestic violence incident at home, where violent behaviour is triggered and could pose a risk to children at school. This is known as transferrable risk. This is also included in the revised "Keeping children safe in education 2022: Statutory guidance for schools and colleges"

2.5 All agencies that provide services for children or provide staff or volunteers to work with children have a duty to contact the LADO, where there are safeguarding allegations in respect to employees or volunteers. These should be considered within the context of the four categories of abuse: physical, sexual and emotional and neglect.

2.6 It also includes concerns about inappropriate relationships with children or young people and members of staff (paid and volunteers). Examples include:

- Having a sexual relationship with a child under 18 if in a position of trust in respect of that child, even if consensual (see ss16-19 Sexual Offences Act 2003);

- 'Grooming', i.e. meeting a child under 16 with intent to commit a relevant offence (see s15 Sexual Offences Act 2003)
- Other 'grooming' behaviour giving rise to concerns of a broader Child Protection nature e.g. inappropriate text / e-mail messages or images, gifts, socialising, etc
- Possession of indecent images (including videos) of children
- Has behaved in a way in their personal life that raises safeguarding concerns. These concerns do not have to directly relate to a child but could, for example, include arrest for possession of a weapon. This can also relate to the partner of the person who works with children, whose response or attitude suggest that their ability to fulfil their role might be compromised
- As a parent or carer whose child has become subject to Child Protection procedures

2.7 When the above threshold for LADO involvement is met, the LADO will chair an allegation against staff or volunteers (ASV) Meeting. An ASV meeting, previously known as a professional strategy meeting, is a multi-agency meeting held and attended by relevant professionals, including the Safeguarding Police team and the professional's line manager, to discuss the concerns.

2.8 The ASV meeting considers the details of the allegation/s, any other relevant information about the professional/s and the child/ren, any witnesses and any other evidence. The possible final outcomes for an ASV investigation are substantiated; unsubstantiated; unfounded; false; or malicious.

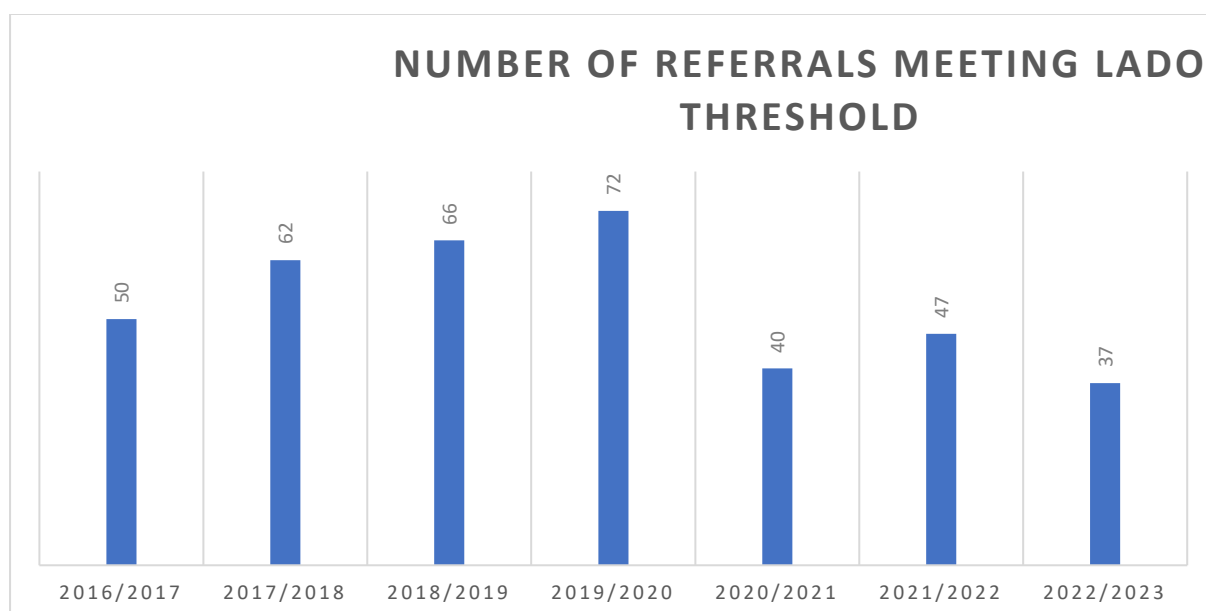
2.9 Due to the diversity of environments employing staff or volunteers working with children and young people, it is essential for the LADO to develop knowledge and expertise in understanding the work and management of organizations as diverse as Local Authority Schools and Academies; the whole spectrum of faith organizations, including implications of, for example Canon or Islamic law on management of staff and ordained members; youth organizations; non-regulated professionals, for example tutors and childminders; foster and residential placements; NHS staff; or Police amongst many other settings where individuals are employed directly to work with children.

2.10 In addition, it is essential that the LADO has substantial knowledge of child protection law; child protection processes and significant risk assessment experience; as well as an understanding of criminal and employment law.

3. BREAKDOWN OF ALLEGATIONS

3.1 The total number of new allegations between 1st April 2022 and the 31st of March 2023 which met the threshold for formal LADO involvement was 37. A further 5 cases were initially thought to meet the threshold for formal LADO involvement but did not proceed to an Allegations against Staff and Volunteers (ASV) meeting. The LADO was also involved in a small number of cases which met the threshold and attended meetings held by the lead LADO from another local authority

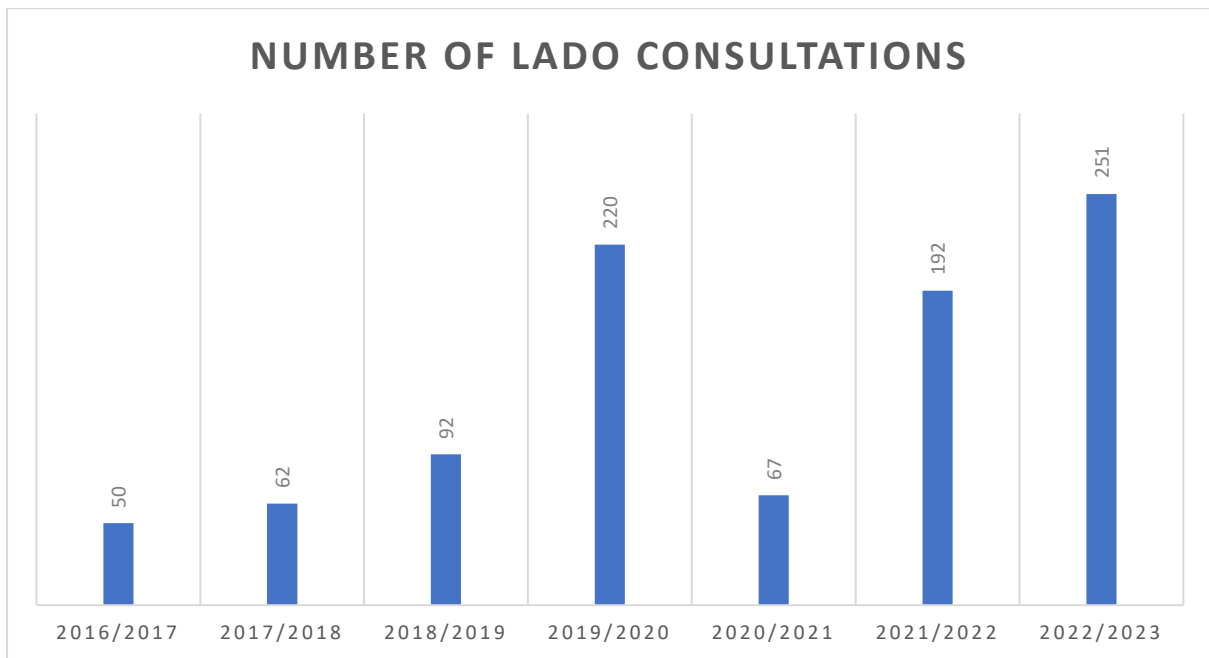
3.2 The number of allegations which met the threshold for formal LADO involvement had been increasing – 72 for 2019/2020. The increase was gradual, indicating a growing awareness of the role of the LADO. The decline in allegations for 2020/2021 is thought to be due to the COVID affect and specifically the partial closures to schools and early years. However, the steady number of referrals in the last 3 years may be due to a consistent understanding of the LADO threshold of harm. Potential referrers are asked to discuss the allegation prior to making a formal referral, and in that way, the majority of referrals are more likely to lead to an Allegations against Staff and Volunteers meeting.



3.3 All LADO processes are recorded within the Integrated Children’s System (ICS). To protect confidentiality, all allegations are managed in a separate area of the ICS system where all documents, forms and cases notes are kept and are only accessible by the Safeguarding and Quality Service as well as the Director of Children and Family Services, and some limited staff, MASH and the Emergency Duty Team.

3.4 A crucial part of the LADO role, in addition to managing allegations, is also to offer consultations to agencies on managing low and medium level concerns, where the threshold for an allegations against staff and volunteers (ASV) meeting has not been met. Some of these cases refer to conduct issues for staff in all settings and standard of care issues for foster carers. In addition, several cases involved incidents whereby school staff needed to use reasonable force to prevent harm to other children, staff or damage to property (under Section 93 of the Education and Inspection Act 2006). It is important to note that in cases where the need for reasonable force is not clear, an ASV meeting may be held to consider the circumstances and the protocols in place.

3.5 251 consultations were recorded in 2022/2023.



3.6 This compares with 220 recorded consultations 2019/2020 which was itself an 117% increase compared to the previous year, 2018/2019. It was commented in a previous annual review that the high increase in 2019/2020 was due to more awareness by agencies and better recording systems. It is likely that the decrease in consultations during 2020/2021 was due to the Covid effect in that many of the referring agencies were not open as normal for much of the time and again may explain the increase to 192 in the period 2021/2022 and 251 in 2022/2023.

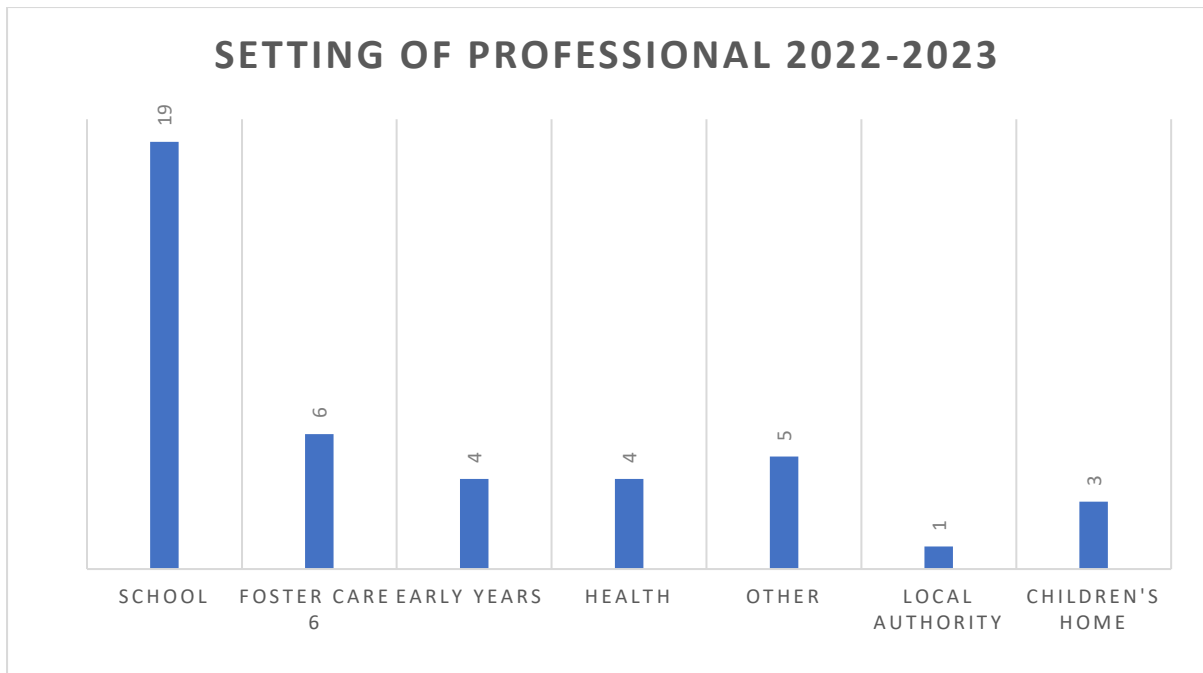
3.7 The updated recording system provided further clarity regarding how to record consultations, without breaching GDPR guidelines, whilst also keeping relevant information should concerns re-emerge or become recurrent.

3.8 When agencies contact the LADO for a consultation and there is a need to identify the member of staff member due to a safeguarding issue, they are advised to inform the staff member that a record has been created with personal information about them.

3.9 Whilst all allegations that meet the threshold for an ASV meeting must be referred using the LADO referral form through the Children Portal, this is not a requirement for consultations affording a safe place for agencies to discuss concerns freely and mutually agree how these should be recorded by the LADO and the agencies.

3.10 The sources of referrals for both allegations and consultations include direct contact from young people and parents; police; schools; other partner agencies; Ofsted and other Local Authorities. Several referrals were also received from within Children’s Social Care, including the MASH and allocated Social Workers.

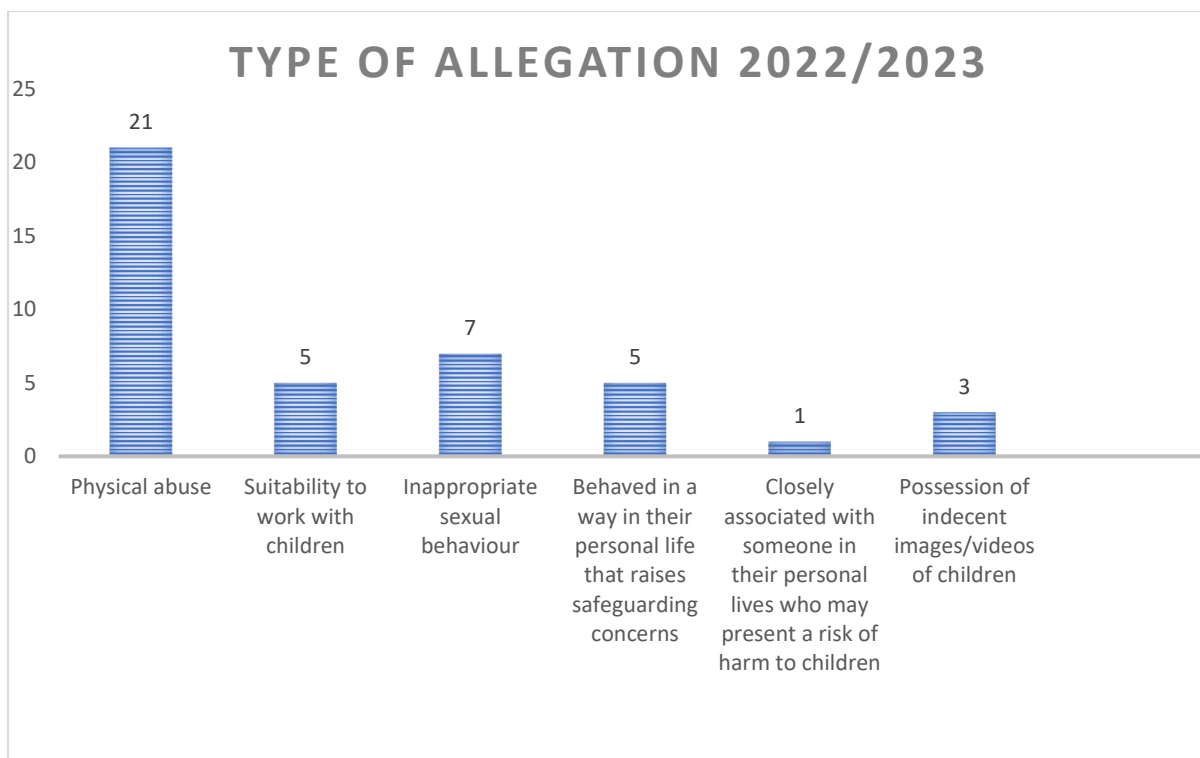
3.11 In 2022/2023, the majority of allegations, 19 in total, which progressed to formal LADO involvement were made within education settings.



3.12 The high number of allegations within schools, compared to other settings, is to be expected as this is where children spend most of their time outside of home. It also indicates that most senior school staff, within the Local Authority, receive mandatory regular training regarding LADO processes and have a good working relationship with Safeguarding and Quality Service, including the LADO, and therefore are likely to discuss ongoing issues as well as being clearer about expected standards of care for children within their schools.

3.13 Another relevant group is staff employed to care or provide a service to Looked After Children, including residential care, fostering and other service providers, which totalled 16 allegations. There was also an increase in 2021/2022 of allegations against local authority staff.

3.14 Managing allegations within these settings can be complex as they involve some of the most vulnerable children as well as cause immediate additional consequences, such as possible disruption in living arrangements for the children involved or to continue to be cared for by the individuals against whom an allegation has been made. Children can make allegations against adults caring for them and yet remain in very close relationships with them. Similarly, the adults, against whom an allegation has been made, for example by a parent or another professional, often need additional support to continuing to meet the children's needs with confidence and feeling safe themselves.



3.15 Most referrals that led to an ASV meeting being held refer to allegations of physical abuse, 21, mostly where it is alleged that professionals used unreasonable force to address behavioural issues or to impose their will over children.

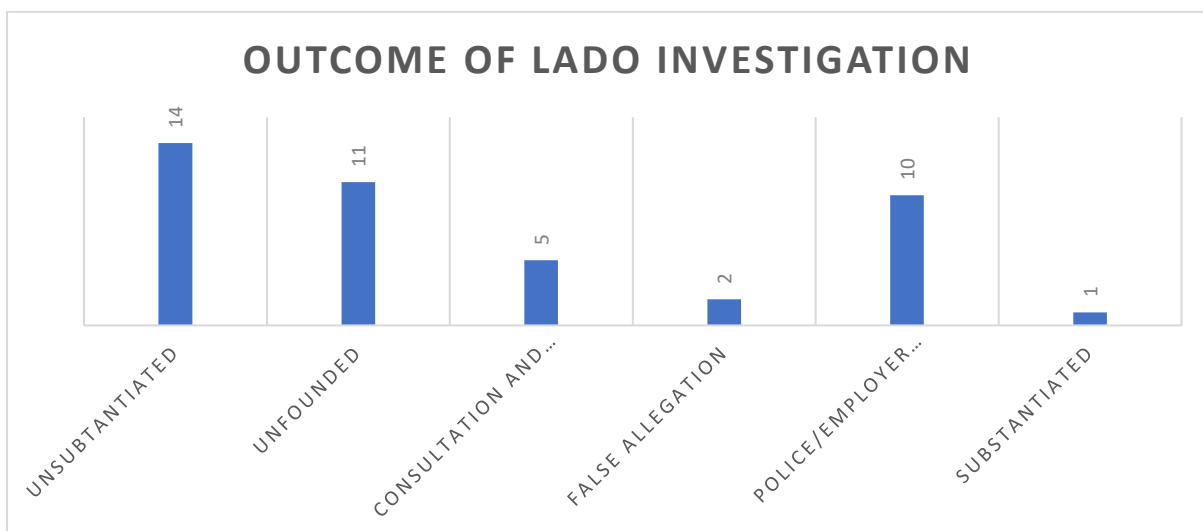
3.16 Private life cases clustered as “suitability to work with children”, “behaved in a way in their personal life that raises safeguarding concerns” and “closely associated with someone in their personal lives who may present a risk of harm to children” mostly refers to professionals or volunteers working with children, where safeguarding concerns are raised about their private life, for example if there is serious domestic violence; a partner is investigated for possessing images of children; they are subject to police investigations for serious offences; or they may be involved in extreme behaviour to other adults or children. In these cases, the ASV meeting considers how these concerns impact, or not, their professional contact with children and whether they are suitable to work with children.

3.17 The LADO also investigates professionals whose own children become subject to child protection procedures. The LADO procedure is not implemented if the Section 47 is exited or a decision is made to offer services under a Child in Need Plan as was the case in several cases during 2022/2023. In these cases, the LADO advice is that the professional informs their employer of Social Care involvement for transparency and records this as a consultation.

3.18 Although some allegations are addressed within one ASV meeting, many require multiple ASV meetings. This is particularly so to enable either criminal investigations and/or further information to be gathered for example via Children’s Services assessment or to obtain statements from witnesses prior to an outcome being decided. Some police investigations, particularly those that require forensic and lab investigations may take many months. One case, involving the possession of child images has been ongoing since early 2021.

3.19 The final outcome of an allegation should be decided by all agencies involved in the process led by the LADO. The following definitions are used when determining the outcome of allegations:

- **Substantiated allegations**, meaning that there is sufficient evidence to prove the allegation that a child has been harmed or there is a risk of harm. If the facts of the incident are found to be true, but it is not found that a child has been harmed or there is a risk of harm, then consideration should be given to deciding that the outcome is 'unsubstantiated' or 'unfounded'.
- **Malicious**, meaning that there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive. The police should be asked to consider what action may be appropriate in these circumstances.
- **False**, meaning that there is sufficient evidence to disprove the allegation, however, there is no evidence to suggest that there was a deliberate intention to deceive. False allegations may be an indicator of abuse elsewhere which requires further exploration. If an allegation is demonstrably false, the employer, in consultation with the LADO, should refer the matter to Local Authority children's Social Care to determine whether the child is in need of services, or might have been abused by someone else.
- **Unsubstantiated**, meaning that there is insufficient evidence to either prove or disprove the allegation. The term, therefore, does not imply guilt or innocence.
- **Unfounded**, the additional definition of 'unfounded' can be used to reflect cases where 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 may not have been aware of all the circumstances.



3.20 In 2022/2023 only 1 case was substantiated compared to 13 during 2021/2022, albeit there were slightly more referrals in 2021/2022 that led to ASV meetings. However, it is worth noting that 10 cases from 2022/2023 still need to be formally concluded and the substantiated figures will undoubtedly rise. The substantiated case, 2022/2023 relates to a teacher who restrained a student unnecessarily, continuing with the restrain whilst the student was clearly in distress, as

well as saying that he could not breathe. The teacher was subsequently dismissed and referred to the DBS.

- 3.21 Although the initial referrals regarding cases of physical abuse is quite high, only one case was substantiated. This does raise the question as to why, as in some cases children were hurt albeit not significantly. However, the guidance states that intent should be considered. So, for example a nursery worker may instinctively push a child who has bit them causing the child to fall and hurt themselves. The incident did happen, but it can be viewed that the allegation is unsubstantiated if it is believed that this was not the intent of the professional
- 3.22 The 10 cases to be yet concluded include professionals who are being investigated for possessing/distributing images of children; physical assault of adults, including Police officers; and physical assault of a child. The LADO has also attended meetings whereby professionals whose normal residence is in Enfield and who are under police investigation for sexual offences against children but who are working in other local authorities. These local authorities are responsible for the Disclosure and Barring Service referrals and have not been reflected for the purposes of this report.
- 3.23 The “Working Together to safeguard Children” document 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. The Disclosure and Barring Service does not provide feedback as to whether the individuals referred have indeed been barred.
- 3.24 It is acknowledged, for some cases, although the conditions for a referral to DBS are met, the threshold for barring might not have been reached. In these cases, the DBS referral process allows information about a professional to be available to that service, should further concerns arise in the future, particularly if this occurs in another area and/or in a different occupation related to working with children.
- 3.25 Unsubstantiated cases, as in previous years continues to be high. The evidence was not conclusive in some of these cases. In others, as already indicated, children may have been hurt, but not significantly, but the intent was not there. However, an unsubstantiated outcome does not prevent other action being taken and professionals or volunteers may still be subject to internal procedures, for example Standard of Care in relation to foster carers. Should new concerns be raised again, past information will be available to inform future planning.
- 3.26 It should also be noted that unsubstantiated cases, and in particular when serious allegations are made, and then the child does not wish to proceed can be the most difficult. Police, quite rightly, may have to investigate, which can take time. The child and the professional in question have to live through the uncertainty. The professional will have all sort of feelings about their workplace and their reputation. The biggest impact falls on agency workers in many cases as they do not receive an income during the LADO investigation. Some professionals become unwell

during a Police investigation and of course a question mark can remain at the conclusion of some ASV processes as there is no proof either way.

3.27 Unfounded cases generally fell into 2 main categories during 2022/2023. In some there was clearly no substance to the allegation, with no corroborative evidence or witnesses. They did not go further than the first or the second ASV meeting, by which time the Police did not have enough to proceed. In others, and as with some unsubstantiated cases, following at times a Police investigation spanning months a decision is made that there is no substance to the allegation

4. CHILDREN'S VOICE AND SUPPORT THROUGH THE LADO PROCESS

4.1 The child is paramount in all child protection processes. This means that the LADO process considers the safety and wellbeing of the specific child or children affected by the allegation.

4.2 When an allegation is made, this can be a significant and often traumatic event in the child's life. Some of the consequences observed may include sudden changes of behaviour; lack of trust in the adults responsible for their care; a sudden loss of innocence in their interactions with adults; as well as the children experiencing their parents/carers anxieties regarding the allegation and possible ongoing risks.

4.3 Although the LADO does not conduct the investigation, in all ASV meetings it is important that the LADO ensures that the voice of the child and their specific needs in relation to the allegation are considered at every stage of the LADO process. This starts with the initial discussion with the agency referring if there are immediate risks for the child and what actions are needed to, not only, keep the child safe, but ensure that they feel safe. The ASV meeting will reflect on which professional is most appropriate in the circumstances to speak with the child, and gain their views, wishes and feelings, including, what they feel should happen with their allegation. This will inform the level of involvement from the child or young person in the investigation and may be particularly relevant in some investigations where it is mainly the word of the child and the word of the professional against whom an allegation was made. A social worker is invited to ASV meetings if there is no allocated Social Worker to consider whether their involvement is required with any inquiries or support for the child.

4.4 Some LADO processes do not involve any identified children, for example if the allegation relates to a professional or volunteer accessing online images of child sexual abuse and no specific children have been identified.

5. SUPPORTING THOSE SUBJECT TO AN ALLEGATION

- 5.1 Although the safety and welfare of children is paramount, it is acknowledged that being subject to an allegation is usually very distressing and unsettling for the member of staff.
- 5.2 The LADO process must also consider the wellbeing of the member of staff. Employers have a duty of care to their employees, hence support for employees subject to an allegation is vital to fulfilling this duty. In individual cases, the LADO will discuss how agencies should act to manage the implications of an allegation for the staff member and minimise, if possible, the stress inherent to the process.
- 5.3 It is also important that the children's workforce in general are aware of the allegations process and how support would be available should an allegation is made against them, including that, although children are paramount, the process is not one sided. A perception of the allegation process as fair, timely and comprehensive is essential to ensure that it does not impact on the recruitment of staff for the children's workforce.
- 5.4 It is extremely important that when an allegation is made, the employer makes every effort to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated or considered. This is relevant for the children, but also for the reputation of the professional being investigated. For teachers, the Education Act 2002 introduced reporting restrictions preventing the publication of any material that may lead to the identification of a teacher who has been accused by, or on behalf of, a pupil from the same school.
- 5.5 In all cases, the ASV meeting will agree who needs to know and, importantly, exactly what information can be shared; how to manage speculation, leaks and gossip; what, if any information can be reasonably given to the wider community to reduce speculation; and how to manage press interest if and when it should arise. In accordance with clear available guidance, the police will not normally provide any information to the press or media that might identify an individual who is under investigation, unless and until the person is charged with a criminal offence, except in exceptional cases where this is considered essential, for example in an appeal to trace a suspect, when they must apply to a Magistrates' court to request that reporting restrictions be lifted.
- 5.6 Equally, each ASV meeting, led by the LADO, ensures that employers have support services in place for the members of the children's workforce facing allegations, including access to formal and informal advice as well as counselling services.
- 5.7 The adult against whom the allegation has been made, should be informed that an allegation has been made against them unless to do so would place the child at risk. For example, in an allegation of an incident of physical abuse by the foster carer, it was deemed in the child's best interest to be moved in a planned manner and to wait until this occurred in a very tight timescale, to inform the foster carer and start the police investigation.
- 5.8 When initially informed of the allegation, usually prior to the first ASV meeting, the adult must not be told the specific details of the allegation as this may compromise the investigation. They should be immediately advised of the support available within the employing organization. This may vary depending on the setting, for example for a Local Authority school teacher, would be advised to contact their Union for support and that a member of the Human Resources Service will be appointed to support them. A foster carer would be supported by their Supervising Social Worker

and may be appointed an independent person to support them through an allegation. They are also reminded to seek advice from the Fostering Network, a leading national fostering charity, which provides advice and information to prospective and approved foster carers.

5.9 Regardless of the setting employing them, a person subject to a criminal investigation for taking, making, sharing and/or possessing indecent images of children are statistically known to be at a higher risk of self-harming, and how they are supported and kept safe are considered as part of the ASV process.

5.10 In all allegations, the ASV meeting identifies a relevant person to complete sporadic welfare checks on the member of staff. This is harder to achieve for self-employed staff such as tutors or childminders. In Enfield, the Early Years' Service offers valuable support to registered childminders and nursery settings.

6. IMPACT

6.1 In 2022/2023, the LADO service has overseen and managed, with the support of other agencies, complex abuse investigations.

6.2 For those cases where allegations are unfounded, and on occasions unsubstantiated, it is important that the LADO process reflects on what strategies or processes can improve the protection of staff against allegations being made. For the agencies concerned it is also an opportunity to consider how to place further measures in place, review their policies, to further safeguard children and professionals from further allegations.

6.3 In addition to the above activity, the LADO is also responsible for responding to the Standards and Curriculum Service when there have been referrals from Ofsted to co-ordinate responses between services in a timely fashion. A robust system has been developed with the Director's office coordinating the responses to referrals from Ofsted. Records are kept by the Director's office.

6.4 The LADO has also continued to participate in the London LADO Network Meetings, in the sharing of common themes and issues; developed good communication between local LADOs allowing for the active discussion regarding cross borders allegations; as well as taking part in debates with agencies such as the Police, Disqualification and Barring Service and National Governing Bodies regarding improvements in the management of allegations and interactions between these agencies and the LADOs.

6.5 The LADO assists in answering Freedom of Information (FOI) enquiries; provides comparable figures to assist the National LADO Network in identifying trends or areas of commonality or disparity; and provides accurate figures to Ofsted/DfE when required. The LADO also assists Ofsted with information on providers that are inspected

6.6 Training is an integral part of the LADO role and is essential to staff development and awareness of procedures and thresholds for LADO involvement. A key objective of these sessions, as well as providing information and to support professional development, is also to encourage professionals to act in conformity with safe work practices which increases the safeguarding of children in very diverse settings and circumstances.

6.7 During 2022/2023 the LADO delivered regular training to designated leads to schools and early years as well as to foster carers. Training has also been made available to headteachers and governors.

Work Plan Update 2022-2023



Action complete








Action taken but as yet not complete



Action requiring urgent attention/implementation

ENFIELD LADO WORKPLAN 2021 – 2022

| Action | Responsibility | RAG Status |
|--|------------------|---|
| <p>Continue to develop and deliver awareness raising sessions, through training, within the statutory and voluntary sector.</p> <p>2022/2023 Update</p> <p>The LADO continues to provide training at agreed dates during the year for foster carers; the Safeguarding Partnership; and through the training provided by “Education Child Protection” which includes early years and designated leads</p> | Andreas Kyriacou |  |
| <p>Consider the recommendations following the Peer Review planned for December 2022 and revise the local LADO protocol and processes accordingly.</p> <p>2022/2023 Update</p> <p>An action plan has been drafted</p> | Andreas Kyriacou |  |
| <p>Undertake audits in 2023 within the Safeguarding and Quality Service in respect of the Peer Review recommendations and to assess the effectiveness of the LADO service in Enfield</p> <p>2022/2023 Update</p> <p>An audit was undertaken prior to the Peer Review, recommendations made, and action plan developed. A further audit will be planned to consider the effectiveness of the action plan</p> | Andreas Kyriacou |  |
| <p>Publicize and encourage the use of the Children Portal for all referrals that require an ASV meeting and to phase out the use of the Word referral form</p> <p>2022/2023 Update</p> <p>The Children Portal is now more widely used. This is reinforced through LADO training.</p> | Andreas Kyriacou |  |
| <p>Where there is agreement that a consultation requires the naming of the professional concerned, the record of the consultation will be uploaded electronically following advice from the data protection officer.</p> <p>2022/2023 Update</p> <p>This is now in place</p> | Andreas Kyriacou |  |

7. CONCLUSION AND SERVICE PRIORITIES FOR 2021/2022

7.1 It is a reality that Children can be subjected to abuse by those who work with them in any and every setting. All allegations of abuse or maltreatment of children by a professional, staff member, foster carer or volunteer must therefore be treated in accordance with procedures within Working Together to Safeguard Children (2018). This approach not only safeguards children but supports the workforce to practice safely and enables managers to address allegations, including by offering training, support and advice to staff subject to these allegations as well as, when needed, dismissal and referral to the barring service.

7.2 Equally, the LADO process efficiently and transparently addresses any unfounded or false allegations, restoring the reputation of the organizations and the individual professional or volunteer.

7.3 The London Borough of Enfield remains committed to providing a robust LADO response and the IRO service supports the LADO on a duty basis.

7.4 The Enfield LADO service took part in a Peer Review during December 2022 - January 2023 which was carried out by an experienced LADO and colleague from another London local authority.

An overview of the findings found positive aspects of the Enfield LADO service:

- *“Enfield LADO Service has knowledgeable, experienced senior leaders who have developed a LADO Service that is well regarded and effective”.*
- *“The service has forged strong partnerships to support the LADO process as well as organisations managing allegations within the Local Authority.”*
- *“Challenges to practice by blurring of the LADO/Children Social Care roles and determination of thresholds is common amongst a number of local authorities but this is not observed to be the case in Enfield”.*

The Peer Review found areas to develop:

- *“The service’s lack of LADO post-holder presents as a regulatory judgement risk given the previous experiences and judgements of other Local Authorities. Notwithstanding this risk, the level of development and ambition of the LADO Service is impeded by a lack of resources and competing demand across other service areas.”*

The Peer review also made other recommendations including, maintaining a more formal reporting cycle to the Safeguarding Children Partnership; updating the LADO information on the Enfield Website; and improving the reporting and tracking of cases on the electronic files. Several recommendations from the Peer Review are reflected in the areas for development for 2223/2024

7.5 The following areas for development have been identified for 2022/2023:

- Embed the recommendations arising from the Peer Review that took place December 2022-January 2023.
- As part of the peer review recommendations, the local authority to recruit to a full-time Lado.
- Formalize the reporting of the Lado function to the Children’s Safeguarding Partnership
- Undertake audits in 2023/2024 within the Safeguarding and Quality Service in respect of the Peer Review recommendations and to assess the effectiveness of the LADO service in Enfield
- Develop a way that regular feedback can be provided to the Lado so that the service strives to continually improve

- Embed the record of consultations on liquid logic.
- Update the Local Enfield protocol
- Continue to develop and deliver awareness raising sessions, through training, within the statutory and voluntary sector.
- Identify providers and agencies that do not normally have contact with the Lado so that they can be invited to awareness raising sessions led by the LADO on identifying and reporting concerns about professionals and volunteers.

8. APPENDIX A

Key contacts for Enfield

| | |
|---|---------------|
| Local Authority Designated Officer (LADO) | 0208 379 2850 |
| Enfield MASH | 0208 379 5555 |
| Emergency Duty Out of Hours Social Worker | 0208 379 1000 |
| Enfield Safeguarding Children Partnership | 0208 379 2767 |

Key publications

Working Together to Safeguard Children: Statutory guidance on inter-agency working to safeguard and promote the welfare of children. [GOV.UK - Working together to safeguard children](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/61622/Working_together_to_safeguard_children.pdf)

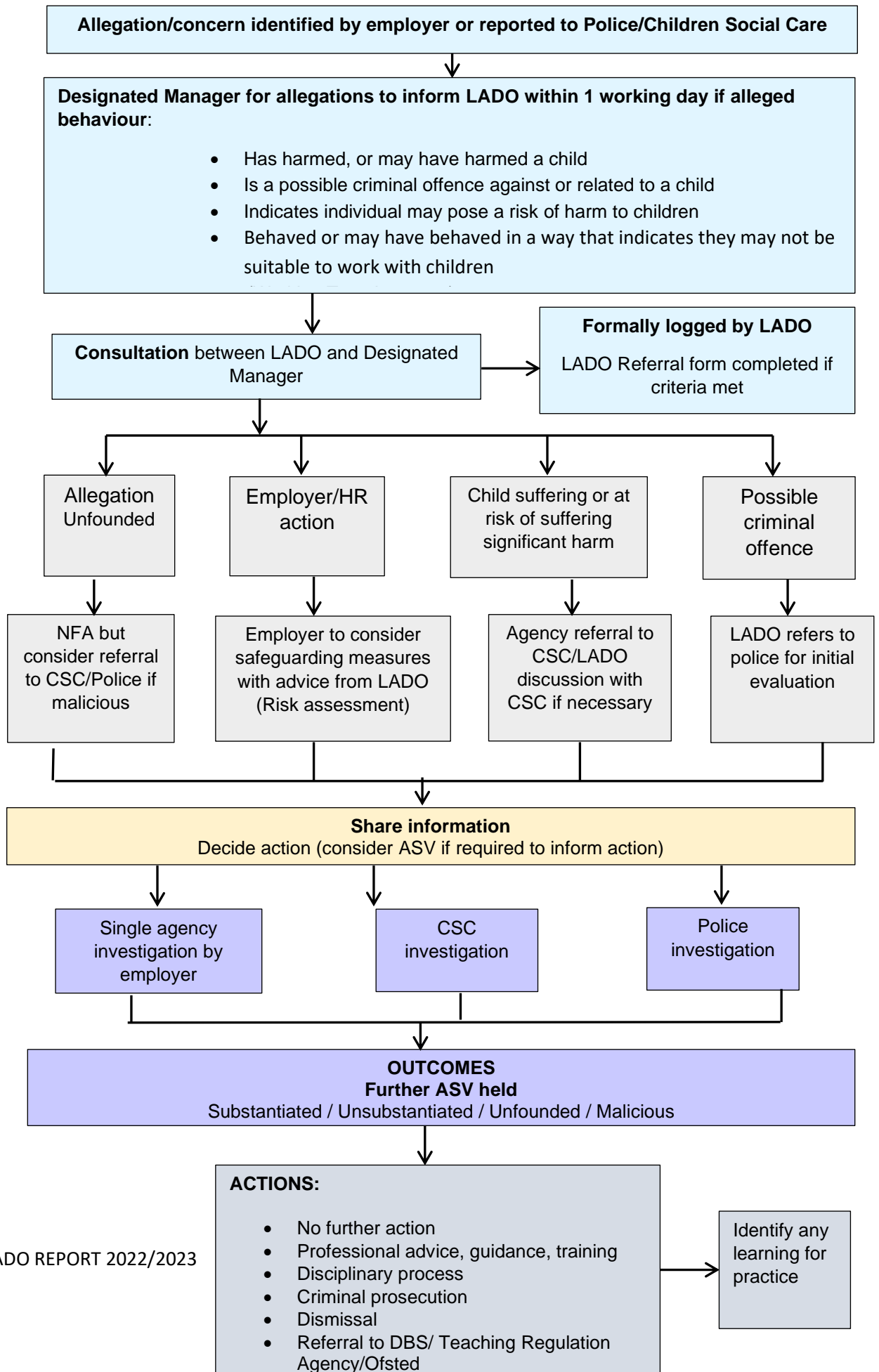
London Safeguarding Procedures, chapter 7 - Allegations against staff or volunteers, who work with children - https://www.londoncp.co.uk/chapters/alleg_staff.html

Detailed guidance can be found for schools and all educational establishments in [Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges \(2022\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/61622/Working_together_to_safeguard_children.pdf).

“Protocol for the Management of Allegations of Abuse Against an Adult working with Children” (ESCB 2019)

APPENDIX A

MANAGING ALLEGATIONS FLOW CHART



LADO Referral Form

LADO REFERRAL/NOTIFICATION FORM FOR ALLEGATIONS AGAINST STAFF AND VOLUNTEERS WORKING WITH CHILDREN

Each local authority has a LADO (Local Authority Designated Officer) who is involved in the management and oversight of cases, provides advice and guidance and monitors the progress of cases to ensure that they are dealt with as quickly as possible consistent with a thorough and fair process.

A safeguarding allegation should be discussed with the LADO before a referral is completed. A referral should be made when there is an allegation or concern that a person who is employed or lives in Enfield and works with children, (within or outside of the borough of Enfield) in connection with their employment or voluntary activity has:

- Behaved in a way that harmed a child or may have harmed a child
- Possibly committed a criminal offence against or related to a child
- Behaved towards a child or children in a way that indicates they are unsuitable to work with children.

If an allegation/concern arises about a member of staff, outside of their work with children, in their personal lives, which may present a risk of harm to children the member of staff works with, similar processes should be followed.

TO BE COMPLETED BY REFERRER

DETAILS OF CHILD/ CHILDREN INVOLVED IN RELATION TO ALLEGATION

| | |
|--|--|
| SURNAME: | |
| FIRST NAME: | |
| DATE OF BIRTH: | |
| ETHNICITY AND RELIGION: | |
| GENDER: | |
| HOME ADDRESS AND CONTACT DETAILS OF CHILD: | |
| SCHOOL: | |
| LOCAL AUTHORITY RESPONSIBLE FOR CHILD: | |
| ALLOCATED SOCIAL WORKER (IF RELEVANT) AND CONTACT DETAILS: | |

| DETAILS OF PARENTS/ CARER OF CHILD/CHILDREN (THOSE WITH PARENTAL RESPONSIBILITY/PR) | | | | | |
|--|-----------|-------|----------------------|-------------|-----------------------|
| FAMILY NAME | FORENAMES | D.O.B | ETHNICITY | MALE/FEMALE | RELATIONSHIP TO CHILD |
| | | | | | |
| | | | | | |
| | | | | | |
| FIRST LANGUAGE OF CARERS | | | INTERPRETER REQUIRED | | |
| CONTACT DETAILS OF PARENTS/THOSE WITH PR | | | | | |

| SIBLINGS | | | | | |
|-----------------|-----------|-------|-----------|-------------|-----------------------|
| FAMILY NAME | FORENAMES | D.O.B | ETHNICITY | MALE/FEMALE | RELATIONSHIP TO CHILD |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

| INFORMATION REGARDING PROFESSIONAL/ VOLUNTEER (SUBJECT TO ALLEGATION) | |
|--|--|
| SURNAME: | |
| FIRST NAME: | |
| DATE OF BIRTH: | |
| ETHNICITY/RELIGION: | |
| HOME ADDRESS AND CONTACT NUMBER: | |
| GENDER: | |
| JOB TITLE AND ADDRESS OF CURRENT EMPLOYMENT: | |
| LENGTH OF EMPLOYMENT IN THIS SETTING: | |
| DATE OF LAST DBS CHECK: | |
| AGENCY DETAILS IF APPLICABLE: (E.G. TEACHING AGENCY, FOSTERING) | |
| STATUS OF EMPLOYMENT, E.G. FULL TIME, OR VOLUNTARY: | |

| | |
|---|--|
| DETAILS OF PREVIOUS EMPLOYMENT WITH DATES: | |
| HAS THE SUBJECT OF THE ALLEGATION BEEN THE SUBJECT OF ANY PREVIOUS ALLEGATIONS, IF SO PLEASE GIVE DATES, FULL DETAILS AND OUTCOME: | |
| IS THE SUBJECT OF THE ALLEGATION CARING FOR CHILDREN IN A PERSONAL CAPACITY EITHER FULL TIME OR OCCASIONALLY? GIVE DETAILS OF RELATIONSHIPS AND ACCESS TO CHILD/CHILDREN: | |
| DOES THE SUBJECT OF THE ALLEGATION WORK WITH CHILDREN IN ANOTHER SETTING (PAID OR VOLUNTARY SETTING): | |
| IS THE SUBJECT OF THE ALLEGATION AWARE OF THE ALLEGATION AND IF SO WHAT IS THEIR VIEW: | |
| HAS THE SUBJECT OF THE ALLEGATION BEEN SUSPENDED/ OR HAS ADVICE BEEN SOUGHT FROM HR: | |

| REFERRER'S DETAILS | |
|--|--|
| DATE OF REFERRAL: | |
| NAME OF PERSON COMPLETING THIS FORM: | |
| JOB TITLE AND ROLE E.G HEAD TEACHER/DESIGNATED PERSON: | |
| ADDRESS OF PLACE OF WORK AND DESCRIPTION OF SETTING, EG VOLUNTARY GROUP, SCHOOL, FOSTERING AGENCY ETC: | |
| TELEPHONE NUMBER (INCLUDING MOBILE) | |
| EMAIL: | |
| RELATIONSHIP TO CHILD INVOLVED IN ALLEGATION: | |
| RELATIONSHIP TO PROFESSIONAL SUBJECT TO THE ALLEGATION: | |

| | |
|---|--|
| IS THIS SETTING OFSTED REGISTERED? | |
| IF YES, HAS A NOTIFICATION TO OFSTED BEEN MADE? | |

THE ACCOUNT OF ALLEGED INCIDENT AND ANY OTHER RELEVANT INFORMATION (PLEASE STATE SOURCE OF INFORMATION AND NOTE ANY CONTACT DETAILS IF NOT PREVIOUSLY STATED ON THIS FORM. PLEASE INCLUDE ANY DISCUSSIONS WITH LADO, POLICE, HR)

Please contact the LADO/Duty LADO to discuss the referral and e-mail completed referral.

LADO CONTACT DETAILS

TEL: 0208 379 2850

**EMAIL: Using a secure e-mail system (e.g. Egress) send to:
safeguardingservice@enfield.gov.uk and MPESupport.SCS@enfield.gov.uk**

Please contact LADO/Duty LADO if you experience any difficulties sending Referral Form or if you don't receive confirmation of receipt within 1 working day.