

Report for: Children and Young People's Scrutiny Panel
19 September 2019

Item number:

Title: The role of the LADO and annual report

Report

authorised by : 
Ann Graham, Director, Children and Young People's Service

Lead Officer: Sarah Roberts, Local Authority Designated Officer

Sarah.roberts@haringey.gov.uk

Tel: 020 8489 2968

Ward(s) affected: N/A

1. Describe the issue under consideration

This report will look at the overall activity by the Local Authority Designated Officer in the London Borough of Haringey (LBOH) in the year April 2018 to March 2019. The report will continue themes identified in last years' annual report and draw conclusions from the activity of the last 12 months.

2. Recommendations

The Scrutiny Panel Members are asked to note the contents of this report and its recommendations and to endorse the development and action plan for next year, see below:

Areas for Development or Action next year	What will success look like
Continue work with Haringey's Safeguarding Board and adapt the training to raise awareness of the LADO service and role.	Greater understanding of the role of the LADO within the borough across the partnership, to raise awareness of the process for referral and consultation when there are concerns about those working with children

<p>This annual report identifies three areas we can target to promote the role of the LADO with Children and Young People</p> <ul style="list-style-type: none"> • updating the Charter for Children in Care to include the role of the LADO • work with the Comms team to produce a promotional leaflet for LSCB to share with safeguarding partner about responsibilities to refer to LADO • ensure the profile of the LADO is raised with the 11+ LAC cohort- for example via IRO consultations, the CLA welcome pack 	<p>Understanding with the cohort of young people involved in the participation service, of the LADO service in terms of what can be done to quantify how safe children and young people feel within the various services they have contact with.</p>
<p>Roll out Safer Recruitment in house module, in conjunction with HR partners</p>	<p>Deliver the module to managers within CYPS.</p>
<p>Work with Head of SQIP service to ensure expertise in the service is shared</p>	<p>Work on developing a duty service for the LADO so the expertise is spread more widely within the service. Look to develop a succession plan for the LADO and ensure there are robust structures and processes in place that are understood by all.</p>
<p>Work with the Strategic Safeguarding Partnership Manager to ensure the LADO role fits in with the new MASA arrangements</p>	<p>Ensure clear channels for information sharing and appropriate challenge of LADO data</p>

3. Background information

As agreed in the London Child Protection Procedures 7.1.4, although the LADO is now called the designated officer in statutory guidance, due to the familiarity with the term 'LADO' the acronym continues to be used widely in Haringey. The term LADO is also used to distinguish between designated safeguarding leads in other disciplines such as health and education, in order to avoid confusion.

3.1 Below is the chart of actions identified in the last report with an update.

Area for development or action	Update
Set up LADO focus group. Develop and strengthen partnership links and continue to raise awareness and understanding of the LADO role.	<p>There was an inaugural LADO focus group which had limited attendance. As an outcome of that meeting, a 'Level 2 LADO workshop' has been developed and is now in the HSCB training programme. The aim is to widen participation particularly with managers experienced in allegations management but with specific topics for discussion.</p> <p>The LADO has also attended team and service meetings across the service and with partners to raise awareness and answer questions about the role- for example, Tottenham Hotspur Safeguarding Team, Unique Residential Children's homes.</p>
Work with the HSCB to consolidate the training offer on allegations management.	<p>There has been one training session for partners on Allegations Management with another one scheduled for later in the year. There have been sessions on allegations management with foster carers within the Safe Caring module of their training and more are scheduled to be delivered. The impact of this is a continued raised awareness of the Allegations Management procedures.</p>
Continue to work with the Participation Service.	<p>The LADO and the Participation Officer have met to discuss ways of working together. As a result it is hoped in 2019/20 the LADO will attend at least one Aspire meeting and consider what joint work we can do.</p>
Continue involvement with the wider LADO groups both within London and nationally.	<p>Haringey LADO has good connections with other London LADO's and is in regular communication with colleagues across London and nationally, leading to learning and partnership working across the boroughs.</p>
Continue to be the contact for queries regarding allegations management in the borough.	<p>As shown by the data in this and quarterly reports, the Haringey LADO continues to have oversight of allegations management in the borough.</p>
Work with the Head of SQIP to build capacity.	<p>This is ongoing. Colleagues in SQIP are supportive of the LADO but the establishment of a stable duty system is affected by the churn of staff. Work continues to develop cover arrangements.</p>

3.2 Contacts

All initial consultations and contacts with the LADO are recorded on a secure spreadsheet for tracking purposes. More complex cases and those that require a multi-agency response and the storing of personal information will be recorded on Mosaic in line with the London Child Protection Procedures¹.

There is careful consideration before data is recorded as electronic records must comply with data protection requirements. The Data Protection Act principles state that data stored should be 'adequate, relevant and not excessive'². If personal details are recorded, the individual is notified that this will be done, and it will be explained why this is necessary. The introduction of GDPR (General Data Protection Regulations) and closer work with the Haringey Data Protection Officer has led to scrutiny of the thresholds for recording and storing of confidential information to ensure processes are complaint. This is discussed further later in this report.

The first part of this report presents an overview on data collected manually over the year. This does not always include the details of the alleged perpetrator and can sometimes be with regard to incidents where an individual has not been identified but the concerns appear to reach the threshold for a LADO investigation.

The second part of the report will look at the data on Mosaic and will provide an indication of the categories and outcomes of the more serious cases.

Finally, there will be an analysis of this years' figures and an overview of activity as well as some suggested areas for development in the future.

3.2.1 Who contacts the LADO?

3.2.1.1 This year there were a total of 291 relevant consultations with the LADO which averages at 5.6 a week. This is higher than last year (which was 271). However, the levels fluctuated across the quarters, with school holidays having an impact, for example calls were lower in the second quarter which had the long summer break in it. There does not seem to be any pattern to when calls come in, when looking over the days of the week or the times of the day. There is a slight tendency for calls to come from schools after the end of the teaching day, but this is not particularly significant in terms of numbers.

3.2.1.2 Below is the comparative data from Haringey, unfortunately there is no national benchmark so it is hard to compare Haringey's data with other similar boroughs.

¹ London Child Protection Procedures, most recent version.

² Data Protection Act 1998 Schedule 1

Date	Number of consultations/ contacts with LADO LBOH	Average per week
2015/2016	276	5.3
2016/2017	301	5.7
2017/2018	271	5.2
2018/2019	291	5.6

3.2.1.3 Some of the contacts were straight forward and could be dealt with by advice given or signposting; some contacts led to a year or more of complex police investigation and resulted in a criminal charge or conviction. Most contacts were somewhere in between these two; seemingly minor matters can develop over time into something more complex and vice versa. Sometimes what appear to be low level contacts can develop into something greater. In such cases, robust recording procedures mean previous information can be referred to and this often leads to greater clarification and can help to avoid confusion.

3.2.1.4 Over the four quarters of the year, data is separately collated, and a quarterly report produced. The highest number of calls came in the first quarter, April to June 2018, with 78 contacts: the second quarter, July to September 2018, had 65 contacts which is the lowest total this year. Detail is provided in each quarterly report.

3.2.1.5 In 2018/2019 out of the total 291 contacts, 85 were from the education sector (29%). These contacts were usually from Head Teachers or Designated Safeguarding Leads.

3.2.1.6 There were 110 contacts for advice, consultation or referral, from social workers either within the London Borough of Haringey, or in other neighbouring authorities (38%).

3.2.1.7 There were 12 contacts from the Early Years' Service (4%); and 20 contacts or referrals direct from the police (7%).

3.2.1.8 There were 15 contacts from Ofsted in the last 12 months (5%). This is almost half the number of last years. This will be discussed in more detail later in the report (see paragraph 13.11).

3.2.1.9 There were 17 calls directly from parents in the year 2018/2019. This is 6% of the total and is a number that has been steadily increasing over the years. There is further discussion on this point later in the report (see paragraph 13.2).

3.2.1.10 There were 17 calls directly from parents in the year 2018/2019. This is 6% of the total and is a number that has been steadily increasing over the years. These numbers refer to contacts *from* various partner agencies, rather than contacts *about* particular professionals.

3.2.2 Who are the calls about?

3.2.2.1 The largest number of consultations were *about*, rather than *from*, those working in the education sector. These amounted to 138 or 47% of the total which is the about same proportion as last year. This included allegations about teachers and school support staff and a very small number of school governors. It includes all contacts so that would cover situations where a concern has arisen in a persons' home life as well as allegations that the staff member has behaved in a harmful way towards a child. There were a higher number of contacts about primary schools than secondary schools- 89 (30%) about primary schools and 49 (17%) about secondary schools. There were 42 contacts about school support staff (14%) and 96 contacts about teachers (33%).

3.2.2.2 The next biggest category was about those working in Early Years, which encompasses nurseries, pre-school settings, and childminders. This accounted for 32 of the contacts, which is 11%. This is slightly lower than last year. Of these contacts, 7 were regarding childminders.

3.2.2.3 The next biggest group included foster carers, both in-house and from the PVI sector, and residential care workers. This group accounted for 41 (14%) of the total which is slightly higher than last year. Of this number, 27 were contacts about foster carers and the rest were workers in residential settings. Some foster carers are in house and some are from PVI agencies. There is a good working relationship with the Haringey in house fostering service and good connections with major PVI providers in the borough.

3.2.2.4 There are a small number of independent providers of residential placements in the borough and they are aware of the LADO and regularly will call for consultation and advice. The LADO has attended the team meeting of one of the providers locally to discuss with staff, the procedure for reporting and investigating an allegation by a resident who is usually a looked after child from another borough.

3.2.2.5 The rest of the consultations and referrals encompassed queries about health sector workers, qualified social workers, professionals or volunteers involved in sports and leisure clubs, police, and a small number of contacts from the faith sector. The police contacts this year were all about situations in police officers' home life; once it is confirmed that the police Directorate of Professional Standards are dealing with the matter and there is no risk in the workplace, there is usually no need for further involvement with the LADO.

3.2.2.6 There is traditionally a low rate of contact from the health sector but this year there were 14 contacts which is higher than usual. The majority of the contacts came about because of child protection concerns in the person's home life; none reached the threshold for a full LADO investigation so did not need a record open on Mosaic, unless it was a case note to confirm the advice given

in a LADO consultation. Many health staff do not work alone with children, as children in clinics and hospitals usually have parents or carers with them, so there are witnesses to any allegation. Also, there is no large general hospital within the boundaries of Haringey, so allegations about staff at work are more likely to go to the authority where the hospitals are based.

3.2.2.7 The initial contact with the LADO, when it does not become a Mosaic record, can be closed as 'no further action/ information only' or 'advice given'.

Sector % over the last four years

% of total general contacts	Education Sector	Early Years	Fostering and Residential	Health	Police	Other
2015/16	44%	14%	9%	Not available	Not available	33%
2016/17	45%	14%	13%	2%	>1%	25%
2017/18	46%	14%	11%	7%	>1%	21%
2018/19	47%	11%	14%	5%	>1%	22%

3.3 Data from Mosaic

3.3.1 There is careful consideration before personal information about an adult is stored on Mosaic as this is an electronic record which must comply with data protection requirements. When a professional or volunteer's name is recorded on Mosaic they must be made aware that a referral has been made and that a record will be kept.

3.3.2 If the concern or allegation is serious enough, the name, address, date of birth and other personal details are logged on Mosaic. The person must be made aware of this, usually by their employer or manager who would be involved in any allegation's investigation.

3.2.3 Over this year, there were 23 cases which required a record to be made on Mosaic. This is significantly lower than last year (which was 39). This drop in numbers will be discussed later in the report (paragraph 7.6 and paragraph 13.6). The following sections of the report provide some analysis of these

more serious investigations. The charts below refer to the 23 cases that met the threshold to be recorded on Mosaic.

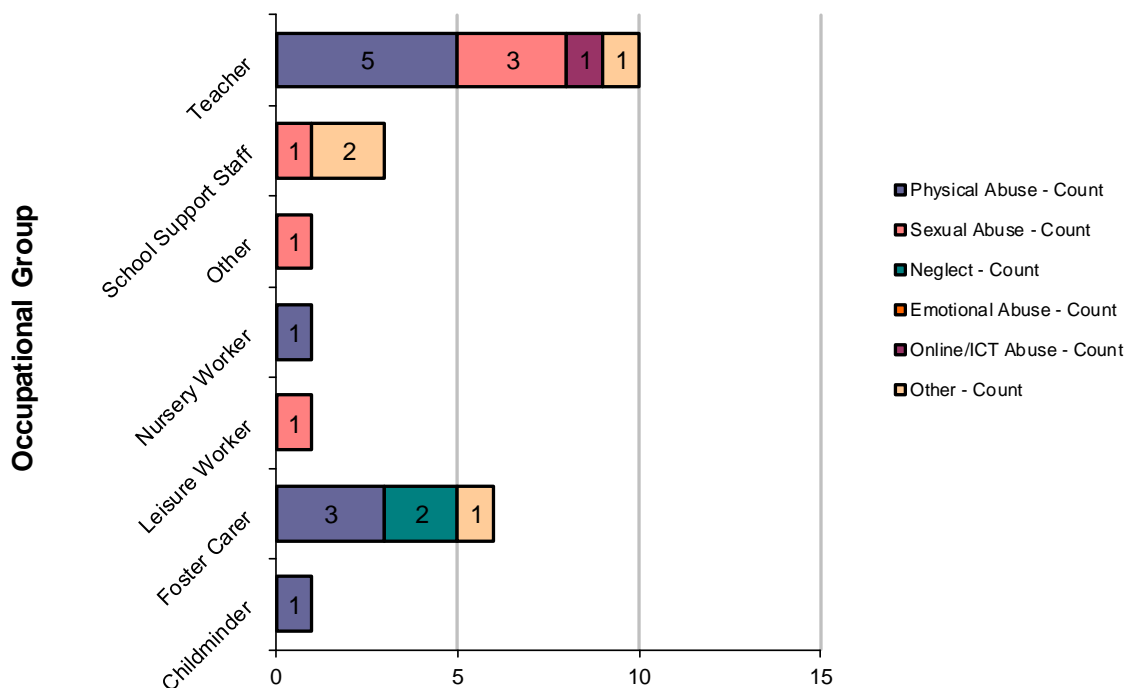
Year	2015/16	2016/17	2017/18	2018/19
Mosaic Worksteps	55	43	39	23

3.4 Allegations: Category of abuse/concern.

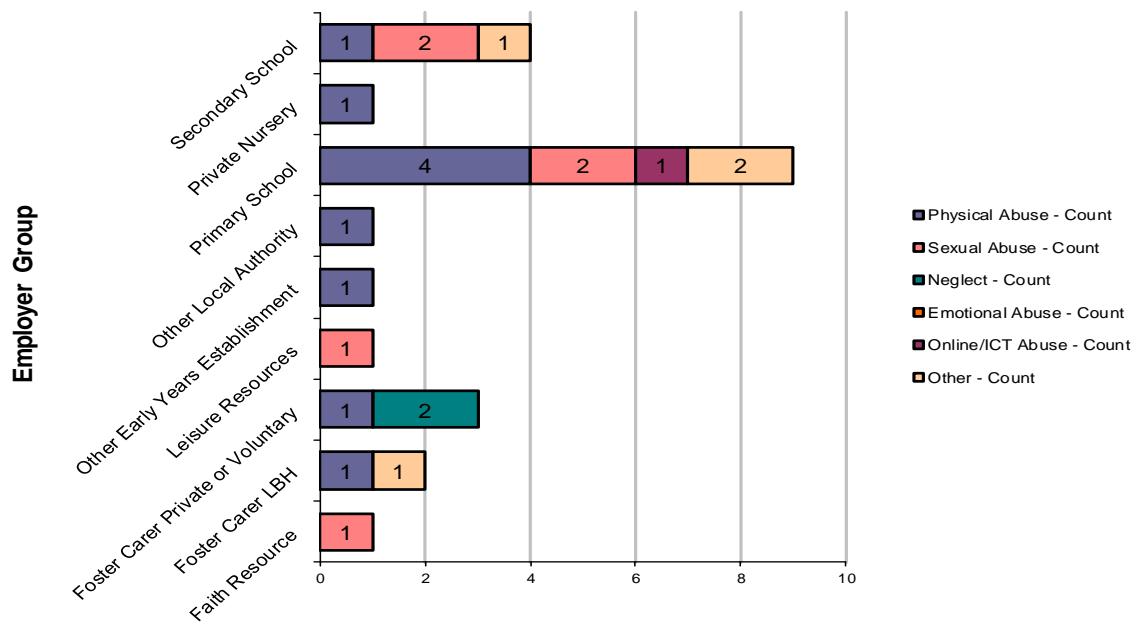
- 3.4.1 The data below shows the category of abuse or concern that was the presenting feature when the referral was received. These are wider than the four abuse categories used within the London Child Protection Procedures as referrals do not always fit neatly in those in the procedures. For example, if a professional or volunteer is arrested for accessing indecent images of children but there have been no allegations of harm or no concerns about them at work, it could be classed as 'online or ICT abuse'. This would be the case if there was no evidence that the professional had behaved inappropriately towards a child in the workplace but the police information suggests that they have been downloading indecent images. These cases take the longest time to resolve as the forensic work by police is detailed and time-consuming. In such situations careful consideration is given during the ASV meeting about whether the person concerned is suspended or not. A risk assessment will be undertaken to establish the safest and fairest way forward. Once the matter is concluded by the police, either by a charge or no further action, the professional network will meet to consider the final outcome.
- 3.4.2 There could be a criminal issue in the home life of a professional or volunteer, which does not involve a child, and their employer confirms there have been no concerns about them at work, this could come under 'other'. An example would be a person arrested for an offence that does not involve any harm to children but raises concerns about the integrity of the professional. Careful consideration is given to risk assessing whether the person concerned should continue to work with children until the matter can be concluded.
- 3.4.3 Allegations of physical abuse are the highest category at 10 of the 23 cases, which is in line with previous findings. It does not mean that large numbers of professionals within the borough are physically abusing children, but that the presenting issue when the referral was made, was of some sort of inappropriate physical contact. Referrals range from allegations that children were hit or slapped, to allegations of shoving or pushing, to incidents that may be a misinterpretation or a misunderstanding; but in order to meet the threshold for inclusion on Mosaic, there has to be enough evidence on first sight that the professional has behaved in a way that could have harmed the child or young person. A large number of consultations with the LADO are of incidents where the caller, often a designated safeguarding lead of the relevant setting, is of the view that the allegation is something they can deal with internally but just wants to talk the matter through. Such cases do not reach the threshold for inclusion on Mosaic however the discussion needs to

be logged as all advice given by the LADO is accountable and a record is made for the purpose of an audit trail. Case Study 2 shows an example of situations where such an audit trail can be of help to the police when investigating a complaint by a parent. Such complaints will usually contain the name of the professional or volunteer so it is important that there is accuracy in case the complaint leads to a police record being made about the staff member.

- 3.4.4 This year there was a lower number of allegations of sexually harmful or grooming behaviour by professionals/volunteers working with children, than last year. Last year the figure was 11 and this year the figure is 6. The numbers are too small to draw significant conclusions about why there has been a drop although it is to be hoped that it is due to robust systems being in place to identify inappropriate behaviour in the early stages.
- 3.4.5 This year there are no referrals that met the threshold for a Mosaic record, regarding statutory partners in the police or the health service (see earlier paragraphs)



Presenting category and occupational group 2018/19



Presenting category and employer group 2018/19

3.5 Outcomes

- 3.5.1 Once an allegation reaches the threshold to be recorded on Mosaic a process must be followed and the investigation drawn to a conclusion in line with procedures. The outcomes available within the London Child Protection Procedures³, and Keeping Children Safe In Education⁴ are ‘Substantiated’, ‘Unsubstantiated’, ‘Unfounded’, ‘Malicious’ and ‘False’ but in Haringey, we also have the option of ‘Concerns about a Professional in their Home Life’. This last category is to enable us to draw out the cases where there is an incident or event in the home life of the professional or volunteer, which brings them to the attention of the LADO. The less serious of these will be noted in a case note rather than a full Mosaic workstep.
- 3.5.2 Such cases come to the LADO’s attention through a number of routes. For example, the Common Law Police Disclosure, gives guidance on when the police should an employer, or the LADO, regarding someone who has come to their attention for a relevant offence and works in what used to be called a ‘notifiable occupation’⁵. The guidance was produced by the Home Office in 2015.
- 3.5.3 Other ways the LADO can become aware of concerns in a professional’s home life, would be through the initiation of a child protection investigation under Section 47 of the Children Act where it is identified that a parent works in a

³ London Child Protection Procedures 2016 chapter 7

⁴ Keeping Children Safe in Education 2015

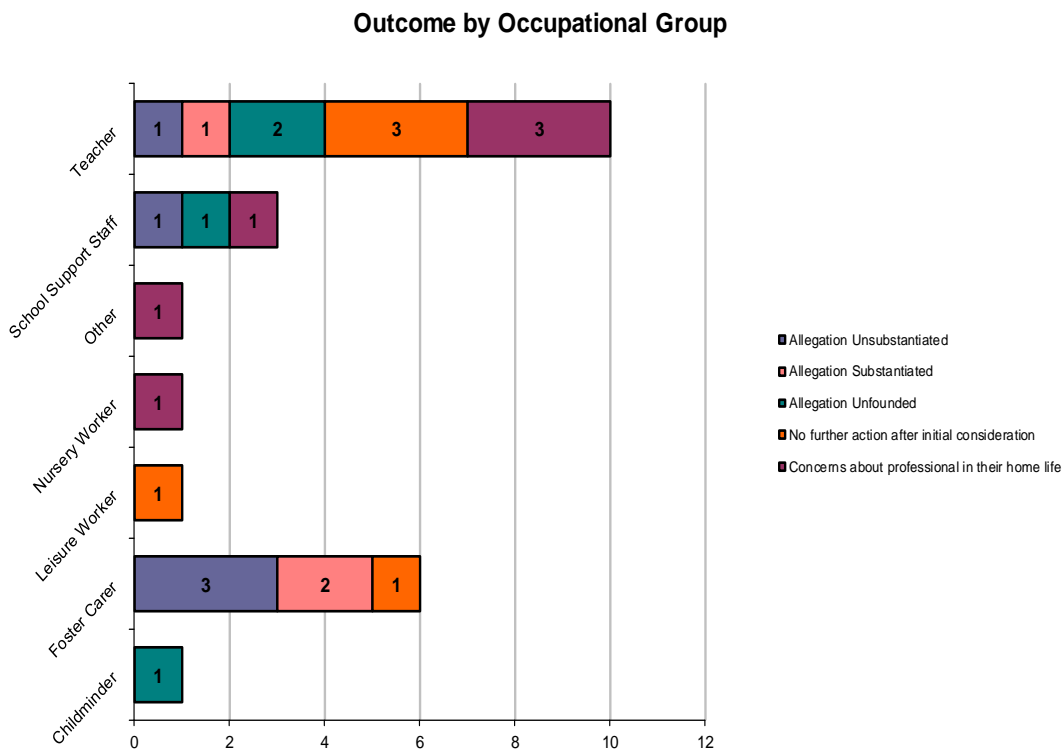
⁵ Common Law Police Disclosure

relevant role. Social workers from the assessing authority will usually contact the LADO seeking advice on the best way forward with such cases.

3.5.4 In all such cases consideration has to be given to the data protection implications of sharing personal information with an employer without a persons’ knowledge or consent. This must be balanced against the seriousness of the identified risk and a proportionate response identified. The usual LADO advice is that unless there is a clear and immediate risk to a child, professionals should be given a timescale within which to inform their employer of Children’s Services’ involvement before the social worker makes contact with the employer.

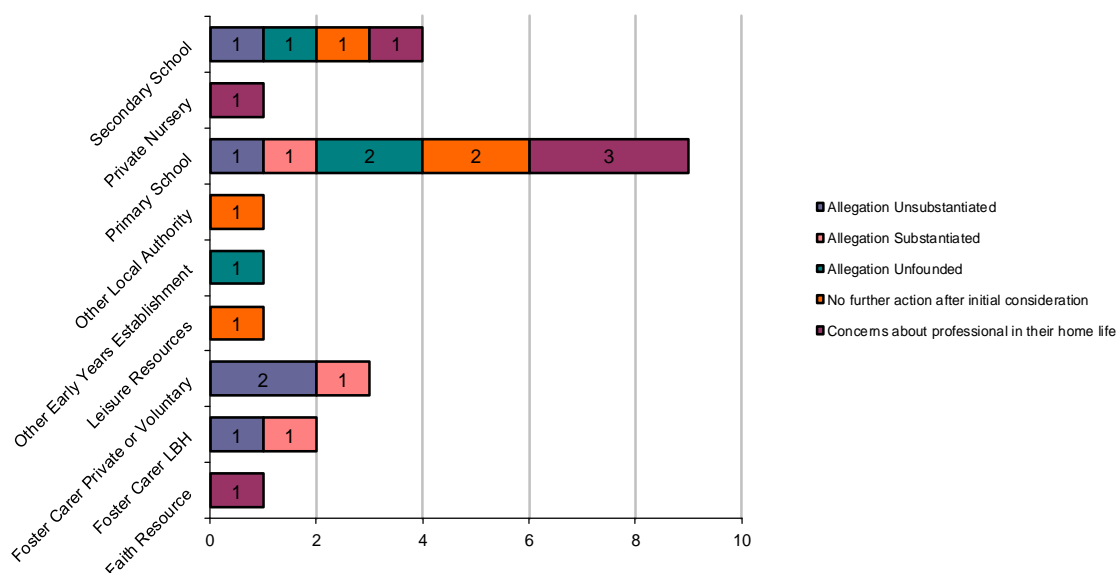
3.5.5 In all cases, outcomes are reviewed both annually and quarterly by the LADO to establish what learning there could be and whether there is a need to address or improve practice in particular areas.

3.5.6 Below is data showing the outcomes of the formal allegations’ investigations.



The diagram above shows outcomes of the cases that were recorded on Mosaic by occupational group.

Outcome by Employer Group



0

Outcomes by employer group

3.5.7 The largest outcome category is information shared about professionals in their home life as discussed in the earlier paragraphs. Since the introduction of GDPR, consideration has been given as to whether it would be more appropriate to record a case note on Mosaic rather than a full workstep. For example, if there is an allocated social worker assessing a family and one of the parents is in regulated activity, but a risk assessment identifies that it is only necessary to record that the employer is aware and what safeguards have been put in place, a case note would be a more proportionate response than a full Mosaic workstep. The note can go on the child’s file but will also be copied across to the adult’s file, so is accountable and accessible as a record.

3.5.8 The ‘no further action’ category refers to situations that have already been resolved by the time the LADO is informed, or if the matter is for information only.

3.5.9 Substantiated allegations either result in a criminal charge or caution, disciplinary action arising directly from the safeguarding incident, or a balance of probability decision that there is enough evidence to support the allegation. This decision is made by the ASV meeting (Allegations Against Staff and Volunteers) attended by those directly involved in the investigation.

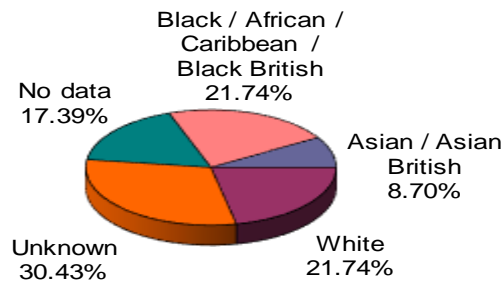
3.6 Other data - Ethnicity

3.6.1 The chart below shows the breakdown of the ethnicity of those against whom allegations were made, where the information was available. This data is limited by the categories available on Mosaic.

3.6.2 This data is also limited by what information is available. The majority of the ‘no data’ cases are existing open files such as Kinship Carers, where the

information has not been recorded on the file by the worker. This is usually updated once it is noted as missing however the update can be too late to show up in the management information. The 'unknown' category tend to be referrals from the police, such as those under the 'Common Law Police Disclosure' for example, a professional who has been arrested for a relevant offence, where the information on ethnicity is not provided in the police referral. Again, the information is requested, usually from the employer, but sometimes is not confirmed in time to be included in the management information. More work will be done to address this in future reports.

Completed Allegations by Ethnicity

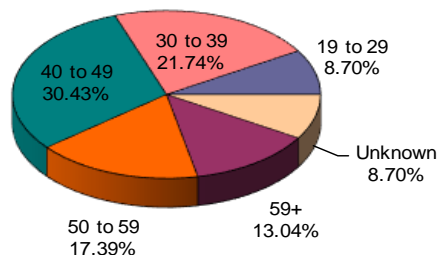


3.6.3 This information shows us that allegations are made right across the diverse community of Haringey.

3.7 Other data - Age

The chart below describes the ages of those against whom allegations are made. The data shows that allegations are fairly widely distributed across the age groups of those in the workplace.

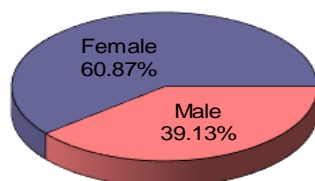
Completed Allegations by Age Group



3.8 Gender

Women are over represented in the childcare workforce, so it would seem to follow that women would be a higher proportion of those against whom allegations are made. The diagram below shows that over 60% of serious allegations were made against women in the childcare workforce.

Completed Allegations by Gender

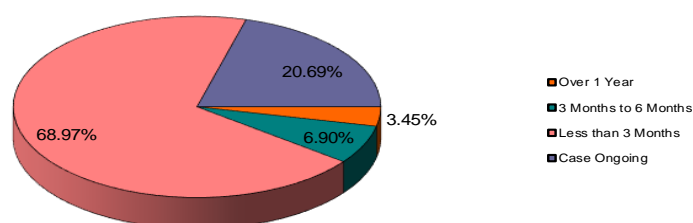


3.9 Timescales

3.9.1 Keeping Children Safe in Education and the London Child Protection Procedures outline expectations and timescales for concluding allegations investigations. Data suggests that on the whole, most cases within Haringey met these timescales.

3.9.2 The timescales are that 80% of cases should be resolved within one month, 90% within three months and the remainder within a year⁶. Those cases that are open for over this time are invariably police investigations that are awaiting conclusion. The data below also includes cases that are currently still open.

Timescales



Timescales of cases concluded in 2018/19

⁶ Keeping Children Safe in Education July 2018 paragraph 218 page 57.

3.10 DBS Referrals

A small number of cases will lead to a referral to the Disclosure and Barring Service. This year there were no referrals to the DSB made by the LADO following an investigation that was recorded on Mosaic. The chart below shows the number of referrals to the DBS over the years.

Date	Number of referrals to the DBS either by the LADO or employer following a LADO referral and concluded investigation
2015/2016	3
2016/2017	7
2017/2018	4
2018/2019	0

3.11 Developments This Year and Further Discussion Points

The last section of this report rounds up points of interest for the Board and will conclude with suggested actions for the next year.

3.11.1 Inspection: The recent Ofsted inspection report for Haringey contains positive feedback about the LADO service within the borough (paragraph 12, Ofsted Inspection of London Borough of Haringey Childrens Social Care December 2018). The Ofsted inspection describes the service as 'effective and credible' and says the systems in place are 'clear, comprehensive and confidential'.⁷

3.11.2 Referrals: It is of interest to note the increase in direct calls from parents. It is good that parents are aware of the LADO and know how to contact directly either in writing by email or by telephone call. In most cases the contacts referred to incidents which did not meet the threshold for LADO involvement. On occasion it appeared as if some parents were using the LADO process as an alternative complaints policy when in dispute with a school. In a very small number of cases the contacts from parents could be seen as bordering on malicious, making comments about professionals working in the borough.

In quarter 3 for example, four of the six parents who made a direct contact with the LADO, had also made a complaint to the police about an incident in a school. None of these cases reached a threshold for a criminal investigation or a formal LADO investigation. In previous years sometimes parents who

⁷ Ofsted Inspection of Children's Social Care Services London Borough of Haringey Paragraph 12; published December 2018

contact the LADO directly also contact Ofsted but that was not the case this year. Please see paragraph 3.11.11 for more information on Ofsted referrals.

- 3.11.3 Social Media: There appears to have been an increase in the use of social media platforms to criticise social workers and other professionals working with children in the borough. This is usually done by a parent or family member, of a child in a school or open to Children's Services. There is often an ongoing dispute with either a school or Children's Social Care. Schools are advised to develop a social media policy to cover this area, and the London Borough of Haringey is also developing a corporate Social Media Policy. There has been a discussion with the Strategic Safeguarding Partnership Manager of the Haringey Safeguarding Children's Board about using the Section 11 audit to understand whether schools have a relevant social media policy and if they think this is an area for further development.
- 3.11.4 Safer Recruitment: Work continues to raise awareness of the importance of Safer Recruitment Practices within Haringey and partners. There has been some discussion with the Safeguarding Board Training Officer about the need to deliver Safer Recruitment Training- this is currently available through the Safer Recruitment Consortium, but there is a charge for this so it is not accessible for all partners. Internally within Haringey the HR Business Partner for CYPs and the LADO have developed a short training module that can be delivered to service meetings of all managers responsible for recruiting and appointing staff who work with children and work is underway to roll this out to relevant managers.
- 3.11.5 Team and Service visits: The LADO continues to visit all teams and services who request a session to enable them to understand the role of the LADO and to ask any questions about specific issues. These visits are both within Haringey council and with partners outside the council.
- 3.11.6 GDPR: In Haringey the LADO also attends the Information Governance Board. As part of the work identified in the ROPA (Record of Processing Activities) there has been a project to archive the old paper LADO files from 2006 until 2014 when the records began to be kept electronically. By March of 2019 over 500 old paper files had been recorded electronically, sent away to be archived and those suitable for deletion had been identified. Also, as a result of the introduction of GDPR, greater scrutiny is now used when an electronic record is made about an adult, when information comes to the LADO. If the allegation or incident requires an ASV (Allegation against Staff or Volunteers) meeting under the London Child Protection Procedures, a full Mosaic workstep is opened. However, in many situations that is not necessary, and it is enough to have a case note on the relevant file on Mosaic. An example would be a parent who is being assessed by social workers following a disclosure by their own child. If the adult works with children in Haringey, but their employer confirms that they have no concerns about that member of staff, and the adult concerned has acted appropriately and informed their employer, after discussion with the assessing social worker and employer it may be agreed that all that is required is a case note from the LADO. It would be disproportionate to open a LADO case unless there is evidence that the member of staff has behaved in way that has harmed a child or presents as a risk to children. If the matter progresses to a child protection conference for

example, that would be an appropriate time to consider a LADO workstep, but not if the matter stays as a Child in Need case.

- 3.11.7 Faith Sector: There have been a small number of contacts regarding Faith Settings in the last year. The Haringey LADO has good connections with relevant safeguarding leads in the main Faith Settings such as the Church of England and the Catholic Church. There have been a small number of issues with people describing themselves as 'Pastors' and in these cases the input of the Community Safety Team has been invaluable.
- 3.11.8 Participation: There continues to be a good working relationship between the LADO and the Consultation and Participation Officer, although there has not been any specific joint project work undertaken this year. There are plans for a specific piece of work in 2019/20 linking directly with the young people in Aspire.
- 3.11.9 Fostering and Placements: The LADO has contributed to training with foster carers and continues to have a good working relationship with the Fostering and Adoption Service, and the Placements Service.
- 3.11.10 Police: The police have undergone a major restructure, and this has had an impact on LADO work. There remains an excellent relationship with colleagues in CAIT who are now located within Haringey MASH. However, some cases that the LADO is involved with are allocated within wider police teams and at times the investigating officers do not have any previous experience of working with a LADO. This can, at times, lead to delays in information sharing, although once contact is made individual officers will always do their best to be helpful.

There have been a number of referrals regarding police officers but as in previous years, the majority of these are regarding incidents in the personal life of the officer rather than behaviour at work. There have been discussions between the LADO network for London and the senior officer at the police Directorate for Professional Standards. The police have named an officer as a Single Point of Contact for concerns about individual police officers. The police view is that in order for a police officer to be in a role that comes under LADO jurisdiction, they have to be in regular contact with children rather than incidental contact. This excludes much of the police force as most contact with children is incidental within their day-to-day activity. The SPOC for the police DPS is available for consultation and discussion if any cases are unclear.

- 3.11.11 Ofsted: It has previously been noted that a large number of what Ofsted would call 'safeguarding referrals' and would send through to the LADO, often did not meet the threshold for a referral and often would not require any safeguarding intervention. A proportion of these were actually meant for Education colleagues, and most of them were parental complaints about incidents in schools. Following discussion with Ofsted the numbers of these 'safeguarding referrals' to the LADO has dropped down from 27 on 2017/2018 to 15 in 2018/2019. This is down by almost half, and the contacts that have been made are more appropriate and in line with thresholds. Ofsted are also able to make direct contact with Education colleagues for matters that do not require LADO involvement.

3.11.12 Strategic links: The LADO continues to attend the Performance and Practice Sub Group of the Haringey Safeguarding Board as well as the Training and Development Sub Group. The LADO attends the Information Governance Board and the corporate Health and Safety Board as Health and Safety Champion for CYPS. The LADO has been attending the Child Death Overview Panel for the last three years. The LADO has links with Haringey Education Partnership and attends the Designated Safeguarding Leads Forum for Early Years whenever possible. The LADO is co-located with the Virtual School as well as working alongside Independent Reviewing Officers and Child Protection Conference Chairs.

3.11.13 MASA: Multi Agency Safeguarding Arrangements: as part of the review of the functions of what was the LSCB/ HSCB, work will be done through the sub groups of the LSCB to ensure that the LADO continues to work with the MASA. There has been discussion about how performance data will be reported back under the new arrangements and these discussions will continue to ensure clear lines of reporting and opportunity for challenge.

4 Contribution to strategic outcomes

People priority

5 Use of Appendices

N/A

6 Local Government (Access to Information) Act 1985

N/A