



Local Authority Designated Officer
Annual Report
April 2017 to March 2018

Introduction & Framework

This is a report for the Bromley Safeguarding Board which is aimed at setting out a summary of the work undertaken by the Local Authority Designated Officer (LADO). The report applies to allegations made against those working in either a paid or unpaid capacity with children in Bromley during the period 1st April 2017 to 31st March 2018.

LADO Role

The responsibilities of the LADO are set out in the statutory guidance “*Working Together to Safeguard Children*”, March 2015 and the “*London Child Protection Procedures*” 5th edition, 2017, Chapter 7.

Nationally, all agencies and settings that provide services or staff working with children are required under the statutory guidance, to have clear procedures for responding to allegations against staff, whether they are paid or voluntary.

Within education services, additional guidance - *Keeping Children Safe in Education* (2018) outlines specific requirements considered when managing allegations against staff working in education settings.

These sets of guidance are placed alongside additional statutory guidance – *Disqualification under the Childcare Act 2006 (2015)* that further informs specific circumstances, which would lead to disqualification from work within defined sectors of Early Years and Education services.

Within the updated guidance, the Local Authority is required to appoint a ‘Designated Officer’ or ‘team of officers’ to oversee the allegation management process and to ensure it remains effective and transparent and meets the dual demands of both protecting children and also ensuring staff subject to allegations are treated fairly. In Bromley, we have maintained the title of LADO (Local Authority Designated Officer) as this is well- understood and embedded within the children’s workforce. The LADO provides consultation and advice to the process to ensure that the investigative response is consistent, reasonable and proportionate and that action taken is recorded in line with statutory requirements.

Working Together to Safeguard Children (2015) defines that all new officers overseeing allegations must be qualified social workers. In Bromley this is the case.

It also removed the automatic title of LADO and refers instead to “designated officers”. Along with most other authorities, Bromley continues to use the title of LADO. *Working Together 2015* also allowed Local Authorities scope to change the arrangements for the referral of cases to the LADO, in line with local arrangements. It has been decided in Bromley that the majority of referrals will continue to come directly to the LADO rather than requiring them all to be directed through the MASH, as is the case in some local authorities.

According to the London Child Protection Procedure, 'members of staff' and 'employment' should be interpreted as meaning all paid or unpaid staff and volunteers, including foster carers and prospective adopters. All references to 'employers' should be taken to include any agency or organisation with responsibility for paid or unpaid staff and volunteers, including foster carers and prospective adopters.

The LADO must be contacted within **one working day** in respect of all cases in which it is alleged that a person who works with children has:

- behaved in a way that has harmed, 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.

AND OR

- Behaved in a way in their personal life that raises safeguarding concerns. This does not have to directly relate to a child.
- Closely associates/resides with another person who is disqualified because they have committed an offence included in the 2009 Regulations.

In all cases that meet the threshold, the LADO will give consideration to:

- Issues of a child protection.
- Any possible criminal investigation that may need to take place
- Any staff disciplinary process that will be undertaken
- Any complaints process that are being undertaken.

The guidance sets out the importance that the co-ordination of any actions to address welfare concerns, in relation to the child or children involved, are taken without delay. It stipulates that local authorities should have a designated officer – Local Authority Designated Officer (LADO), or team of officers, to be involved in the management and oversight of allegations against people that work with children.

Worth noting is that the LADO deals with allegations and employers deal with concerns and complaints. There may be occasions where the LADO may need to offer support to employers in addressing certain concerns which may or may not be of a safeguarding nature.

It might not be clear whether an incident constitutes an ‘allegation’. It is important to remember that in order to be an allegation the alleged incident has to be sufficiently serious as to suggest that harm has or may have been caused harm to a child/ren or that the alleged behaviour indicates the individual may pose a risk of harm to children (or otherwise meet the criteria above). Issues that do not meet this threshold may constitute conduct or disciplinary issues and should be addressed by employers using the appropriate organisational procedures.

The LADO is responsible for:

- Providing advice, information and guidance to employers and voluntary organisations around allegations and concerns regarding paid and unpaid workers.
- Managing and overseeing individual cases from all partner agencies.
- Ensuring the child’s voice is heard and that they are safeguarded.
- Ensuring there is a consistent, fair and thorough process for all adults working with children and young people against whom an allegation is made.
- Monitoring the progress of cases to ensure they are dealt with as quickly as possible.
- Recommending a referral and chairing the strategy meeting in cases where the allegation requires investigation by police and/or social care.

When partners contact the LADO, the service aims to provide a timely response as often referrers are anxious and concerned about next steps particularly as the referral involves a professional or those working with children. Decisions as to whether a member of staff needs to be suspended, or moved to alternative, non-child facing, duties can for local managers be stressful and experience has shown that early advice can mitigate future

difficulties. As a result, the LADO service has sought to be as accessible as possible and attempts to respond to contacts wherever possible on the same day contact is initiated. An Acknowledgement email is usually sent within 24hours and the LADO aims to make people aware of “the next step” within 24hours.

System for dealing with LADO notification

The system of recording and managing referrals, including LADO notifications to LADO is made by direct contact with the LADO service. This is to determine whether the threshold for Children Social Care involvement is met.

The managing allegations process is compliant with DfE expectations in terms of there being a point of contact for all notifications to ensure the safety of children is determined at the earliest stage.

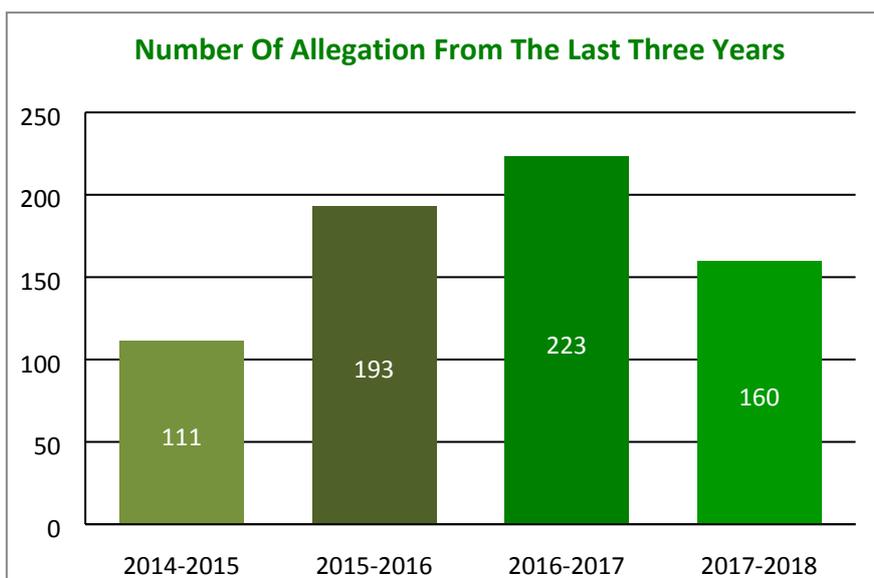
Organisations are required to complete a BCSB Notification of Allegation Against Professional Form. This enables the LADO to assess and provide appropriate advise, guidance and support.

All cases are managed and overseen by the Designated Officer (LADO) and in some of the cases, the works in conjunction with Children’s Social Care and the Police.

Throughout the year, there has been continuous promotion of the managing allegations procedures to ensure agencies and organisations are familiar with the local child protection procedures that require the notification to the LADO of concerns about those working with children within one working day.

Data and Information on Referrals and Notifications

In the year 2014 to 2015, there 111 referrals to LADO, in 2015 to 2016, there were 193 referrals and in the 2016 to 2017, there were 223 referrals. The variation in number will be further addressed in the body of this report.



The number of contacts (phone calls / emails) to the LADO service for consultation and allegation management support between April 2017 and end March 2018, was 914. Of these 160 met the threshold allegations against the children’s workforce (including volunteers) in Bromley that required more than just advise/support/guidance. This represents a 28% decrease on the previous year (223). These mainly relate to staff conduct issues which, on consultation, are designated as below the allegation threshold or unlikely to result in a S47 investigation and are passed back to employers to manage as practice or competence issues. They may also constitute historical matters where although a staff may no longer works within a particular agency, they may still be working children’s workforce, or could relate to matters of policy guidance.

The categorisation of a piece of work as a ‘consultation’ may require considerable follow-up from the LADO beyond the initial contact.

Although only 18% (160) of the consultations made with the LADO in 2017/18 reached threshold, many of them required just as much careful attention and monitoring, as they refer to the safety and welfare of children. Examples of consultation which do not reach threshold however require follow up and robust responses are referrals from Ofsted about concerns within schools and how they have addressed certain issues, referrals for children where extreme bullying has been experienced, health and safety incidents in regulated provisions, as well as advice being sought by organisations not involved in regulated activities with children. Consultations may also include instances where agencies are not clear if an issue

relates to a concern or an actual allegation against a staff member. The LADO will in such cases advise and support such agencies to ensure that all safeguarding issues are dealt with in a timely and safe manner.

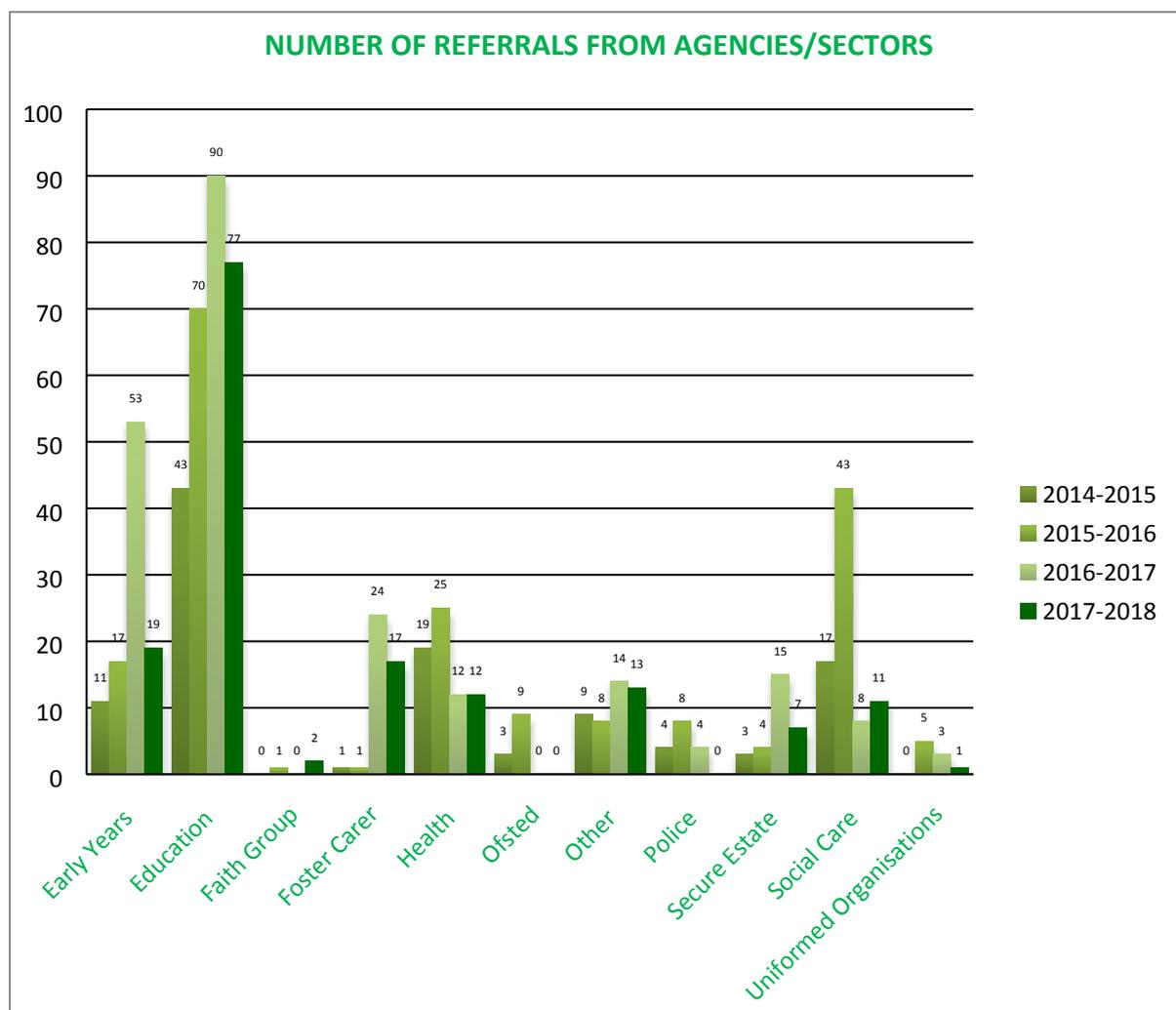
Of the 914 consultation, 160 were referrals which required more than just advise/support/guidance but actually required a LADO involvement and or investigation. 44 of those referrals required an Allegations Against Professionals meeting, 107 of those were referred for internal management investigation and risk assessments, 9 required no further action and as at the time of writing this report, there are none awaiting consideration.

Worth noting is that as a result of the ongoing awareness raising, quick response and easier access the LADO provides, professionals feel more able to contact the LADO in good time to seek advice, guidance and support before matters escalate. This has sometimes meant that the right support and guidance is provided to agencies in a timely manner to avoid concerns turning into allegations which has also meant a reduction in the number of referrals.

On reflection, the LADO also believes that the high number of notifications is also sometimes due to organisations seeking clarity as to whether or not the alleged incident meets the criteria to trigger the managing allegations procedure. Anecdotally many of the contacts received can be attributed to the agencies needing support to determine if any of the criteria are met and / or wishing to have an audit trail of consultation with the LADO.

This is reflected in the number of children's residential homes who will make notifications having already determined that the incident does not meet any of the criteria. This is in order to avoid undue criticism from Ofsted inspectors who expect all incidences to be notified to the LADO irrespective of whether the home can evidence that the incident does not meet any of the criteria. For example, following the last NHS England investigation into Kent house hospital, Kent House hospital reached an agreement with LADO to notify LADO of every incident even if it does not meet the threshold.

Number of referrals from agencies/sectors

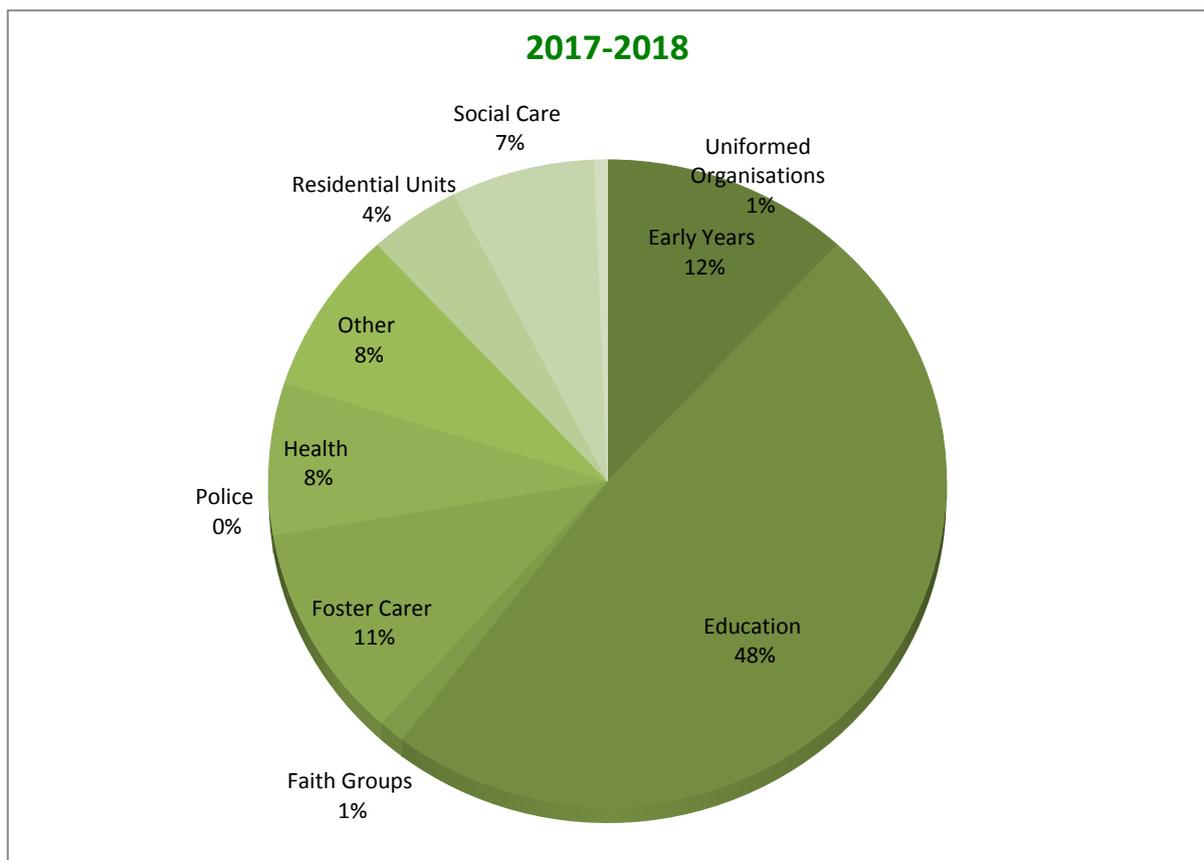


The highest number of referrals continues to come from education where children have the most contact with adults who work with children. Generally reporting from schools is higher as a result of the schools' statutory guidance which has existed for some years. Over time this has enabled more staff to be familiar with the managing allegations procedure and the expectations to report any concerns about inappropriate behaviour of colleagues.

As a result of all the changes in legislation - Education Acts (2002 & 2006); Safeguarding Vulnerable Groups Act (2006), which introduced huge changes to the way staff are recruited including Criminal Records Bureau (CRB) checks now Disclosure & Barring Service (DBS) disclosure checks and training in respect of mandatory requirement that on every interview panel for a school vacancy at least one person having completed a nationally accredited Safer Recruitment course, Head teachers and Designated Safeguarding Leads (DSL) in

schools have developed a degree of confidence in understanding the threshold to make notifications to the LADO.

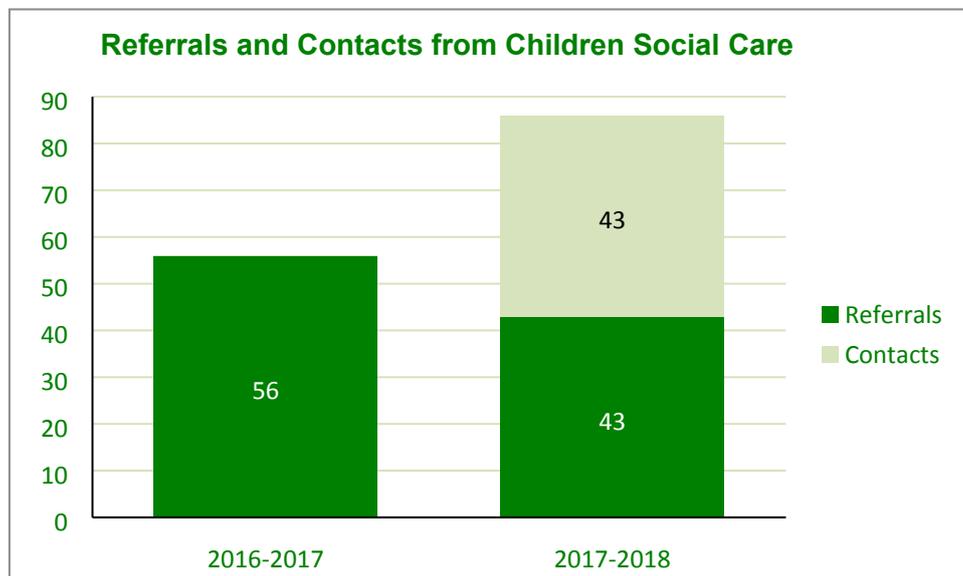
There were 77 (48%) referrals from Education, 19 (12%) from early years, 17 (11%) from Foster Carers, 12 (8%) from Health, 13 (8%) from other (SEN transport, theatre groups, sporting and leisure organisations etc.), 8 (4%) from Residential units, 2 (1%) from Faith groups and 1 from a voluntary sector.



As a result of the low number of referrals from Faith Groups (1%) and voluntary sectors, the LADO arranged tailored training to raise awareness for these sectors. Whilst investigating the referrals from these sectors, the LADO was concerned about the lack of knowledge and involvement with LADO. It will appear that they had limited knowledge of the process and threshold and as such they seemed to address matters internally rather than refer to LADO or at least consult with the LADO where unsure.

The quality of referrals and contact from both health and the police has improved. In the previous year, the LADO was concerned about the number of referral and contact from health and police. However, this year, the police have made 4 referrals in respect of other professionals and aside from the 12 referrals made by health professionals, health colleagues have a much better contact with LADO and keep LADO updated and informed of internal allegations. This is a two way process between health and LADO.

Compared to the previous year, there is also an increased and timely contact from Social care, social workers are beginning to seek advice and guidance from the LADO and the LADO hopes this will continue to increase with the more awareness created by LADO and within Bromley.

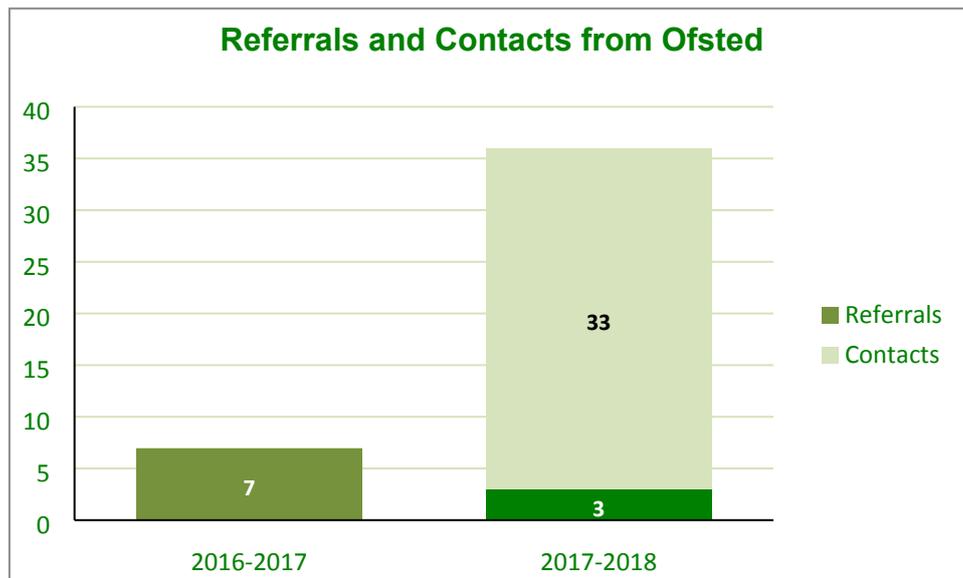


The LADO has also noticed a significant rise in the number of contact from OFSTED over the last year. The LADO has reflected on this and has spoken to regional LADO's who appear to have the same experience. The LADO has assessed that the nature of referrals that come from Ofsted tend to be more of a complaint about schools, the way staff handled issues rather than actual allegations against any particular staff. The LADO has assessed that where Ofsted are unclear about what to do in respect of a parental concern and where the word "safeguarding" is used, Ofsted tend to refer to LADO.

Although majority of the contact/ referrals from Ofsted don't meet the threshold for an actual allegation, the LADO continues to support by asking schools and board of trustees

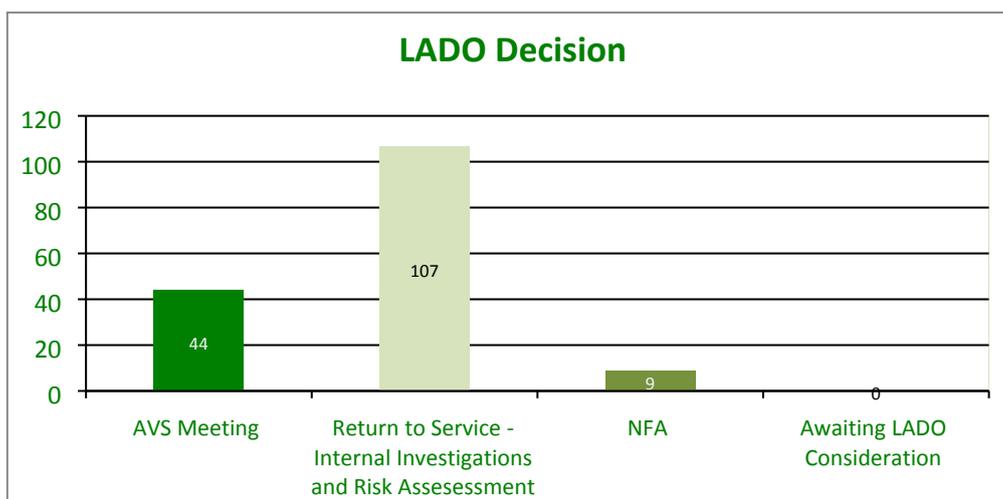
/governors to undertake internal investigation and report back to the LADO who then feeds back to Ofsted.

The graph below shows the comparison and increase in the number of contact from Ofsted in the last two years.



Another area that has seen an increase in the LADO service is the number of referrals is the consultations needing a risk assessment. This is where referrals are made in regards to where any adult working with children has behaved in a way in their personal life that raises concerns. These concerns could but do not always have to relate to children. The concerns and allegations would be in respect of any issues that raise concerns about their ability to remain in a position of trust or ability to work safely with children/make decisions about children or influence safeguarding decisions. One example of this could be where an employee's own birth child is placed on a child protection plan as a result of the care the employee provided or failed to provide. The employer would need to ensure that it is safe for the employee to continue in their role and if any child in their work life could be exposed to the same or similar significant harm.

The graph on the next page shows the number of referrals that have needed employers to either undertake a risk assessment or investigate internally.



Consultations Meeting/Not Meeting Threshold

As noted in previous LADO annual reports this continued increase may be due to a greater emphasis in guidance on involvement and consultation with the LADO in respect of allegation queries. The practice of consulting the LADO is becoming embedded in organisational procedure for employers and providers supported by the Department for Education Guidance and Ofsted inspections seeking evidence on such consultations when complaints and allegations are made. Whilst not a statutory requirement in *'Working Together to Safeguard Children'*, practice reflects the expectation that employers will share the information in order to seek an independent view from the LADO in respect of all allegations. The addition of the LADO as a source of advice and guidance in the revised statutory guidance (2015) on *'Disqualification under the Childcare Act, (2006)*, reinforces this expectation. In many cases this also acts as a quality assurance role for employers' initial decision making and actually provides reassurance to families that agencies are not just addressing matters internally but are actually being accountable to the Local Authority as well as other regulatory bodies.

In April 2018, a process was put in place to collect data regarding the numbers of consultations received where agencies and organisations have sought contact with LADO to assist in determining if a reported concern meets the threshold for a LADO involvement.

The LADO supports and reassures agencies to be more confident in dealing with referrals that appear to be more of a concern than an allegation. Although the LADO continues to have oversight and monitor such cases, agencies are encouraged to undertake internal

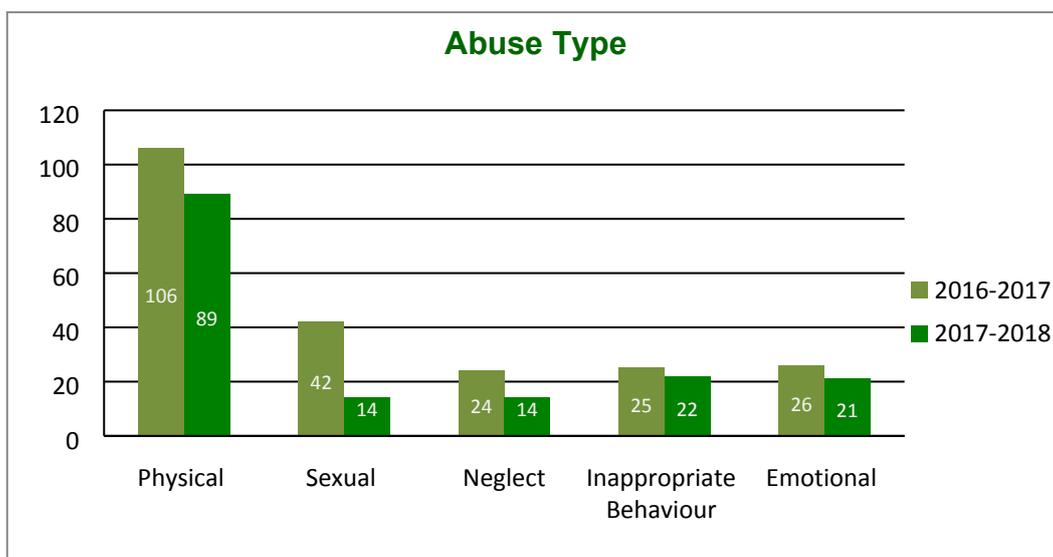
investigations and feed back to the LADO within recommended timescales. Such cases may sometimes progress to an ASV pending on the outcome.

On another hand, the increase in number of consultation with LADO also reflects the increasing awareness and knowledge of the LADO process within organisations/agencies in Bromley. Organisations within Bromley appear to be having a better understanding of what the role of the LADO is and where unsure, there is evidence that that they are seeking advice and help especially at an early stage.

This continues to be aided by the ongoing quarterly LADO lunch time briefing as well as the LADO presentation at the Bromley Multi Agency Partnership event and many more forums. In addition to this, the LADO has organised and held tailored LADO briefing to agencies that presented as needing better awareness. For example, specific presentations have being undertaken for churches and foster carers.

The LADO has provided training to approximately 400 people over the course of the year. This includes trainings to foster carers(65), Lunch time briefing which involves a mixture of agencies such education, fostering, care homes, early years, SW, police, health etc. (200), Modern World which includes a mixture of professionals (100) Ex Ofsted and school inspectors(30) , Churches (15) and Health Forum (20) .

Number of Referrals According to Categories of Abuse



The following is a breakdown of the 160 referrals that met the threshold for the current year:

- 89 allegations of Physical Abuse
- 14 allegations of sexual Abuse
- 14 allegations of Neglect
- 22 allegations of inappropriate behaviour
- 21 allegations of emotional abuse

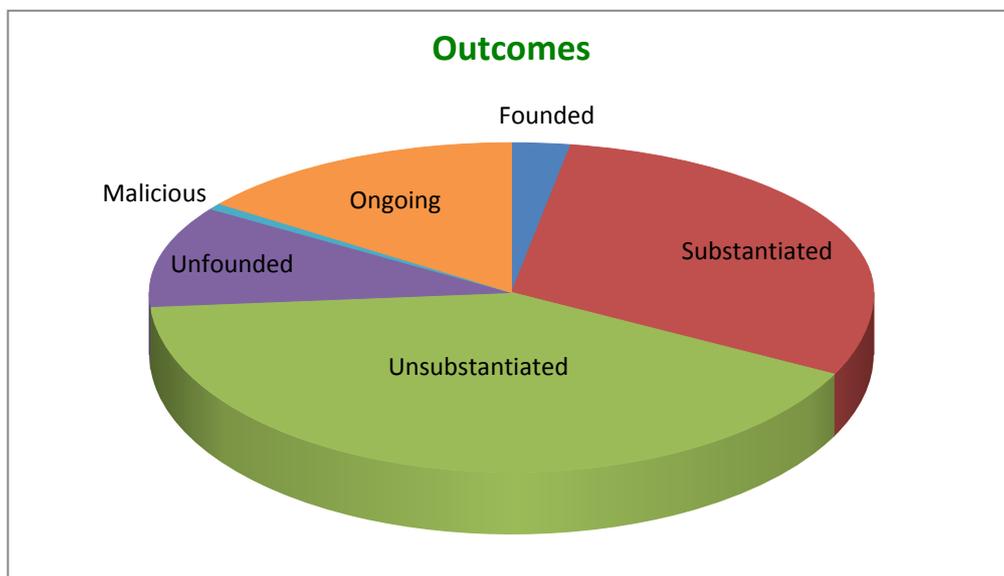
Outcomes of Allegation

The Department for Education has defined outcomes within four definitions – Substantiated, Unsubstantiated, False, and Malicious. Since April 2016, the *'Keeping Children Safe in Education'* Guidance has directed the removal of the category of Unfounded for allegations within education settings. The LADO is required by guidance to collate information on allegation outcomes within these definitions

- **Substantiated:** there is sufficient evidence to prove the allegation.
- **Unsubstantiated:** there is insufficient evidence to prove or disprove the allegation. The term, therefore, does not imply guilt or innocence. This is not the same as a false allegation. It means that there is insufficient evidence to prove or disprove the allegation; the term therefore does not imply guilt or innocence
- **False:** there is sufficient evidence to disprove the allegation
- **Malicious:** there is clear evidence to prove there has been a deliberate act to deceive and the allegation is entirely false.
- One additional outcome is used to lend clarity to those cases in which the young person has misinterpreted the actions and intentions of the professional involved:
- **Unfounded:** this is defined as there being no evidence or proper basis that supports the allegation being made. It might also indicate that the person making the allegation had misinterpreted the incident or was mistaken about what he/she saw, or was not aware of all the circumstances. This was a definition in previous statutory guidance that many

LADO's nationally continue to use. It better reflects those cases where the conclusion of an investigation indicates that the professional's actions had no malicious or sinister intent, was carried out in accordance with organisational policies and procedures and that the young person misinterpreted the individual's conduct. There is no evidence or proper basis that 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

In regards to the overall outcomes of the cases referred, 5 (3%) cases were founded, 47 (29%) were substantiated, 66 (41%) were unsubstantiated, 15 (9%) were unfounded, 1 (1%) was malicious and at the time of writing this report, there were 26 (16%) ongoing cases.



13 of those cases were referred to DBS referral, 14 were referred to other regulatory bodies such as NCTL and there was 1 conviction (custodial/non-custodial).

It is worth noting that although 47 cases had an outcome of substantiated/founded outcome, the matters alleged which were founded did not necessarily meet the threshold for a DBS referral or professional bodies. In those cases, although what was alleged did occur, discussions between the LADO and relevant organisations and Human resource professionals assessed that the issues were not significant enough to require the member of staff to be barred from working with children.

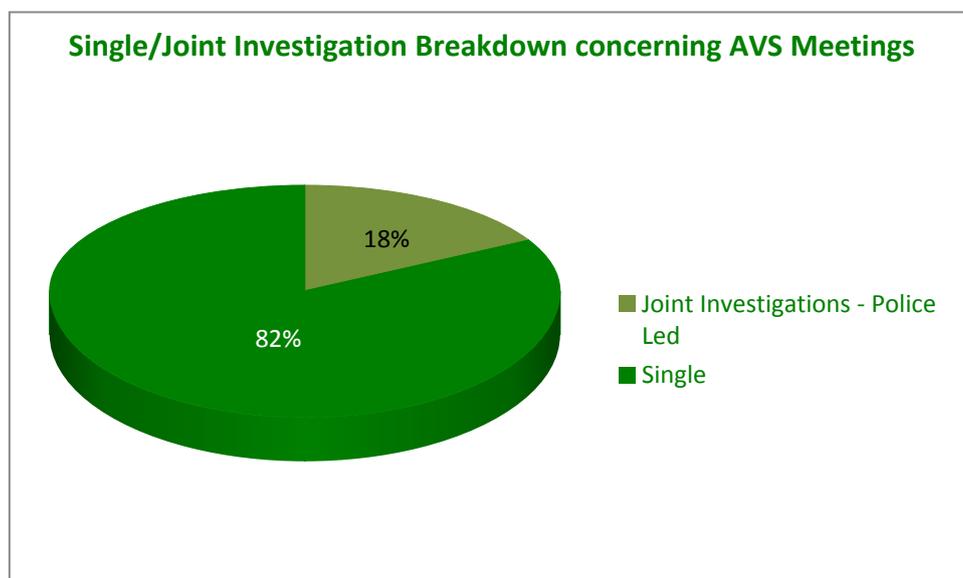
The unsubstantiated outcome (41%) continues to be the highest outcome in regards to the investigations undertaken. This is usually where there is not enough evidence to substantiate the allegation even when it meets the threshold for a LADO ASV.

Although the LADO records these outcomes, the DfE is clear that for teaching staff, unsubstantiated, false, and malicious allegations cannot be declared for reference purposes.

We need to be mindful when considering these outcomes and statistics that any adults deliberately intent on harming children are very unlikely to do so in front of witnesses, that a child's word against an adult's is unlikely to be accepted as evidence at a criminal level (beyond reasonable doubt) and that some children do not have a "voice" either due to their young age or communication difficulties, and these are our most vulnerable children.

In cases where a criminal offence is evidenced, although the LADO undertakes a joint agency investigation with the police, the police take the lead and the LADO continues to remind staff that it takes longer to reach an outcome for criminal investigations than in cases that only require a single investigation.

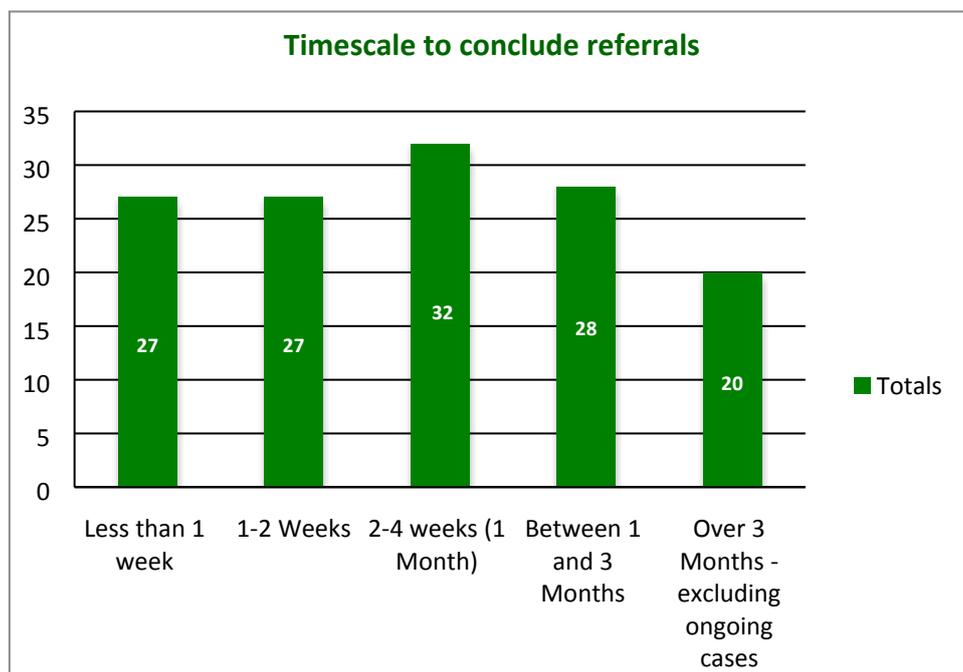
The graph below illustrates cases in respect of single verses joint investigation/involvement.



Timescales to Conclude Referrals

The statutory guidance requires that all notifications be resolved as quickly as possible consistent with a fair and thorough investigation. To this end, a key aspect to the role of LADO is to be involved in the management and oversight of cases being dealt with by agencies and organisations to ensure avoidance of unnecessary delays.

Working Together 2015 sets out the expectations that 80% of LADO cases should be resolved within one month of referral, 90% within three months, and all but the most exceptional cases, completed within one year. The graph below illustrates the timescales in which referrals have been concluded by the LADO.



In Bromley

64% / 134 of cases were resolved within one month.

85% / 134 of cases was resolved within three months.

15% / 134 (the most exceptional cases) to be closed were resolved within twelve months.

In some cases, the LADO may be unable to conclude the investigation and or involvement due to the following challenges:

- Joint investigations with the police generally take a longer time to reach an outcome as a result of the length of time a case may take to work through the criminal justice process to conclusion.
- Employers awaiting the outcome of a criminal investigation before being able to formally investigate under its disciplinary procedures.
- Practical considerations such as the unavailability of people including witnesses to an incident due to shift patterns; holidays; sickness.
- Delay in response from the subject of the allegation or where the subject is requesting more time to enable them have a representation from their union and or a registered body.

Outcome of referred cases:

No further action after initial consideration	
Being unfounded	15
Being unsubstantiated	66
Being malicious	1
Suspension	37
Dismissal	8
Cessation of use	15
Section 47 investigation	8
Criminal investigation	36
Disciplinary procedures	134
Criminal prosecution	0
Caution	0
Conviction	0
Acquittal	0
Referral to Barring Board	8
Inclusion on Barring List	N/A
Referral to regulatory body	13

Emerging Themes & Challenges

The level of notifications relating to Police Officers of nil for such a large section of the workforce dealing daily with children and young people often in challenging circumstances is

of note. This rate of reporting needs to be explored and understood with support provided to address any particular challenges and addressed in the action plan.

Although there have been no referrals recorded for 2017-2018 concerning Police staff. Within the 2017-2018 contacts/consultations concerning the Police, the LADO will like to note that the police have made more referrals to the LADO this year compared to previous years. There has being a much better contact from the police especially in the area of notifications.

The LADO received 4 referrals from the police although none of these referrals were regarding their own staff.

Actions from 2016/17

Most of the plans for the future set in the 2016/17 LADO action plans have being completed (4 out of 5 actions were completed as planned). This includes:

- The LADO agreed with members of the regional LADO's to form a sub audit committee to undertake peer audit. This was achieved and on the 26th of January 2018, the Croydon LADO came to undertake a peer audit with Bromley LADO. This provided an opportunity to compare similarities and differences especially in recording style as well as outcomes. Verbal feedbacks were shared and learning was undertaken both ways. From this audit as well as the general regional shared learning, since February 2018, the LADO has started to actively record all consultations whether they meet the threshold for a LADO involvement or not. Advice provided as well as general support is also recorded to this regard. This has provided a better reflection of the amount of work undertaken by the LADO in respect of contact with LADO.
- Continue awareness raising through Lunch time briefing and Multi Agency Partnership Events. This was achieved and continues to grow. As stated the lunch time briefing has become more popular and attendance rate has doubled over the last two years. The LADO has continued to liaise with agencies / organisations to promote the managing allegations procedure. Aside from the lunch time briefing, the LADO has conducted tailored training for specific groups such as fostering, health and churches in Bromley. As

stated earlier, the LADO has provided LADO training to about 400 staff in Bromley through the course of the year.

- The LADO held on the 23rd of April provided training specifically for churches in Bromley as there was a slight increase in the number of referrals from churches. It was apparent that the knowledge and awareness of designated leads was very limited and this gave rise to the need for LADO training just for this group.
- The LADO has liaised with designated leads for charities and is in the process of organising specific training targeted just for charities like in the case of churches.
- The LADO to attend team meetings within and outside of Children Social Care teams as well as quarterly meetings with heads of relevant departments to raise awareness and discuss best practice. This plan was also achieved and will remain a focus for the New Year. As planned, within LBB, the LADO has attended team meetings with fostering and meets bi monthly with the group manager of fostering for updates. The LADO has also arranged introductory sessions for new social workers as well as Step up Students where she has provided LADO briefings. The LADO has also provided the LBB Independent Reviewing officers with a LADO briefing session. Outside of LBB, the LADO has attended a school to provide a LADO briefing to designated leads. The LADO has also undertaken visits and provided updates to Meadowcroft Care home as well as Kent house hospital. Meeting with Health Designated lead.
- In September 2017, the LADO undertook a training session for a group of inspectors and leads within Bromley. The training was well received and special commendation was made by the organisers and attendees and shared with chief officers of the Council.

Regional & National networking.

The LADO is part of the regional LADO group which meets bi-monthly. The regional LADO group brings together all LADOs throughout London. The regional group continues to develop with its prime focus to ensure that practice and processes between London LADOs are consistent in complying with statutory guidance and the Pan London Child Protection Procedures.

Additionally, the forum is used to share information, best practice and lessons learnt from each other's professional experiences as well as learning from serious case reviews. This forum enables the identification of training needs and input into policy development at a local and national level.

Evidence of Impact/Effectiveness:

The response time in respect of consultations and dealing with notifications of allegations has improved and continues to be very positive.

The LADO continues to work hard to ensure that threshold is fully understood in respect of all consultations and referrals and this has a positive impact on the timeliness of how cases are dealt with within Bromley.

As a result of the ongoing going awareness raising, professionals who make referrals to LADO and or consult LADO appear to be clearer on recommendations and actions needed to address allegations.

There also appears to be more clarity on what needs to be referred as an allegation and what needs to be referred as a consultation and or concerns.

There is also an increase in the number of consultations which has an impact on the number of referrals (not all consultations require a referral). More agencies are seeking advice and support in a timely manner and as such matters are being addressed before they escalate to full blown allegations.

following the meeting with the meeting with the Head Nurse/Designated Nurse Safeguarding Children on the 15th of January 2018, there has being an increase in the contact and notifications from health colleagues and the LADO maintain regular updates which has been positive.

As at the time of writing this report, there are no outstanding referrals and or consultations awaiting a response from the LADO.

Conclusion

The LADO is positive about the year so far and the year ahead . The increased/timely level of response to LADO response in regards to allegations and enquiries has been acknowledged by many professionals internally and externally. It has been another successful year for the LADO service and it continues to establish itself within the safeguarding network in Bromley and is seen as a positive and supportive provision. Professionals have feedback the benefits of learning and knowledge acquired as a result of working with LADO.

In addition to increasing awareness within the professionals and organisations in Bromley, the Service has expanded its sphere of influence and works with service providers and partner agencies to address not just issues of potential harm to children and young people but also to improve the standard of care enjoyed by the children of Bromley.

However, despite the progress and achievement made this year, the LADO acknowledges that there is still more work to be done and more sectors to reach within Bromley. More collaborative work needs to be done with health, the police and voluntary organisations. This can be achieved by going out directly to meet with heads of these sectors through the course of the year.

The LADO recommends that the the information and details provided within this report is noted and that partners ensure that their respective services are aware of the LADO function and if not, arrange for the LADO to attend key forums within their various departments and organisations.

Areas for Development during 2018-19

Action	Lead	Timescale
Maintain a full and active participation in the Pan London Regional LADO Network to ensure Bromley's practice is consistent with other London Borough's in the application of national guidance. This will also prevent duplication of work in developing policies, procedures and	LADO	Bi-monthly

training briefings.		
Future reports to include the average time for a case to proceed to court	LADO	September 2019
Work with the London region to develop a common LADO data set that will assist us locally in reviewing our thresholds and identify any significant differences between us and other London Boroughs and trends in respect of referrals/consultations and Investigations. This is already being complied		December 2018
Keep under review bi-annually the LADO information on the Safeguarding Board Website	LADO	Six monthly
Liaise with Police to consider nil return of LADO referrals in the last 12 months	LADO	November 2018
Undertake an audit to review the number of cases where allegations are not substantiated	LADO	November 2018
Expand the database to include an expanded range of performance information	LADO and Business Admin Support	January 2019
The LADO Policy and Procedures to be reviewed and revised in accordance to changes to Working Together 2018 and Keeping Children Safe in Education 2018	LADO	October 2018
Establish a database of all education providers in the borough and provide each with information about Keeping Children Safe in Education 2018 and the Bromley LADO system	Education Safeguarding Senior Practitioner	October 2018
Review links to all faith groups	LADO /BCSB	

Rita Dada

Local Authority Designated Officer for Bromley