



Bromley Safeguarding
Children Partnership

Local Authority Designated Officer Annual Report

Executive Summary

April 2020 to March 2021

All organisations that provide services for children or provide staff or volunteers to work with or care for children, should operate a procedure for handling allegations that is consistent with Pan London Safeguarding Children Procedures and Working Together to Safeguard Children 2018.

The national requirement for Local Authorities to appoint a designated officer (LADO) to manage allegations against adults who work with children is outlined in Working Together and in Safeguarding Children and Safer Recruitment in Education.

The LADO responsibility sits within the Children, Education and Families Directorate in Bromley Council. Gemma Taylor is employed on a full-time basis and has overall responsibility for discharging the duties of the LADO. The LADO reports to Stuart Hills, Head of Service of Quality Improvement.

The role of the LADO is to:

- Provide advice and guidance to employers and voluntary organisations
- Liaise with the police, children’s social care and other relevant agencies.
- Monitor the progress of cases to ensure that they are dealt with as quickly as possible, consistent with a thorough and fair process.

Every agency that works with children and young people should have a Designated Officer whose job it is to liaise with and refer to LADO.

The LADO should be alerted to 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.
- Behaved towards a child in a way that indicates they may pose a risk of harm to children.

SOURCE OF REFERRALS

Referrals and consultations come from a range of agencies. Most referrals have been from education, early years, and social care. Training and awareness of the LADO role have been focussed on these agencies within the year as well as with faith groups and health agencies. The data highlights the need for the LADO in the coming year to continue to work with the Bromley Safeguarding Children Partnership in improving awareness and links within Police and Health but also the voluntary sector.

2020/21	Contacts	Consultations	Referrals
Number of allegations referred to LADO	228	112	116

CONCLUSION AND SUMMARY

The number of referrals which met threshold for harm is higher than last year, where out of 197 contacts only 98 met threshold for a referral. Of the 116 2020/21 referrals, 56 were substantiated, 29 were unsubstantiated, 24 unfounded, 3 false and 4 are ongoing. There was no evidence to support allegations deemed malicious. 12 of these cases were referred to regulatory bodies, agency unions or sporting bodies.

The activity report attached below offers oversight of our LADO service. This report includes recommendations and areas for focus to continue to improve our service during 2021-22.



Bromley Safeguarding
Children Partnership

Local Authority Designated Officer Activity Report

April 2020 to March 2021

INTRODUCTION

This report is written to provide an overview of the activity of the Designated Officer (LADO) for the period April 2020 – March 2021 in managing allegations against people who work or volunteer with children and are therefore in a position of trust.

Nationally, all agencies and settings that provide services or staff working with children are required (under statutory guidance – *Working Together to Safeguard Children, 2018*), to have clear procedures for responding to allegations against staff, whether they are paid or voluntary, such as sports clubs and associations. Within education services, additional guidance '*Keeping Children Safe in Education 2018*' outlines specific requirements considered when managing allegations against staff working in educational settings. The requirements of the LADO process are set out in the London Child Protection Procedures and Practice Guidance and are followed by all London boroughs.

The management of allegations should be seen in the wider context of safer employment practices, which has three essential elements:

- Safer recruitment and selection practices
- Safer working practices
- Management of allegations or concerns

This report will primarily focus on the third element, but this activity should be seen in the wider context of the BSCP's work in respect of safer recruitment, employment and guidance to support safer working practices across the children's workforce and within the private and voluntary sectors.

When an allegation is made against a professional, the safety of the children with whom the professional comes into contact is the priority. Employers, however, have an additional duty of care towards their staff and therefore the complexities involved in responding to such allegations require balance and careful judgement to ensure risk and support are measured at both levels. The LADO supports this process through advice on thresholds at the stage of notification; mediation with colleagues in other agencies, providing a proportionate response to investigations; guidance on individual risk management including careful consideration of whether suspension of the staff member might be necessary, or temporary adjustments to their duties/role; and support in the analysis of information and evidence gained as investigations progress, to ensure risks are responded to and appropriately concluded.

LADO work is not restricted to allegations against adults whilst working in a professional capacity with children. If there are concerns that a professional has harmed their own children or other children in the community, it may be necessary and proportionate to undertake enquiries and share information with the employer, HR, police, social care, and other relevant parties to form a judgement as to whether they are suitable to continue to work with children. There are also times when people may be out of work, but pose a risk of harm, because of their past employment with children, which has given them credibility with families.

This report provides detail of allegation activity notified within Bromley during the period April 1st, 2019 to March 31st, 2020. The report will also seek to identify trends and issues

affecting the children's workforce relating to the management of allegations. It is written to provide statistical data for the BSCP and partner agencies on the number, nature, investigation process and outcome of allegations which are considered to meet threshold.

ROLE OF THE LADO

The Local Authority Designated Officer (LADO) is responsible for the management and oversight of all investigations into allegations of abuse against people who work and volunteer with children. Working Together states that organisations and agencies working with children and families should have clear policies for dealing with allegations against people who work with children. Such policies should make a clear distinction between an allegation, a concern about the quality of care or practice or a complaint. An allegation may relate to a person who works with children who 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.
- Behaved in a way towards a child that indicates they may pose a risk of harm to Children.

In addition, the London Child Protection Procedures, revised in 2018, add the following:

- Has behaved in a way in their personal life that raises safeguarding concerns. These concerns do not have to directly relate to a child.
- As a parent or carer, has become subject to child protection procedures.
- Is closely associated with someone in their personal lives (e.g. partner, member of the family or other household member) who may present a risk of harm to child/ren for whom the member of staff is responsible in their employment or volunteering.

The Designated Officer (LADO) is responsible for:

- Identifying the level of concern, this may be explored through an Evaluation Meeting where there is disagreement.
- 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 timely proportionate, thorough, and fair 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.

SERVICE STRUCTURE

The LADO line manages the Education Safeguarding Officer (ESO) and continues to be instrumental in supporting the development of the ESO role during the year providing a link between social care and education. The ESO role has identified an increase in concerns around bullying of children, inappropriate online activity, and transferrable risk cases which

often lead to LADO referrals, for behaviour in a professional's personal life. Connections with the Multi Agency Safeguarding Hub (MASH) have improved throughout the year, with the ESO now attending the MASH daily briefing meetings twice weekly to support the triangulation of information about young people and schools being reported to the MASH, while bespoke training is now under development for Education staff who would visit children and families in their homes to improve their awareness, curiosity and impact in supporting professional networks with the safeguarding of vulnerable students.

Considerable improvements in reporting and capturing data have been possible in this reporting period following the appointment of a LADO Business Support Officer. This appointment has enabled us to implement several essential strategies, including an effective LADO tracker, which is now used to capture, chase, and report the number of referrals and consultations to ensure timely responses and outcomes are maintained. This appointment has also ensured that the LADO is better able to give the timeliest responses and Allegations against Staff and Volunteers (ASV) Meeting Minutes are drafted for approval within 24 hours.

ACTIVITY AND PERFORMANCE DATA

The number of contacts to the LADO service for consultation and allegation management support remains high. Between April 2020 and the end of March 2021, the LADO recorded 228 allegations against the children's workforce (including volunteers) in Bromley referred to as Contacts. A LADO contact is defined as any information received that required an initial evaluation and/or further research to determine if the issue falls under the managing allegations procedure.

The LADO must consider concerns against threshold criteria, namely:

1. Harm has occurred or there is a risk of harm
2. Serious concerns regarding conduct which could lead to harm
3. The conduct falls below standards expected
4. The standard of care falls below that which is expected.

Of the 228 contacts made to LADO, 116 reached threshold for a Referral, meeting the criteria points 1. & 2. above, however, many of the other Contacts, referred to as Consultations, points 3. & 4., of which there were 112. These Consultations mainly relate to staff conduct issues which, on consultation, are designated as below the allegation threshold or unlikely to result in a S47 investigation but can refer to the safety and welfare of children and are passed back to employers to manage as practice or professional capability issues. They may also constitute historical matters where staff are no longer working within the children's workforce or could relate to matters of policy guidance, safer recruitment etc.

Examples of consultations could include contact from Ofsted about concerns within schools, notifications about children experiencing extreme bullying, serious health and safety incidents in regulated provisions, LADO referrals which after investigation must be referred on to the ESO, another local authority, and/or historical allegations within which we are unable to identify the professional etc. These matters can impact on the safety of children and the reputation of the school, BSCP and Council.

The LADO continues to track and record not only referrals but also all consultations between the LADO and relevant agencies. The categorisation of a piece of work as a 'consultation' is

deceptive and may suggest lesser input from the LADO. However, many consultations require considerable follow-up from the LADO beyond the initial contact.

Upon determining that LADO threshold of harm has been met, a decision is made as to whether an Allegations against Staff and Volunteers Meeting (ASV) needs to be convened. These are carried out as indicated in Working Together to Safeguard Children 2018, and the Department of Education Statutory Guidance, Keeping Children Safe in Education 2018. The London Child Protection Procedures also guide LADO practice.

The meetings draw together and co-ordinate three strands of enquiries through:

- The police in relation to possible criminal matters.
- Social care in relation to the needs of any child or young person.
- The employer in relation to disciplinary and employment matters, including support to the adult about whom the allegations have been made.

2019/20	Contacts	Consultations	Referrals
Number of allegations referred to LADO	197	99	98
2020/21	Contacts	Consultations	Referrals
Number of allegations referred to LADO	228	112	116

BREAKDOWN REFERRALS FROM AGENCIES/SECTORS

Agency	Referrals 2019/20	Referrals 2020/21
Early Years	16	8
Schools/Colleges	45/3	36/1
Ofsted	3	2
Foster Carers: Bromley/IFA's	1/5	1/3
Health/LAS	9	12
Transport	3	1
Police/Probation Service	1	9
Social Care	4	28
Residential Units	2	3
Faith Groups	1	2
Sports Groups/Leisure/Holiday Play Schemes	4	5
Scouts	1	1
NSPCC		4
Total	98	116

It is unsurprising that the staff most likely to have allegations made against them will be those working with children directly for significant periods of the day and often they have experienced multiple challenges. For these staff, the need to understand and work within the basic procedures of professional safe working practice is crucial to protect both children and staff. It is also important that all staff working with children know that they will be subject to

safeguarding procedures (without prejudice) should an allegation be made against them, in the interest of keeping children safe. The LADO provides regular Managing Allegations training throughout the year to support the development and upkeep of safe practice in responding to Allegations against professionals. **See section under Training and Awareness Raising for more details.**

ALLEGATIONS BY CATEGORY

LADO referrals are categorised in line with DfE data collation descriptors. This is a crude tool for complex dynamics and is only an indicator of potential harm. At the point where an allegation is made, motivation and context for the action may not have been established.

Nature of Allegation	Abuse/Behaviour Type 2019/20	Abuse/Behaviour Type 2020/21
Physical Abuse	39	36
Sexual Abuse incl. Grooming and/or Online	13	14
Emotional	9	2
Neglect/Failure to follow Protocol	6	29
Professional Conduct	27	25
Risk by Association	1	5
Standards of Care		5
Total	98	116

Physical abuse remains the largest proportion of alleged abuse due to the nature of interaction required between teaching staff and early year's practitioners towards children. There may be a need for the use of restraint on a child who is deemed to be placing themselves or others at risk due to their exhibiting behaviour. During the restraint, the child may make an allegation which could be due to being unintentionally hurt in the course of being restrained. It is for this reason that schools ensure that staff are fully equipped and understand the guidance in place if it is deemed that the use of restraint is required, and appropriate training is provided.

There has also been an increase in staff failing to follow protocol, this may be attributable to having to adopt new ways of working practices considering the impact of the pandemic in relation to online teaching.

Once it has been established that the allegation is not of a criminal nature, or the criminal investigation has been completed, the LADO will advise and guide employers in conducting their own Internal Management Investigation (IMI). During this process issues considered would include:

- What and when to disclose details of the allegation and to whom
- Guidance throughout the Investigation Process
- Ensuring Employers evidence their Duty of Care towards staff
- Ensuring as much as possible a fair and transparent process
- Ensuring a timely and proportionate response

INITIAL EVALUATION MEETINGS (IEM) AND ALLEGATIONS AGAINST STAFF AND VOLUNTEER MEETINGS (ASV)

Initial Evaluation Meetings (IEM) and Allegations against Staff and Volunteer Meetings (ASV) have also increased significantly during this reporting period with a total of 148 virtual ASV Meetings, 66 initial and 82 review meetings held. LADO is increasingly holding more meetings where threshold is met particularly where there is a high level of complexity in a case such as multiple suspects and/or multiple victims. This not only builds relationships and trust but also increases challenge from the LADO in holding organisations accountable for their activities in conducting robust investigations when allegations are made against staff/volunteers. This also provides a mechanism for LADO to be accountable for challenge and increasing understanding of rationale for decisions being made.

Although not every case requires a multi-agency meeting, where these do need to take place the move to conducting these virtually has positively impacted on the attendance of professionals who can now log onto a virtual meeting via MS Teams/Skype/Conference Calls etc. without incurring additional travel time.

OUTCOME OF ALLEGATIONS

The Department for Education has defined outcomes within four definitions – Substantiated, Unsubstantiated, Unfounded, False, and Malicious. The LADO is required by guidance to collate information on allegation outcomes within these definitions.

Substantiated means there is sufficient evidence to prove the allegation, or it has been admitted; **Unsubstantiated** means there is insufficient evidence to either prove or disprove the allegation. The term, therefore, does not imply guilt or innocence; **Unfounded** means there is no evidence or proper basis which supports the allegation; **False** means there is sufficient evidence to disprove the allegation; and **Malicious** means there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive.

We must be mindful when considering these statistics that any adults deliberately intent on harming children are 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 and that many children do not have a voice either due to their young age or communication difficulties, and these are our most vulnerable children. The LADO’s starting point is that children’s allegations are believed, and investigations are conducted from this starting point.

Outcome of Allegations/LADO Findings	Total 2019/2020	Total 2020/2021
Unsubstantiated	47	29
Substantiated	36	56
Unfounded	11	24

False		3
Ongoing	4	4
Total	98	116

There has been an increase in Substantiated LADO outcomes and a decrease in Unsubstantiated LADO outcomes. This change on the most part, is due to a higher level of scrutiny in the quality of investigations, increased use of CCTV footage, and a concerted effort to reduce the number of Unsubstantiated LADO outcomes due to the unsatisfactory nature of not being able to prove one way or another the outcome of an allegation of harm against a child. In addition, the LADO produced a guidance document for employers during this reporting period to assist with completing Internal Management Investigations and a LADO threshold document to aid professionals in their critical thinking of criteria and outcomes.

The 4 current ongoing cases continue to be under police investigation, mainly due to the time it takes to complete forensics and downloading evidence from electronic devices seized from alleged suspects.

LADO work saw 2 successful criminal convictions of adults in this reporting period and advised 3 referrals to the Disclosure and Barring Service (DBS).

12 cases were referred to other regulatory bodies such as the Teaching Regulatory Authority (TRA), Sporting Bodies regulating Football, Swimming and Cricket, and we are awaiting Crown Prosecution Service (CPS) decisions on 4 cases. Awaiting CPS decisions can be another cause of delay to achieving a final LADO outcome of a small number of referrals.

Below is a graph showing a breakdown of the 12 referrals to regulatory bodies, this is a significant decrease from the previous year. It is difficult to determine why this might be the case, however, it is suspected that with an increase in Substantiated referrals, also comes an increase in better understanding of risk and therefore the management of that risk without having to refer on. It is also the case that there were lengthy periods of time during the year when social restrictions prevented grassroots activity of children in their usual sporting and other activities.

Breakdown of Agency	Total 2019/2020	Total 2020/2021
Health Governing Bodies e.g. NHS England	2	0
Sporting Governing Bodies e.g. Football Association, English Cricket Board, British Gymnastics	2	5
Music Governing Bodies e.g. Bromley Youth Music Trust	1	1
Ofsted	4	2

DBS	8	3
Teaching Regulatory Agency	4	1
Totals	21	12

It is important to note that the procedures require an automatic referral to the DBS when an employee resigns during an investigation so some of the above data refers to those circumstances and not necessarily when an allegation of harm has been substantiated. The LADO is not informed of the outcome of referrals to the DBS, and which referrals reach the threshold for the Barred List.

LADO liaison with Ofsted has continued to strengthen in this reporting year. This relationship has been positive for both Ofsted and LADO and often LADO's views are sought during Ofsted consideration for emergency inspections or in the timing of scheduled Inspections. Please note that the above figures do not relate to the number of LADO referrals where Ofsted are involved, which is a considerable number, this is only where LADO has had to refer when the organisation hasn't already done so or when high levels of risk are determined, and Ofsted involvement is crucial.

It is also suspected that better understanding of the LADO role has meant that employers are referring to their governing bodies themselves rather than waiting for LADO to do this. As a result, the governing body has often already had notification of an allegation at the point of referral to LADO. This is a significant achievement in promoting the LADO and ESO profile amongst employers.

TIMESCALES TO CONCLUDE REFERRALS

Working Together to Safeguard Children 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 the 20/21 reporting year.

Whilst investigations are undertaken by employers, the police and any responsible agency or body, the LADO manages and monitors the investigations to ensure fairness and thoroughness and to challenge where and when required.

It is also the responsibility of the LADO to provide timescales and guidance and although several sectors can work within these timescales, some sectors still struggle to meet deadlines for various reasons. The Covid 19 Pandemic also affected this data.

Timescales	Totals 2019/20	Totals 2020/21
1 Month	45	50
1 -3 Month	33	42
3 - 6 Month	5	15

6 - 9month	3	5
9 -12 month	0	0
12 month +	8	0
Ongoing	4	4
Total	98	116

The response time in respect of responding to consultation and referrals providing advice and support and responding to referrals of allegations remains positive. Overall, we have completed almost 80% referrals completed within 1-3 months.

One area of difficulty is the amount of time it takes for the Police to investigate adults who have been subject to allegations of child sexual abuse. Police report that, on average, it can take up to a year or longer to prepare their case and obtain a decision from the Crown Prosecution Service. Because of this delay, both the child making the allegation and the adult/s requiring justice, experience delay. The person against whom the allegation has been made will often not be able to work during this time and some have reported to have suffered family problems and mental health difficulties during this time. The Employer can also experience frustration and resource issues whilst the employee remains suspended, commonly on full pay. Where the LADO process is stalled, with employers having to wait for the Police to complete their interventions before other investigations can progress can mean delay in reaching closure, i.e. disciplinary procedures, Standards of Care Assessments, referrals to governing bodies etc.

TRAINING AND AWARENESS RAISING

The LADO has continued to seek to provide information and learning to all partners. This has included the delivery of sessions to the NHS England and the South East London CCG meetings to raise the profile of the LADO within the health economy, along with advice around what constitutes a referral to the LADO and LADO processes.

The LADO had planned twilight sessions that would have been delivered in a range of community settings to build the reach of the LADO more broadly to community organisations, including local sports organisations. It continues to be a challenge locally to form LADO links with the broader voluntary umbrella of organisations that provide services to children. Unfortunately, the growing difficulty towards the end of the reporting year associated with the pandemic meant that these plans had to be put on hold and continued throughout this reporting period.

LADO briefings undertaken over the last year 2020/2021:

- 9th October 2020 – All agencies
- 27th October 2020 – NHSE/CCG re: KHH
- 4th November 2020 – KHH
- 7th January 2021 – All Agencies
- 26th January 2021 – NHSE/CCG re: KHH
- 24th March 2021 – All Agencies

Although the Covid-19 pandemic has not significantly impacted on the LADO role, the briefings have continued online and have been well attended. However, challenges experienced have included virtual delivery and IT difficulties associated with this, while the necessary secondment of staff from our Workforce Development section to respond to the Covid pandemic meant that the LADO no longer had a dedicated member of staff to cover advertising, technical support and collation of feedback from participants.

EMERGING THEMES AND CHALLENGES

Some emerging themes worth noting are the challenges in respect of the ongoing issue around referrals and notifications from the police relating to Police officers. There has been an emerging relationship with the Independent Office for Police Conduct (IOPC) which replaced the Independent Police Complaints Commission (IPCC). This remains a national LADO challenge and LADO's continue to work together to look for more effective ways of addressing this as a collective body.

The second ongoing theme is in respect of managing allegations in respect of individuals and or charities that are not registered with regulated bodies. I.e. independent tutors, sports coaches, churches, unregulated children's residential units etc. LADOs in general (regional and national) find it challenging when individuals or charities undertake activities with children and are not regulated by any 'Body' that they are accountable to, especially if the allegation is against the manager or leader of the group.

The exact numbers of unregistered organisations are unknown and such individuals will only come to light when an allegation is made. Such individuals use church halls and school halls and/or their homes to deliver such services.

The LADO continues to encourage schools and churches to speak to parents about the need to ensure that the adults employed privately to work with their children are safe adults and that the required checks are done.

According to the LADO procedures, when an allegation is made against an individual working with children, the LADO will liaise with their employer and manager and in cases where the allegation is made against the manager, the director, and chair of trustees and/or regulatory body will work with the LADO to manage the allegation. However, with charities and individual led companies, this becomes a challenge. The LADO must be creative in seeking multi agency support and/or involving the DBS if the allegation meets the threshold.

Covid related challenges have included increased stress levels resulting in Mental Health issues increasing for both employees/volunteers and children, requiring increasing levels of evidence from the employer in relation to their duty of care obligations.

In addition, online teaching has illuminated various issues in relation to how teachers communicate with children within online platforms where guidance and policies had yet to be developed regarding appropriate communication practices. This in turn has increased employee vulnerability to having allegations made against them which has resulted in specific guidance and support to teachers in managing this safely.

Keeping Children Safe in Education guidance for Schools has also had an impact on LADO and the ESO role. The section in relation to Transferable Risk around risk factors such as Domestic Violence or other concerns raised in an employee's personal life has helped to raise awareness within Education as to how these concerns can bring into question an employee's suitability to work with children to the fore.

WIDER LADO NETWORK

The Bromley LADO is a member of the Regional London Network. The Regional LADO's have a bi-monthly meeting where best practice is shared and case work experiences as well as reviewing interfaces and cooperation across boroughs, including identifying themes and emerging patterns.

The regional group continues to develop with its prime focus of ensuring that practice and processes between London LADOs are consistent in complying with statutory guidance and the Pan London Child Protection Procedures.

This offers significant opportunities to compare and benchmark thresholds and levels of intervention, draw on the experience of others, and consider alternative approaches as evidenced in the benchmarking above. The Group also meets regularly with members from a variety of stakeholders.

CONCLUSIONS

The LADO is focussed on the steps needed to work with the Local Authority on the road to excellence and is positive about the year ahead. It has been a very productive 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 continue to feedback the benefits of learning and knowledge acquired because of working with the LADO.

With the progress and achievement made this year, the LADO acknowledges that there is still ongoing work to be done and more sectors to reach within Bromley such as newly employed staff in organisations as well as Designated Safeguarding leads in schools and charities. More collaborative work needs to be done with the police and voluntary organisations.

The LADO recommends that 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 or for their staff to attend the regular LADO training.

REVIEW ACTIONS FOR 2020/21 WITH UPDATES

- Review of LADO Business Support to obtain dedicated service to improve LADO response to enquiries, referrals, distribution of minutes and data collection.

Update: Achieved

- Continue to disseminate LADO procedures, processes and thresholds through regular training sessions, contribution to inductions and attendance at various service meetings. With particular focus on R&A, Schools, Nurseries, and Frontline.

Update: Achieved throughout this reporting year in multiple ways, through Briefings, training, ESO work, promotional work, updating BCSP website, Education Matters website etc.

- Revise and update the LADO referral form for professionals.

Update: Achieved

- Development of a leaflet explaining LADO role and procedure for parents and carers, Staff & Volunteers.

Update: Achieved

- Seeking out various ways of engaging Charities/Voluntary Agencies and self-employed staff.

Update: Not Achieved and requires further work

- Continued attendance at monthly MAPPA meetings.

Update: Achieved and Ongoing

- Continued attendance at the bi-monthly London LADO Group.

Update: Achieved and Ongoing

- Continued attendance at the NHSE/CCG Meetings.

Update: Achieved and Ongoing

- Active review and update of LADO information and documents on the BSCP website.

Update: Achieved and Updated as required

- Increase the timeliness of referral outcomes.

Update: Remains the same and requires further work

- To continue to participate in the developing of effective data recording systems linking up the LADO spreadsheet/Carefirst/Liquid Logic and management of the shared LADO drive.

Update: Achieved – new challenge is the transition from Care First to Liquid Logic which has not yet been consolidated. It however should be noted that a lot of meetings have taken place during this reporting year to look at the new system and consider how workflows need to be designed to support LADO processes.

- Continue to support and develop the Education Safeguarding Officer's role in liaison with the Education Department's objectives.

Update: Achieved and Ongoing

- The Annual Report for 2020/21 to include benchmarking data agreed by the National LADO Network.

Update: This is currently being collated with submissions being made by 24th September 2021.

ACTIONS FOR 2021/22

The following are priorities during the 2021/22 year that the LADO will be progressing:

- Contributing Bromley data for the regional benchmarking exercise and using this to analyse any differentials between our approach to LADO and that of other London based LADOs.
- Should Covid restrictions ease sufficiently, the development of twilight briefing sessions for local voluntary organisations and sporting bodies will be launched.

- The LADO will attend DSL forums to deliver a LADO briefing and explore significant amendments to the statutory guidance contained in Keeping Children Safe in Education that relates to LADO consultation.
- The LADO and Quality Improvement service will audit application of threshold to ensure this is always applied well with timely outcomes achieved.
- The LADO aims to improve to 90% the conclusion of LADO referrals within 1 to 3 months and increase the conclusion of LADO referrals in up to 1 month to 60%.
- The LADO will continue contributing to the regional and national network to seek progress in stubborn problems such as the lack of referrals of Police Officers.
- The LADO will continue to support and develop the Education Safeguarding Officer's role in liaison with the Education Department's and Children's Social Care Division's objectives.
- The LADO will continue to disseminate LADO procedures, processes and thresholds through regular training sessions, contribution to staff inductions and attendance at various service meetings both within Children's Social Care and with external partners.