

Local Authority Designated Officer Annual Report

April 2022 – March 2023

Contents

1.	INTRODUCTION.....	3
1.1	LEGISLATIVE FRAMEWORK OF THE LADO ROLE.....	3
1.2	GENERAL OVERVIEW AND THE ROLE OF THE LADO	4
2.	EXECUTIVE SUMMARY.....	6
2.1	WHAT WAS DONE WELL/ SUSTAINED CHANGES	7
3.	ACTIVITY AND ANALYSIS	8
3.1	DATA INFORMATION ON REFERRALS AND NOTIFICATIONS.....	9
3.2	ALLEGATIONS AGAINST STAFF AND VOLUNTEERS MEETINGS APRIL 2022 TO MARCH 2023	15
3.3	REGIONAL AND NATIONAL NETWORKING	18
3.4	AWARENESS RAISING/ TRAINING	18
4.	UPDATE ON AREAS OF DEVELOPMENT FOR 2021- 2022	19
5.	PRIORITIES FOR 2023- 2024	19
6.	CONCLUSION	20

1. INTRODUCTION

This is a report for the Surrey Safeguarding Children's Partnership which presents an overview of the work carried out by the Local Authority Designated Officer (LADO). The scope of the report pertains to allegations made against adults aged 18 and above, who have been working in either a paid or unpaid capacity with children in Surrey. The timeframe covered in this report is from 1st April 2022 to 31st March 2023.

The primary objective of this report is to provide essential information and pertinent data regarding the activities undertaken by the LADO during the specified period. It aims to shed light on the LADO team's ongoing role and structure while emphasizing the guidance that governs their responsibilities. For in-depth guidance on this role, readers are encouraged to refer to the Surrey County Council (SCC) LADO procedures.

1.1 LEGISLATIVE FRAMEWORK OF THE LADO ROLE

The LADO legislative guidance and procedure for handling allegations is consistent with the guidance in "Working Together to Safeguard Children", (HM Govt) in 2010 and is referenced in subsequent revisions (last updated July 2022) and the "London Children Safeguarding Procedures" 7th edition, 2022 and reflected in the SCC procedures. The legislative framework is also reflected in the Children Act 1989 and the Children Act 2004, Chapter 7 of the London Safeguarding Children Procedures, (7th Edition 2022).

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 members and adults in positions of trust, whether paid or voluntary.

Within education services, additional guidance - Keeping Children Safe in Education (last updated March 2023) 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 (updated 2018) that further informs specific circumstances, which would lead to disqualification from work within defined sectors of Early Years and Education services.

This guidance outlines the requirement of the LADO to oversee the effectiveness, transparency, and record retention of the process, not only in terms of protecting children, but also ensuring staff subject of an allegation are treated fairly and the response and subsequent action is consistent, reasonable, and proportionate.

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 ensuring staff subject to allegations are treated fairly. In Surrey County Council, there is a team of three permanent LADO's overseen by the LADO Manager and Safeguarding Partnership Coordinator. The functionality and update around the team is set out in more detail in section 1.2 in the report.

1.2 GENERAL OVERVIEW AND THE ROLE OF THE LADO

All organisations which have employees or volunteers working with children (people in positions of trust) should have clear and accessible policies and procedures, consistent with these London Safeguarding Children Procedures, which explain what should happen when allegations are made about the behaviour of a member of staff or volunteer.

Keeping Children Safe in Education updated in September 2021/22, sets out the legal duties educational establishments must follow to safeguard and promote the welfare of children and young people. It includes guidance around the management of allegations against the children's workforce.

The detail of the procedure followed by Surrey County Council LADO's and the national LADO body in the UK, to manage allegations against people who work with children is contained within the London Safeguarding Children Procedures: [London Child Protection Procedures \(londonsafeguardingchildrenprocedures.co.uk\)](https://londonsafeguardingchildrenprocedures.co.uk). Also available on Surrey County Council LADO policy and procedure from the Childrens Safeguarding Partnership website all updated in April 2022.

Local authorities should identify a senior officer who has overall responsibility for ensuring that allegations are responded to appropriately and that any difficult interagency issues are effectively resolved. Local authorities should have a LADO who will be involved in the management of individual cases, provide advice and guidance to employers and voluntary organizations, and liaise with police and other agencies. Also, employers in each agency should designate a senior manager to whom allegations or concerns should initially be reported.

Rita Dada is the Manager for the LADO service and Louise Ali, Amanda Hitchcock, Nicola Taylor, and Pollyanna Weston and Rachel Fattore are the LADOs for the county. Pollyanna and Rachel job share and are currently on secondment to the service for a Fixed term one year post. There are four full time equivalent (FTE) LADO positions in the service.

The LADO plays a crucial role in offering advice and guidance to employers or voluntary organizations when faced with an allegation against a member of staff or a volunteer. In this capacity, the LADO collaborates with various agencies, including the police, Ofsted, and regulatory or professional bodies, ensuring a consistent approach in handling referrals.

One of the LADO's key responsibilities is to ensure that organizations conduct prompt thorough and equitable investigations into allegations. They oversee the investigative process from start to finish, ensuring that it is carried out in a fair and timely manner.

The LADO provides valuable advice and guidance to employers concerning the appropriate referral procedures to external bodies such as the Disclosure and Barring Service (DBS) and regulatory bodies like Ofsted, the General Medical Council (GMC), and the Teaching Regulatory Authority (TRA) when necessary. This helps ensure that safeguarding concerns are appropriately addressed with the relevant authorities.

The LADO service will chair Allegations against Staff and Volunteer (ASV) meetings and establish an agreed format to an investigation, whilst facilitating resolution to any inter-agency issues. It is important to be aware that LADOs do not carry out investigations into allegations – responsibility for the investigation remains with the employer (or whoever is commissioned by the employer to investigate the process) and/or the police.

The LADO can provide advice and, where necessary, co-ordinate the process. The LADO is also responsible for ensuring an appropriate outcome is reached and recorded. Where it is not straightforward to establish which organisation should lead an investigation, for example, where responsibility may be shared between an employment agency and the organisation where the person was working, the LADO will also provide advice regarding which organisation is best placed to lead the investigation.

It is the responsibility of the LADO to provide liaison with other local authority LADOs where there are cross boundary issues. Following the recent failings identified in three Doncaster residential homes, the Child Safeguarding Practice Review panel Phase Two report highlighted the need to strengthen cross border working in relation to information sharing.

The LADO service collects strategic data and maintains a confidential database in relation to appropriate recording and tracking of allegations.

The LADO Service disseminates learning from LADO enquiries/updates throughout the children's workforce and wider safeguarding forums with relevant partners. The LADO will attend children's social care and police strategy meetings where there are concerns regarding members of the children's workforce.

The LADO procedures should be applied when there is an allegation that any person who works with children, in connection with their employment or voluntary activity, 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.
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children.

AND OR

- Has behaved in a way in their personal life that raises safeguarding concerns. These concerns do not have to directly relate to a child but could, for example, include arrest for possession of a weapon.
- 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/volunteering.

In all cases that meet the threshold, the LADO will consider:

- Any Safeguarding issues.
- 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.

It is important to note allegations can be made in relation to physical chastisement and restraint but can also relate to inappropriate relationships between members of staff and children or young people, for example:

- having a sexual relationship with a child under 18 if in a position of trust in respect of that child, even if consensual (see ss16-19 Sexual Offences Act 2003);
- 'Grooming', i.e. meeting a child under 16 with intent to commit a relevant offence (see s15 Sexual Offences Act 2003). Other 'grooming' behaviour giving rise to concerns of a broader child protection nature e.g. inappropriate text / e-mail messages or images, gifts, socialising etc. Possession of indecent photographs / pseudo-photographs of children.

Also worth noting is the that where allegations are made against a 16- or 17-year-old who has been put in a position of trust by an organisation in relation to anyone under the age of 18. For example, where they might be involved in coaching a sport or in other school or out of school activities.

Consideration should be given where a person in a position of trust behaves in a manner that would satisfy the listed LADO criteria, but the subject of their behaviour is over the age of 18 (e.g. a teacher engaged in a sexual relationship with an 18-year-old student in year 13). If there are grounds to believe that the behaviours commenced prior to the subject becoming 18 and / or that the adult had “groomed” the subject prior to their 18th birthday, then these procedures should be followed. If there are no grounds to believe that these behaviours commenced prior to the subject becoming 18, then consideration should be given as to whether the person in a position of trust has breached their agency’s code of conduct.

2. EXECUTIVE SUMMARY

Throughout this reporting year, the LADO service has experienced a notable surge in the volume of referrals and consultations received, marking the highest number in the service's history.

A total of 4,113 contacts, which include both consultations and referrals, were made to the LADO service. Professionals continue to be the most significant source of referrals; however, there has been a notable increase in parental contacts either directly or through regulatory bodies like Ofsted. This suggests that parents and the public are becoming more aware of the LADO service and its role in safeguarding children.

Breaking down the contacts, there were 731 referrals, which is a hundred more than the previous year, and 3,382 consultations. This increase reflects increasing demand when compared to the 3,003 consultations and referrals received in 2021/22 and the 2,290 received in 2020/2021. The post-Covid period and the growing awareness of the LADO's role have contributed to this rise in contacts with the LADO service, observed not only in Surrey County Council but nationally.

Referrals from the Education sector account for the highest number, with 277 referrals, followed by 201 from Children’s Social Care, 82 from Early Years, and 49 from the police, which represents a significant increase over the last four years. Additionally, 41 referrals came from unrecorded establishments, 18 from Health, 11 from Sport, 7 from Voluntary Youth Organisations, 3 from Transport, and 2 from Faith Groups.

2.1 WHAT WAS DONE WELL/ SUSTAINED CHANGES

Previous reports have explained the structure of the LADO service and the management oversight of the LADO Manager and Safeguarding Partnership Coordinator in relation to being the responsible manager for the Education Safeguarding Team (EST) and the Child Employment Team (CET).

All three services have worked incredibly hard over the last year and continue to provide advice, training and support to partners and settings to ensure that children are safeguarded, policies/procedures are followed and that the adults who work with children are safe to do so.

The CET remain responsible for assessing/approving chaperone and performance applications as well as granting the Licenced premises applications forwarded by the 11 SCC Districts and Boroughs for approval.

CET have made progress in several areas and below is a table evidencing the activities and some of the achievements over the past year.

Work permits Issued	697
Performance Licences Issued	1912
Performance Licences Amended	148
BOPA Approvals	172
Children covered by BOPA approval	21416
Unlicensed children (4-day rule)	1106
Chaperones Registered	924
Chaperone Training (2 x 2hr sessions)	18
Bespoke Training	1
Performance Inspections	25

EST remains responsible for delivering the Designated Safeguarding Lead (DSL) New to Role and Refresher Training to Schools, Colleges and Early Years Settings. They are also responsible for facilitating the DSL Network events, supporting settings to complete the 157/175 Statutory Audit for Safeguarding Arrangements and Termly Safeguarding Data Collection and undertaking the Safeguarding Learning Reviews and much more.

As with CET, EST have had great achievements in several areas over the last year and below is some evidence of their successful activities:

Training – number of attendees:

- DSL New to Role Training – 490 DSLs
- DSL Refresher Training –856 DSLs
- Early Years New to Role Training –256 DSLs
- Early Years Refresher Training –242 DSLs

- Bitesize – 581 attendees

Safeguarding Learning Reviews- SLRs:

- 21 commissioned by ELL.
- 17 commissioned by individual settings.

Early Years Effectiveness - Team Around the Setting (TAS):

- 7 TAS meetings attended.

The LADO service benefits from the continued stability in staffing capacity (4FTE) which has resulted in consistency and sustainability of a timely response to cases and referrals. Manageable caseloads enable the service to have very strong oversight and timely responses.

Since the last reporting year, the LADO service has further embedded the use of LCS that was put in place in May 2021 to secure the allegation data/referrals. LADO's have become more confident in the system which has evolved and supports an accurate picture of the allegation type.

Due to the specialist nature of LADO processes, we have been able to appoint a Senior Business Support Administrator, who provides business support solely to the LADO service. This has enabled a more efficient and tailored service to the team and partners which has allowed for the LADO service to continue to build and sustain better and stronger relationships. This has also contributed to a commendable reduction in complaints. The LADO service received no new complaints in the reporting year from April 2022,

Caseloads are lower than they were four years ago despite increase in referrals and consultations, due to greater clarity around thresholds for the LADO's and partners, and clear and effective systems such as the duty system, the recording and referral systems.

As a result of the training provided to partners (both multi-agency and tailored ones where this is identified as a need), partners feel more confident around threshold, low level referrals, better detailed completion of referral forms and the overall LADO process. The service continues to receive positive feedback from partners and agencies who work closely with the service.

The LADO service responds to Ofsted/DBS/other agencies in a timely manner and continues to ensure that all referrals and contact made with the LADO service are responded to within 24 hours.

The LADO service continues to ensure timely closures of cases to enable partners to move forward and apply learning where appropriate when allegations are made. As good practice, the LADO services where possible, tries to be guided by the historic Working Together timescales to close 80% of LADO cases within one month of referral, 90% within three months, and all but the most exceptional cases completed within one year. These timescales are in line with Best Practice rather than a statutory requirement.

ACTIVITY AND ANALYSIS

2.2 DATA INFORMATION ON REFERRALS AND NOTIFICATIONS

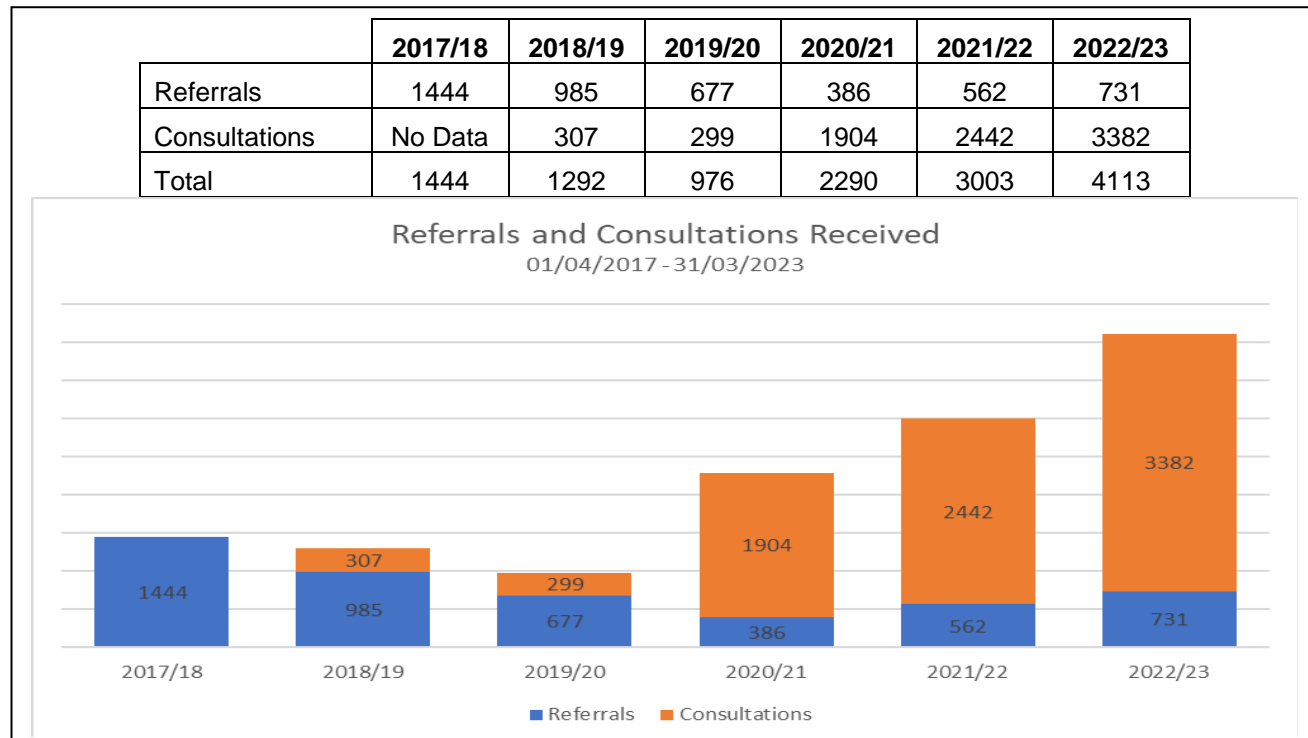
Over the past nearly four years, the implementation of tracking and tracing systems, along with the utilisation of LCS and Tableau (data reporting system), has significantly strengthened the recording processes for all cases handled by the LADO service. Even if a case does not meet the LADO threshold or does not require direct support from the LADO service, it is still diligently documented.

The LADO service is committed to adhering to the Data Protection Act, ensuring that all information is recorded and stored in compliance with data privacy regulations. The team is mindful of the possibility of future subject access requests and takes necessary precautions to safeguard the confidentiality and security of data. During the management of allegations meetings or contacts, all parties involved are reminded of the importance of data protection and confidentiality.

In cases where sensitive information from third parties or organizations is involved, the LADO may appropriately redact or withhold such information to maintain confidentiality and protect the interests of those involved. This approach ensures that the LADO service maintains a high level of professionalism and discretion in handling sensitive information while fulfilling its duties effectively.

3.1.1 REFERRALS & CONSULTATION OVER THE LAST SIX YEARS

The above data captures the consultations and contact made to the LADO service over the past five years. As evidenced above, 2022/23 has being an extremely busy year for the LADO service with 4113 contacts received. This is nearly four times what was received 5 years ago. The growing awareness and understanding of the process and existence of the LADO service



has meant more contact and more demand for the support and services of the LADO .

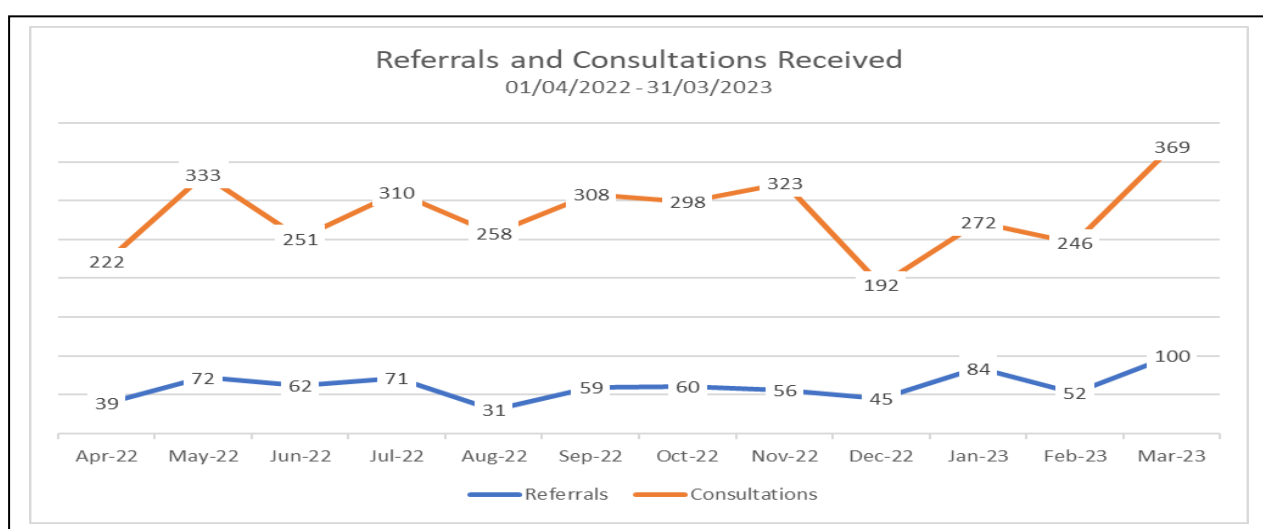
Recording is robust for all contacts with the LADO service. Contact made to the service is split into consultations and referrals. Here in Surrey County Council, referrals refer to those

allegations and safeguarding matters that met the LADO threshold and required LADOs to be allocated to the cases.

Consultations however refer to those contacts where the referral may not meet the definition of an allegation and therefore, for statistical purposes, is recorded as a consultation. The strategy required for dealing with a case at this level may be less complex than a referral – where the police may not take an active role and typically needs less ‘active’ management by the LADO or other agencies. In such cases the employer is best placed to manage the matter to its conclusion with an agreed safeguarding outcome with the LADO service.

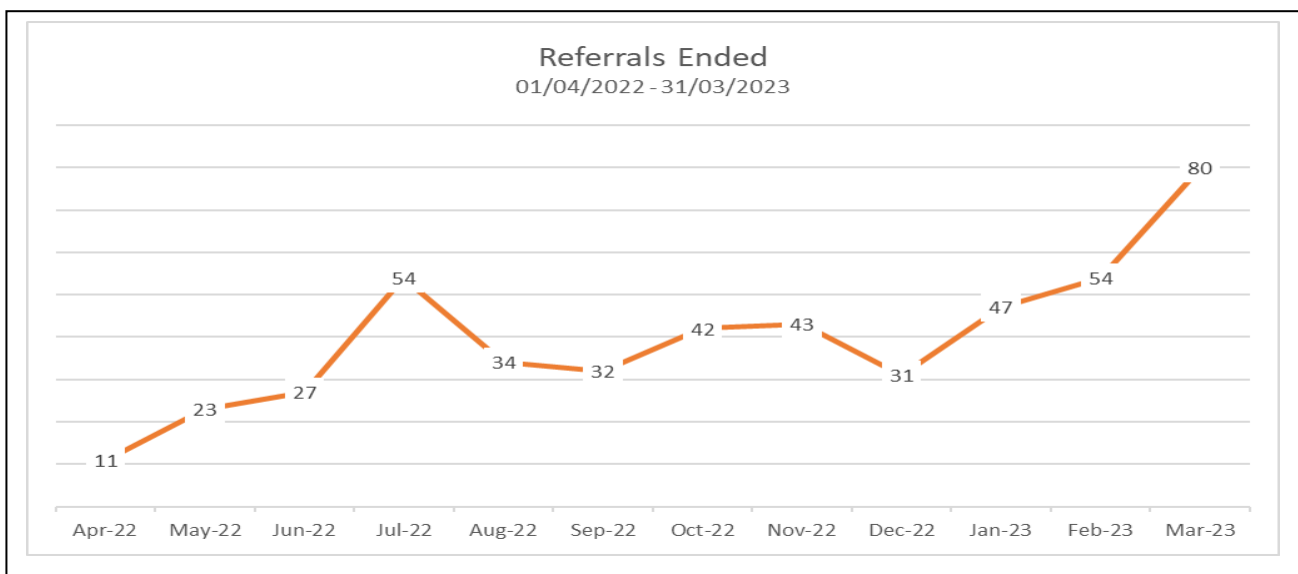
In some cases, consultations have progressed to referrals following fact finding and or additional information. Likewise, following a triage and fact finding, what was considered a referral initially could become a consultation and will be recorded as such.

3.1.2 THE NUMBER OF REFERRALS PER MONTH

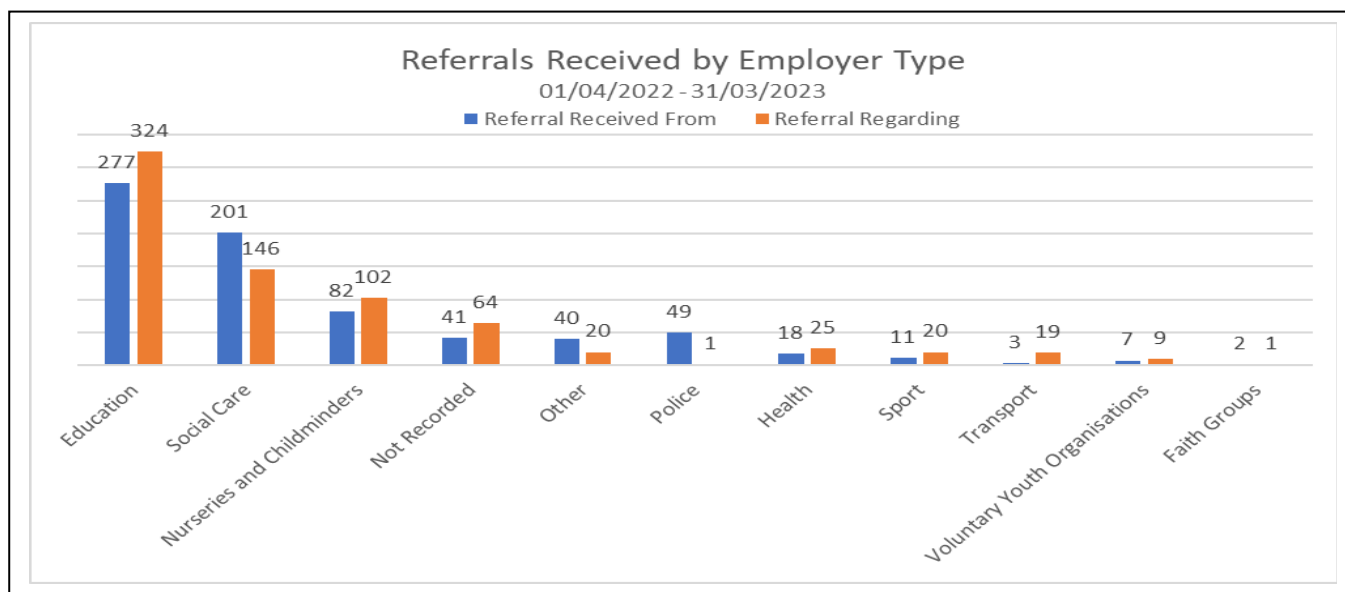


As stated earlier, the number of consultations has increased significantly with more people needing advice and support. The impact of this has meant that the capacity of the LADO service has required the additional input of a 4th LADO position which is currently a one-year fixed term contract occupied by the two LADO on secondment. The LADO service is hopeful that this position will be made permanent to respond to the growing demand on the service.

With increased capacity, the LADOs are not only able to attend to the contacts effectively and in a timely way, but also able to close off referrals in a timely way each month as shown below.



3.1.3 REFERRALS BY EMPLOYMENT SECTOR - APRIL 2022 - MARCH 2023



3.1.4 REFERRALS FROM ESTABLISHMENT - APRIL 2022 MARCH 2023

	Referral Received From	% of Total Referrals
Education	277	37.9%
Social Care	201	27.5%
Nurseries and Childminders	82	11.2%
Police	49	6.7%
Not Recorded	41	5.6%
Other	40	5.5%
Health	18	2.5%
Sport	11	1.5%
Voluntary Youth Organisations	7	1.0%
Transport	3	0.4%
Faith Groups	2	0.3%

3.1.5 REFERRALS REGARDING ESTABLISHMENT - APRIL 2022 MARCH 2023

	Referral Regarding	% of Total Referrals
Education	324	44.3%
Social Care	146	20.0%
Nurseries and Childminders	102	14.0%
Not Recorded	64	8.8%
Health	25	3.4%
Other	20	2.7%
Sport	20	2.7%
Transport	19	2.6%
Voluntary Youth Organisations	9	1.2%
Faith Groups	1	0.1%
Police	1	0.1%

The graphs above reflect the referrals received from various sectors and about the sectors. The referring sector could differ from the sector the allegation is about as settings don't always make referrals about themselves. This could be either because they weren't aware of the allegation/incident at the time the referrer made it and or because they are not aware it meets the LADO threshold and, in some cases, they wrongly failed to refer.

3.1.6 DATA RELATING TO SEND - APRIL 2022 MARCH 2023

Number of Children/Young People	451
Number now aged 18+	18
Number Age Not Known	3
Total	472

The provided information highlights the data related to referrals in which child/young person details with additional needs are recorded. The LADO actively encourages partners to indicate on the referral form when a child has additional needs, or a disability as requested.

It's essential to recognise that a child or young person may be the subject of multiple referrals, which means they can be counted multiple times in the data. Moreover, the Special Educational Needs and Disability (SEND) referrals are not solely from SEND professionals; they can come from a diverse range of professionals. The data presented here is captured directly from the referral form, where professionals have indicated the presence of additional needs or disability in the child or young person involved. This information helps in understanding the needs and circumstances of the children and supports the LADO in their efforts to address safeguarding concerns effectively.

3.1.7 DATA RELATING TO CHILDREN WITH A DISABILITY - APRIL 2022 - MARCH 2023

Number of Children/Young People with a Disability	92
Percentage of All Referrals	19.5%

The above shows number of referrals where child/young person details are recorded and where the initial consultation form or the child's record indicates that they have a disability.

3.1.8 DATA RELATING TO CHILDREN WITH AN EHCP - APRIL 2022 - MARCH 2023

Number of Children/Young People with an EHCP	122
Percentage of All Referrals	25.8%

The above referral shows number of referrals where child/young person details are recorded and where an EHCP is recorded on EMS at the date of the allegation.

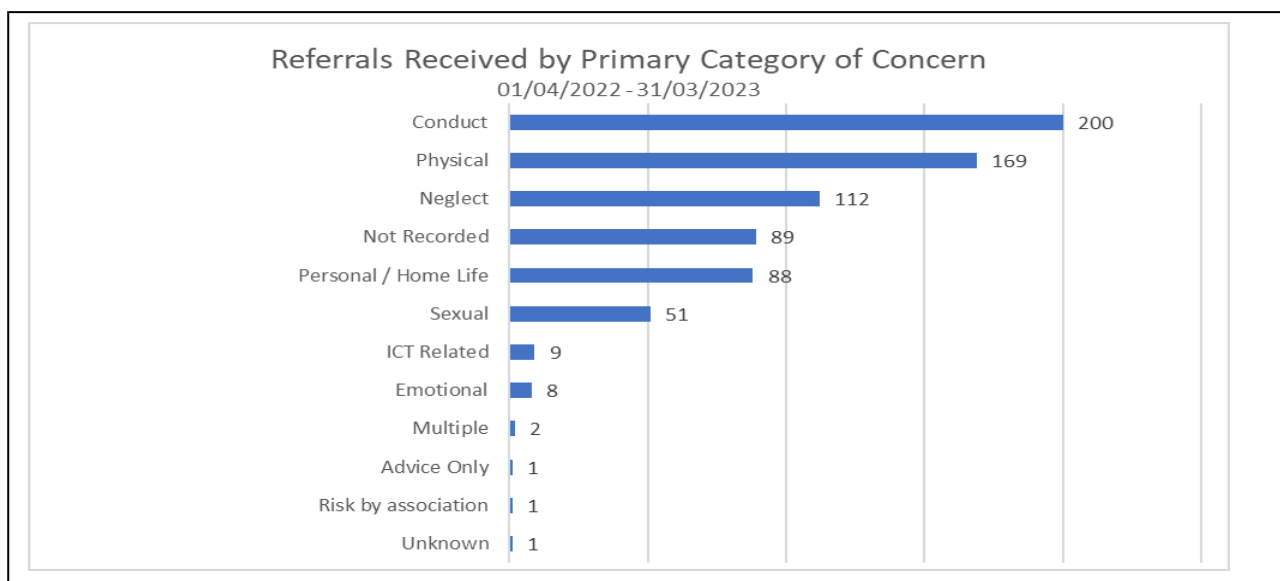
3.1.9 DATA RELATING TO CHILDREN LOOKED AFTER - APRIL 2022 - MARCH 2023

Number of Children Looked After	26
Percentage of All Referrals	5.5%

The above data refers to the number of referrals where child/young person details are recorded and whether they were looked after by Surrey County Council at the date of the allegation.

The LADO service continues to work closely with Commissioning and Gateway to Resources to capture data around allegations involving Children Looked After placed outside of borough. Although the responsible LADO for the individual local authorities will be the lead, the Surrey LADO should know of Surrey Children Looked After involved in allegations and provide support where appropriate. As stated earlier, the recent Doncaster review highlights the need for collaborative working between placing LADO and the host LADO.

3.1.10 PRIMARY CATEGORY OF CONCERN:

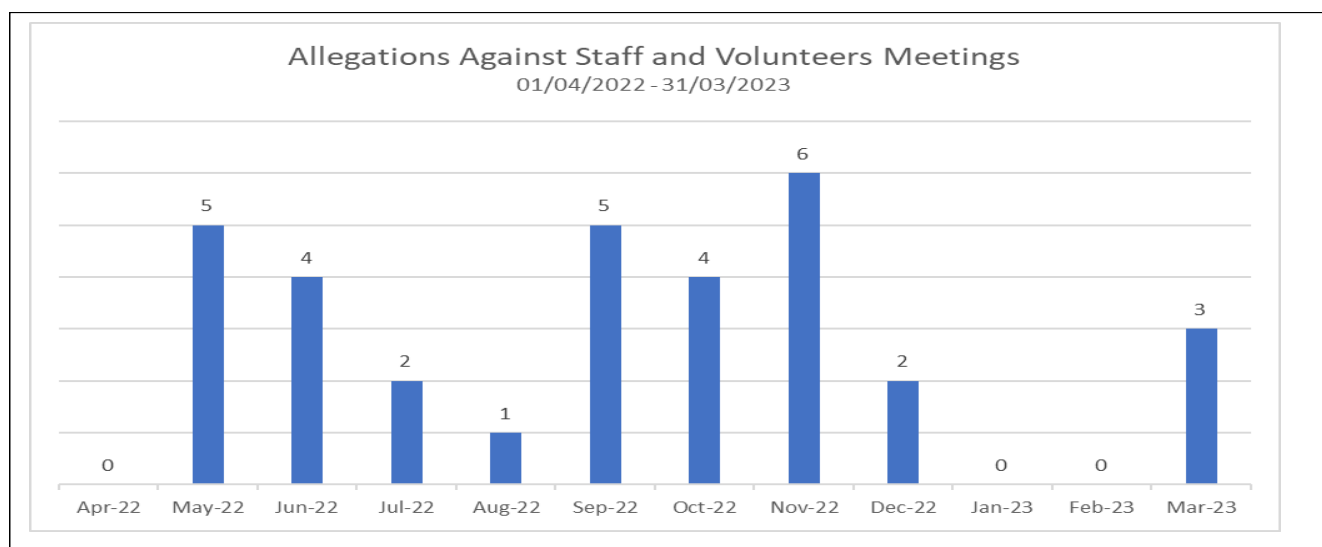


It is worth noting the significant drop in the number of “not recorded outcome “category of concern recorded this year compared to last year where the “not recorded category” (combination of all the categories) was the most recorded. This is as a result of the improvement in the way the categories are captured and recorded on LCS and the fact that the LADO’s now have a better understanding and use of the application and know exactly where the data needs to be recorded for it to be captured. Last year, we had 278 not recorded and this year we have 89.

	Primary Category of Concern	% of Total Referrals
Conduct	200	27.4%
Physical	169	23.1%
Neglect	112	15.3%
Not Recorded	89	12.2%
Personal / Home Life	88	12.0%
Sexual	51	7.0%
ICT Related	9	1.2%
Emotional	8	1.1%
Multiple	2	0.3%
Advice Only	1	0.1%
Risk by association	1	0.1%
Unknown	1	0.1%

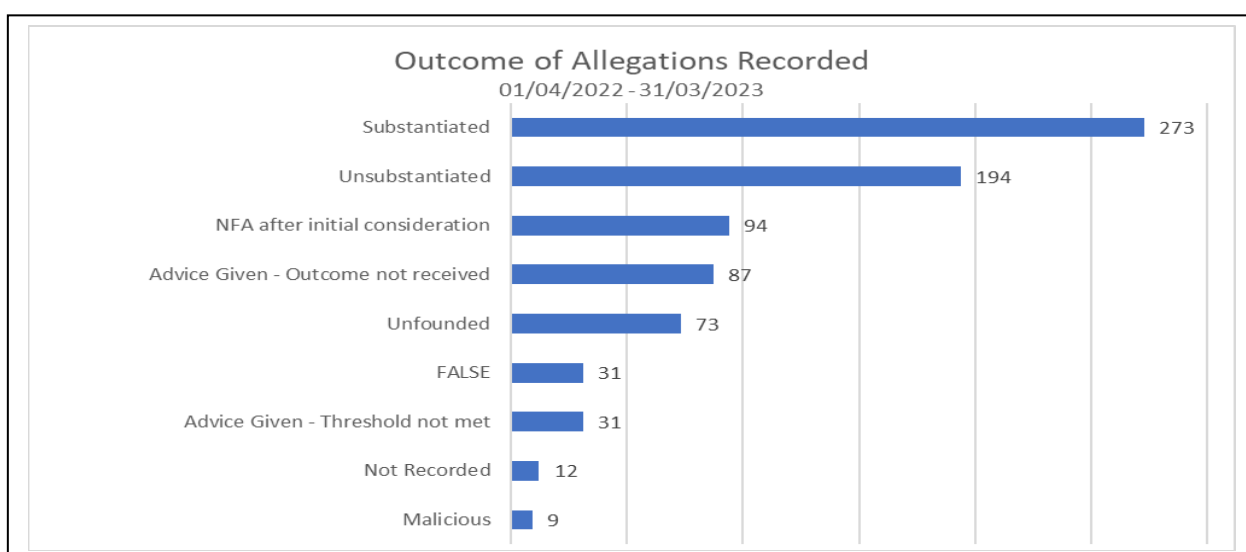
Conduct appears to be the highest category this reporting period whilst not recorded was the highest last year. Physical remains the second highest followed by neglect.

2.3 ALLEGATIONS AGAINST STAFF AND VOLUNTEERS MEETINGS APRIL 2022 TO MARCH 2023



The above is data in relation to the number of Allegations Against Staff and Volunteers meeting (ASV). The multi-agency ASV meeting is convened where there is enough information to suggest a child may have been harmed or a criminal offence may have been committed. The meeting is also convened to scope, gather, share information and plan and direct the investigation which could also end up as an internal management investigation. The ASV may require the attendance of children's services, the police (more often the Child Abuse Investigation Team) the employer who are advised and encouraged to attend with their HR Advisor as well as regulatory bodies like Ofsted and Football Association as examples of the spread of oversight. Other involved professionals such as health, Education and other agencies are invited to attended ASV's as well.

2.3.1 OUTCOMES OF ALLEGATIONS FROM APRIL 2022 TO MARCH 2023



	Number of Allegation Outcomes	% of Total Allegation Outcomes
Substantiated	273	34.0%
Unsubstantiated	194	24.1%
NFA after initial consideration	94	11.7%
Advice Given - Outcome not received	87	10.8%
Unfounded	73	9.1%
FALSE	31	3.9%
Advice Given - Threshold not met	31	3.9%
Not Recorded	12	1.5%
Malicious	9	1.1%

Historically, **unsubstantiated** outcome was usually the highest outcome of investigations, but this is the second year in a row where Substantiated outcome has been the highest. This may be because employers are becoming more confident and knowledgeable with the LADO process.

Substantiated: relates to cases where there is sufficient evidence to prove the allegation that a child has been harmed or there is a risk of harm

Unsubstantiated: insufficient evidence to prove or disprove allegation (implies neither innocence nor guilt)

False: relates to cases with sufficient evidence to disprove allegation and where there is no evidence to suggest that there was a deliberate intention to deceive.

In relation to a **malicious** outcome, this is where the allegation is false and there is evidence of a deliberate act to deceive. It is worth noting the slight increase in the number of malicious outcomes this reporting year.

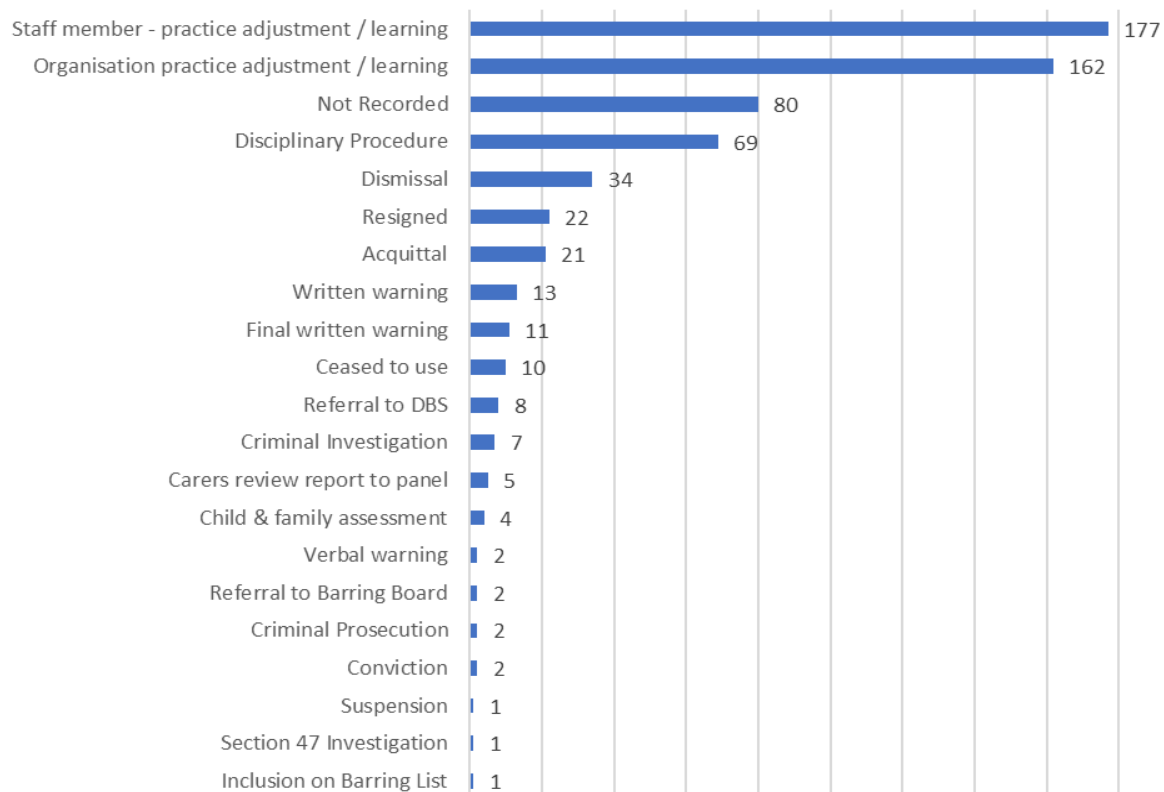
2.3.2 GENERAL OUTCOME OF INVESTIGATIONS INCLUDING BODIES REFERRED TO

Following allegations/ investigations there may be a requirement to refer to other regulatory bodies such as Disclosure and Barring Service (DBS), OFSTED, and the Teaching Regulatory Agency. Such bodies may need to make decisions about the future employment of staff members/settings and their suitability to continue to work with children and or provide services.

The data below evidences the general outcome of investigations in the reporting year. Allegations with a Substantiated safeguarding outcome must be referred to DBS within one month of the outcome being reached. There should always be a discussion/communication between the LADO, the employer, and their HR in this regard.

Outcome of Investigations Recorded

01/04/2022 - 31/03/2023



	Number of Investigation Outcomes	% of Total Investigation Outcomes
Staff member - practice adjustment / learning	177	27.9%
Organisation practice adjustment / learning	162	25.6%
Not Recorded	80	12.6%
Disciplinary Procedure	69	10.9%
Dismissal	34	5.4%
Resigned	22	3.5%
Acquittal	21	3.3%
Written warning	13	2.1%
Final written warning	11	1.7%
Ceased to use	10	1.6%
Referral to DBS	8	1.3%
Criminal Investigation	7	1.1%
Carers review report to panel	5	0.8%
Child & family assessment	4	0.6%
Verbal warning	2	0.3%
Referral to Barring Board	2	0.3%
Criminal Prosecution	2	0.3%
Conviction	2	0.3%
Suspension	1	0.2%
Section 47 Investigation	1	0.2%
Inclusion on Barring List	1	0.2%

2.4 REGIONAL AND NATIONAL NETWORKING

The LADO service remains actively involved in both national and regional LADO groups, taking on the responsibility of hosting the regional LADO group meetings on a quarterly basis. The main objective of the regional group is to ensure that all regional LADOs adhere to statutory guidance and procedures consistently. The regional network is useful as it provides a platform for sharing best practice and talking through problems. In addition, guest speakers have been invited to the meetings to either better understand the role of the LADO or provide understanding to their role in respect of the LADO involvement.

Furthermore, as the Vice Chair of the LADO national network (NLN), the LADO Manager LADO continues to make valuable contributions to the NLN. Additionally, they are part of the training sub-group that assists in organising the annual LADO conference. This involves seeking and liaising with appropriate guest speakers from various fields to enhance the knowledge and expertise of LADOs in relation to the multi-agency work they undertake with partners.

The NLN convenes monthly to discuss and plan matters related to LADOs nationwide. Recently, they collaborated to create a LADO handbook, which is currently undergoing review and will be made publicly available after approval. Furthermore, the NLN has established connections with the Department of Education concerning the safety of children in education, collaborative efforts, and teams addressing out-of-school provision and radicalisation.

2.5 AWARENESS RAISING/ TRAINING

The LADO service remains committed to delivering briefings and training to schools, governors, and various other settings, including early-years teams. They maintain a close partnership with

the Surrey Children's Workforce Academy to offer timely bi-monthly multi-agency managing allegations training, as well as tailor-made training for partners and residential placements. The LADO service is proactive in responding to training demands from partners and settings, identifying needs and providing training accordingly. Most of these training sessions are conducted virtually.

Furthermore, the LADO service actively participates in team meetings and discussions to raise awareness. They provide LADO briefings and threshold refreshers to both new and existing staff members, ensuring that everyone is well-informed about their roles and responsibilities.

3. UPDATE ON AREAS OF DEVELOPMENT FOR 2021- 2022

In the last reporting year, the LADO identified the following areas for development for this year:

- Delivery of bespoke training to all School Governors: **Timescale proposed to have this in place: November 2021 to November 2022**

UPDATE: This continue to be under review with colleagues from Education and will be delivered according to the need.

- Delivery of tailored training to 370 Foster carers within Surrey: **Timescale proposed to have this in place: September 2021 to September 2022**

UPDATE: Under review and will be delivered on the demand and readiness of the fostering team.

- The LADO will work to ensure that at least 80% of the cases referred into the service are closed within a month of referral. This data will be captured and reported for the next annual report. **Timescale proposed to have this in place: ongoing till March 2022.**

UPDATE: Completed and ongoing.

- To establish and deliver a bitesize training/briefing for DSLs to ensure that topics not covered in the DSL network event are delivered to the DSLs through other means: **Timescale proposed to have this in place: ongoing till March 2022.**

UPDATE: Completed and ongoing.

- The LADO will seek to carry overall ongoing priorities from the previous year such as embedding the new LCS Liquid Logic data base, as well as continuing to build and establish relationships and learning within and outside the LADO service: **Timescale proposed to have this in place: ongoing till March 2022.**

UPDATE: Completed and ongoing.

4. PRIORITIES FOR 2022- 2023

- Building robust business support for LADO Service: **Timescale proposed to have this in place: April 2023 to March 2024 (Ongoing priority)**

- Continuous work with the LCS to ensure it is more efficient in the way data is recorded and pulled off reports/themes/accurate data from Tableau/LCS: **Timescale proposed to have this in place: ongoing till June 2024**
- Ongoing effective delivery of support and services to partners to ensure that cases are dealt with in a fair and timely way: **Timescale proposed to have this in place: April 2023 to March 2024 (Ongoing priority)**
- Refine data collection on referral forms and have a consistent approach to data input **Timescale proposed to have this in place: ongoing till June 2024**
- Developing Bitesize session training opportunities for Early Years settings and updating & reviewing training (including KCSiE 2023 updates) **Timescale proposed to have this in place: ongoing till September 2024**
- To introduce HSLW follow up discussions as part of their induction to check on training and support required to fulfil their role: **Timescale proposed to have this in place: ongoing till September 2024**
- Increase in inspections with entertainment and Surrey employers: **Timescale proposed to have this in place: ongoing till September 2024.**

5. CONCLUSION

There have been changes and progress made in regards to the capacity within the LADO service which has had a positive impact on the delivery and timeliness of our activities this year. Although the 4th LADO, currently job-shared, continues as a Fixed Term contract, there is optimism that the position will become permanent to maintain this level of responsiveness and continuity of service. Similar to the previous reporting year, the LADO service, Child Employment Team (CET), and Early Support Team (EST) have achieved notable successes in various areas and take pride in the ongoing progress and commitment to their services.

The LADOs have dedicated considerable efforts to sustain and integrate the changes and structure implemented nearly four years ago. These efforts have consistently yielded positive outcomes in their collaboration with partners, who have provided encouraging feedback to validate the improvements made.

Moving forward into the next year, the LADO service will continue to work diligently towards contributing to Surrey's journey towards excellence and will build upon the changes made. As always, the LADO urges partners to acknowledge and disseminate the information and details presented in this report through their respective services. The LADO further encourages partners to share learning to ensure the continued safety of children under the care of trusted adults working with them.

Mrs Rita Dada

LADO Manager / Safeguarding Partnership Co-ordinator