

**Report to:** EDUCATION ATTAINMENT IMPROVEMENT BOARD

**Date:** 28 March 2017

**Reporting Officer:** Bob Berry, Interim Assistant Executive Director, Learning

**Subject:** **REPORT OF SAFEGUARDING ADVISOR FOR EDUCATION AND LOCAL AUTHORITY DESIGNATED OFFICER (LADO)**

**Report Summary:** This report summarises the findings of the twelve months April 2015 to March 2016 in the post of the Safeguarding Advisor for Education and Local Authority Designated Officer (LADO).

**Recommendations:** That the report be noted.



**Links to Sustainable Community Strategy:** The report supports three elements of the Community Strategy - Prosperous, Learning and Supportive Tameside.

**Policy Implications:** No specific implications but the accumulation of data/knowledge will inform safer recruitment and allegations management policies.

**Financial Implications:** There are no direct financial implications arising from the report.  
**(Authorised by the Section 151 Officer)**

**Legal Implications:** This report summarises confidential information in a generalised and anonymised format.  
**(Authorised by the Borough Solicitor)**

**Risk Management:** Allegations of professional abuse can impact on the reputation of service delivery.

**Access to Information:** The background papers relating to this report can be inspected by contacting Tania Brown – Safeguarding Advisor/Local Authority Designated Officer  
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## **1. INTRODUCTION**

- 1.1 This report summarises the findings of the twelve months April 2015 to March 2016 in the post of the Safeguarding Advisor for Education and Local Authority Designated Officer (LADO).

## **2. MY ROLE**

- 2.1 As the LADO, my principal task is to oversee investigations into allegations of child abuse by professionals working with children and young people, or behaviour which may place children at risk. It includes the chairing of inter-agency Professional Abuse Strategy Meetings (PASMs) on behalf of the Tameside Safeguarding Children Board and being available for advice and consultation.
- 2.2 Allegations against professionals working with children are varied. Many arise within the context of behaviour/classroom management, there are a small number of very serious allegations, and there are others involving professional boundaries. They come to light through a variety of sources, most frequently children and parents who may complain to the agency concerned or contact the police.
- 2.3 My aim is to promote an effective, consistent and proportionate response by employers, police (where appropriate) and child protection agencies. It is essential that the profile of all matters relating to safeguarding remains high within our schools, and to this end I aim to provide a service that is responsive, practical, and professional. It is greatly helped, however, where organisations have their own policy and procedures and work in line with the Greater Manchester Managing allegations procedures.
- 2.4 In my role as Safeguarding Advisor for Schools, I work closely with all schools and academies in relation to their safeguarding policies, procedures and practice.

## **3. TASKS UNDERTAKEN IN SAFEGUARDING ADVISOR FOR EDUCATION ROLE**

- 3.1 Each term I facilitated child protection network meetings for the designated safeguarding leads in schools. At these meetings I give the staff local and national updates and information and invite guest speakers. The meetings were held on 20 April 2015, 13 October 2015 and 11 February 2016. Attendance at the meetings has been good with about two thirds of all schools attending.
- 3.2 Topics covered at the meetings included: Public Service Hub, Children Missing Education, Elective Home education, Private fostering, TSCB Top Ten Tips, Seven Minute briefings, Child In Need procedures, self-Harm, assessment, respectful challenge. These topics were presented by services such as education welfare, service unit managers and the TSCB trainer Lynn Ready. I have also speakers from external agencies such as Toot Toot (an on line tool for children to raise concerns), Papyrus (suicide prevention service) CVAT (Voluntary sector) and Jane Hopewell (Community Health) to talk to schools about the school nursing service. These briefings have ensured that our schools are fully informed as to the constantly changing landscape of safeguarding, and also given practitioners the opportunity to see the bigger picture. For example, very few school designated leads will be required to have an input into a serious case review, but it is of real value for them to know how they work and also to learn the lessons of local reviews.
- 3.3 I have attended the primary school head teacher's briefings and given local and national updates, training information and other relevant current updates from TSCB.

- 3.4 On a daily basis, I receive a number of calls from school staff, requesting advice on various matters i.e. school policies, parental complaints, training, staff issues. I give verbal advice, email information and policies and some cases arrange to meet with a member of staff at the school to support them.
- 3.5 I facilitate child protection awareness training for whole school staff, this is delivered alongside other colleagues from education, the Head of Access Julie Waterhouse, and the Senior Education Welfare Officer, Maxine Carroll. We offer the training to each school every 3 years and cover the training across the borough between us. I deliver Safeguarding training to school governors and have delivered bespoke training to designated safeguarding leads on Child Protection record keeping. I am a member of the TSCB training pool and I lead on the Safer Recruitment multi-agency training, this is a full day training and this year we added an half day Safer Recruitment refresher to the programme. This year I have also been trained to deliver the home office recognised PREVENT training and was involved in the roll out of 'Train the Trainer' sessions for schools.
- 3.6 I represent Education on various strategic groups of the TSCB including Quality Assurance and Performance Management, Child Sexual Exploitation and Missing from Home, Training and Development and Business Group as required.
- 3.7 I have worked closely with OFSTED and the DFE in relation to complaints they have received and the matters have been quickly resolved. When these complaints arise I work closely with other departments in the Local Authority such as School Governor services and Early Years Provider Development Service and also agencies such as Residential Care homes and Children's Social Care. We ensure that the appropriate person from the Local Authority takes the lead when dealing with these complaints to avoid duplication. These complaints have led to changes in policies and practice in various settings including schools.
- 3.8 The numbers of referrals from OFSTED have risen significantly from seven in 2013/14, seven in 2014/15 to twenty-eight in 2015/16. Many of the complaints have not been raised through school complaints procedures and this is something the regional LADO group have raised with OFSTED. We have queried why parents are not advised if complaints procedures have not been followed to do this before OFSTED become involved. They have agreed to address this with their call-handling staff.
- 3.9 I have established a good working relationship with our Tameside schools. In September 2015 I introduced a new Safeguarding Audit for schools. Through the audit I am able to monitor school safeguarding procedures and the audit enables the setting to form their own action plan to address any failings or weaknesses. Feedback about the audit from head teacher's and OFSTED inspectors has been good and the audit has proved to be a valued self-assessment for schools, and has helped them prepare for Ofsted inspections. In the academic year 2015/16 there were twenty inspections in Tameside schools, thirteen at primary and seven at secondary level. Safeguarding was not raised as a concern at any of the inspections, and as a consequence no external reviews of safeguarding were needed.
- 3.10 Barnado's 'Real Love Rocks' Roll out In Tameside - In 2015 Tameside Children's Safeguarding Board secured funding from Public Health to provide every school in Tameside with the Barnado's Real Love Rocks resource. The funding was matched by New Charter Housing. The total amount given was £18,000. Shortly after the order was placed with Barnado's Greater Manchester Phoenix team announced funding to supply every school in Greater Manchester with the "Real Love Rocks" pack. There are two packs available, one for primary schools aimed at year 6 and one for secondary schools, key stage 3 – years 7-9. This meant that we had 200 packs to distribute enabling us to make this a multi-agency event. Agencies such as the multi-agency Phoenix team, Early Help, social workers, YOT, school nurses, children's homes (private and local authority) to name but a few were invited.

- 3.11 I co-ordinated the roll out in Tameside. The cost of supplying every school with the packs was £12,000, the remainder of the money was used to purchase and supply every secondary school and college with a “My Dangerous Loverboy – Love or Lies” Education resource pack for use with KS4 children. These cost £6,000.
- 3.12 There were six training sessions between 24 June 2015 and 25 January 2016. The training was very successful, 54 out of 76 primary schools attended the training, 12 out of 15 secondary schools, 4 out of 5 special schools and both PRU’s. In total 122 people were trained. The training covered basic awareness of CSE, how to use the packs and the licence to allow the school to use the product. I was able to give schools and other agencies both packs where appropriate.
- 3.13 Spare packs have been retained at Tameside Safeguarding Children Board’s office of each pack and these are available on a library loan basis and can be borrowed by agencies.

#### **4. LADO TASKS UNDERTAKEN – REFERRALS AND CONSULTATIONS**

- 4.1 Professional Abuse Strategy Meetings - These have been convened in agreement with referring and employing agencies and investigators. The criterion has usually been the existence of a clear and documented allegation against an individual which raises the possibility of significant harm to a child or children. Strategy Meetings are also held when there is a need for a formally agreed inter-agency strategy for dealing with the case. Complaints to the police have generally required PAsMs.
- 4.2 Consultations - Consultations concern matters that do not require co-ordinated inter-agency action. These have increased since I have been in post which indicates that the awareness raising has been effective.
- 4.3 Strategy Meetings were not convened in these cases because all appropriate action had already been taken, only one agency was involved, or where the evidence of risk to children was very weak.
- 4.4 The majority of the advice sought during a consultation is around low level parental complaints or allegations made by a child in relation to professional boundaries. This includes incidents whereby a member of staff has made inappropriate verbal comments to a child, given children lifts in vehicles without permission, contacted a child through social media or given gifts. Cases would always be stepped up to a PASM if the need for a multi-agency meeting was evidenced.

#### **5. ANALYSIS (ALL REFERRALS)**

- 5.1 Breakdown of Referrals:

<b>Year</b>	<b>PAsMs</b>	<b>Consultations</b>	<b>Total</b>
<b>2009/10</b>	24	20	44
<b>2010/11</b>	36	35	71
<b>2011/12</b>	13	48	61
<b>2012/13</b>	25	49	74
<b>2013/14</b>	31	67	98
<b>2014/15</b>	22	106	128
<b>2015/16</b>	26	120	146

- 5.2 Employing Agencies referred to LADO - As with previous years the majority of referrals have concerned professionals with the greatest and most regular direct exposure to children i.e. school staff, foster carers, residential workers and early year's services.
- 5.3 Agencies Contacting LADO for advice or to refer cases

Agency	Number of contacts
Health	4
Education	35
Early Years	4
Other LADO	0
Residential	21
Children's social care	32
Police	13
OFSTED	5
Other	4

(Other includes agencies such as parents, MPs, HR, NSPCC)

- 5.4 Breakdown of Employing Agencies discussed

Agency	2013/14	2014/15	2015/16
Health	10	7	7
Education	26	46	55
Early Years	11	24	16
Residential	14	17	22
Children's social care			3
Police	4		1
Foster carers	16	14	18
Other	17	20	4

- 5.5 Breakdown of Categories of the cases which progressed to an initial consideration/strategy meeting (PASM). These are the cases where it is agreed with the employer that their employee may have:

- 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

15 foster carers, 5 residential care workers, 1 social worker, 3 Health, 10 Education and 2 Early Years.

- 5.6 Seven of these cases were substantiated, fourteen unsubstantiated, and five were ongoing at 31 March 2016. Training needs were identified in five of the cases, three cases resulted in the member of staff being dismissed, and ten cases needed no further action after initial consideration.
- 5.7 In any case where a child has possibly been harmed I consult with the police and discuss the case with them. This has been much easier this year due to the fact that the Police Public Protection Unit have a detective constable permanently placed in the public service hub. This has made contact much easier and I have been able to get advice and a decision from the police as to whether they need to be involved much quicker. This in turn has helped agencies in dealing with allegations in a much more timely fashion.

## **6. REFERRAL TO THE DISCLOSURE AND BARRING SERVICE (FORMERLY INDEPENDENT SAFEGUARDING AUTHORITY)**

- 6.1 The Disclosure and Barring Service (DBS) will consider adding individual's names to its 'barred list' when receiving referrals from 'Regulated Activity Providers' (usually employers or co-ordinators of services) and where an individual's services have ended (through dismissal, deregistration, cessation of use or resignation). Referral to DBS is mandatory where an individual has engaged in 'relevant conduct' i.e. they have endangered a child and have either been cautioned or convicted or satisfied the 'harm test' whereby they are thought likely to cause harm to a child in the future. Employers may refer when relevant conduct does not apply but they have concerns about the ongoing risk from an individual.
- 6.2 DBS referrals are considered at every strategy meeting and agencies are advised and assisted in making a referral when necessary. 6 cases this year have been referred to the DBS for consideration of barring.

## **7. COMPARATIVE DATA FOR GREATER MANCHESTER LA'S**

- 7.1 The LADO at Salford takes the lead on co-ordinating this work but, even with the data available, is very difficult to make meaningful comparisons between local authorities due to their varying demographics and differences in reporting arrangements.
- 7.2 I am a member of the North West regional LADO group and have attended quarterly meetings. Following the National LADO conference hosted in Bristol it was agreed that we would hold National meetings. The North West is represented by Colette Morris, Oldham LADO and Mark Gay, Bury LADO. The National group are agreeing National LADO standards and a handbook for LADOs. This will ensure consistency across the country.

## **8. PLANNED TASKS**

- 8.1 Continue to support and advise agencies about the management of individual cases and to follow up outcomes.
- 8.2 Continue to work with other LADO's across the region, to maintain a consistent approach.

## **9. RECOMMENDATIONS**

- 9.1 That the report be noted.