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Welcome to the second edition of LADO news.

Similarly for many people my workspace has been a desk at home. It has been a busy summer and for LADO it has been business as usual as we slowly continue into our improvement journey. Irrespective of working from home, Torbay Council endeavour to continue to offer the best LADO services to children and young people.

I would therefore like to thank you for your continued professionalism in liaising with me as we move forward with the Torbay journey.

Reminder of the LADO Role

I want to highlight with everyone when to refer an allegation to the LADO? It is good practice for allegations to be referred to the LADO within 24 hours of the allegation being made. One point which I must be clear on is that as LADO I do not conduct investigations directly, but rather oversee and direct them to ensure thoroughness, timeliness, and fairness.

Link to refer to LADO: www.torbaysafeguarding.org.uk/professionals/managing-allegations

Let's think about the LADO Criteria and the Policies & Procedures that underpin this

I always say this in my training days '*those policies and procedures are there to be keep children safe and to keep us as professionals safe*'. I want to remind everyone of the documents that underpin LADO work, and it is important that we familiarise ourselves with these.

Keeping Children Safe in Education (KCSIE) 2021: For those of you who work in education you will be aware of this document. This is essential reading regarding the process for the management of allegations contained in Part 4 of the document. I would recommend that anyone who works with children would have a look at this especially the section around 'managing allegations' because it is well written and comprehensive.

*Please note, soon there is a forthcoming document for the introduction of the concept of low-level concerns in the new KCSIE 2021. I am sure this is going to generate a lot of conversations and debates with me.

Working Together to Safeguard Children: Statutory guidance on inter-agency working to safeguard and promote the welfare of children.

Use of Reasonable Force: This is published by the Department of Education. Reasonable force should only be used when a child is at risk to themselves or others. There is very clear guidance on this. The LADO will deal with concerns where there are allegations around inappropriate use of restraints - For example, when a child may have sustained an injury. So, it is important that these sorts of concerns are referred to the LADO.

Southwest Child Protection Procedures 2020: A very useful online resource is the Southwest Child Protection Procedures. If you google this and click on the Torbay logo it takes you to the child protection procedures relating to Torbay. In there is a section relating to allegations against staff.

The Guidance for Safer Working Practices: This is the document that outlines acceptable behaviour for people who work with children and young people. Again, it is aimed at education, but the principle still applies to all settings. I would advise that codes of conduct around organisations should be based around these principles. It covers social media contact with children, the giving of gifts, and physical contact. It has good examples, and I would encourage you to have a glance at this when you can.

The vast range of different roles that LADO covers

This may come as a surprise to many, but referrals to LADO's can include, Football coaches, Teachers, Social Workers, Priests, Scout leaders, Owners of theme parks, Dinner ladies, School crossing patrol people, MP's, Foster carers and Nursery employee's. The list is endless but includes basically any role where a person has regular contact with children.

Once a year the LADO produces an annual report with the purpose that these analyses allegations reported to the LADO of that year. It provides information contacts with the LADO that did not meet the threshold for formal LADO intervention but requires guidance, monitoring and challenge.

Examples: During the period April 2020 to March 2021, LADO received 157 referrals and 27 of those proceeded to Allegation Management Meetings (AMM). It is important to note that 59 out of the 157 referrals to LADO related to educational settings, (School's, Academies Colleges and Early years settings).

The data gathered last year showed that education settings have always been the highest source of allegations. In a sense that can be expected as they are one of the biggest work forces in Torbay who have the most contact with children. This is closely followed by allegations against foster carers. The data gathered last year showed that 49 referrals related to children cared for by Torbay.

Lessons Learnt

Considering the recent publications in the news, I am aware that most of you know of the sensitive matter regarding a setting in Torbay where the Police dealt with a serious matter of abuse in a Torbay Nursery. The procedures relating to LADO were tightly followed throughout. Therefore, I want to highlight a lesson learnt section where it is important, we can be reflective, make positive change and a safer environment for children.

Lessons Learnt from previous LADO matter:

- Your setting operates Safer Recruitment procedures.
- Your setting has effective policies and procedures in place which are communicated to staff, including child protection and intimate care.
- That you encourage open discussions amongst the staff group about good and poor practice and facilitate constructive challenge of each other.
- That you ensure that safeguarding is openly discussed, and staff are aware of the possibility that abuse might happen within their workplace.
- That your setting has effective whistle blowing procedures.
- That your setting has safeguards in place where boundaries may be blurred through friendship networks amongst staff and parents.
- That you encourage communication and contact with parents and ensure they are kept well informed about their child's day to day experience.

These lessons learnt demonstrated that settings in Torbay need to ensure that their policies must work whether there are concerns about children internally within the setting or externally at home. Safer Recruitment is a key area, and most settings understand that a DBS check is only part of ensuring that an individual is suitable to work with children. All relevant organisations will be looking at the report that will be published and investigating how support services and requirements can work more effectively.



Training and Development

Training and workforce development is essential to help protect children and young people in Torbay. There is a range of different training events, online learning, and work with a framework-based offering LADO training.

To support agencies in developing robust systems for managing allegations against people who work with children and young people there a various dates offered on the Torbay i-learn website offering the scope these main strands, with an emphasis on 'managing allegations". It covers: -

- Managing Allegations against employees/volunteers who work with/closely to children.
- Safer Recruitment
- Safer Working Practices

After speaking to many agencies in Torbay we identified common training needs and considered how best to address these needs. This is what we agreed on:

- To promote the role of the LADO in external agencies and ensure multi agency working at a national level particularly in the development of policy and guidance.
- To ensure that when making allegations, the voice of the child is heard and responded to.

- To share and promote good practice, and to encourage a learning environment.
- To provide a forum for support and networking.

Find out more about how Torbay Council manages allegations against adults working with children <http://torbaysafeguarding.org.uk/professionals/managing-allegations/>



Keeping children safe during community activities, after-school clubs, and tuition: non-statutory guidance for providers running out-of-school settings

Thank you,

Ivan Sullivan, Torbay's LADO.

Contact details / call to action can go here. If you would like to unsubscribe from this communication, please email ivan.sullivan@torbay.gov.uk

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