

**Children, Schools and Families**

**Local Authority Designated Officer**  
**Annual Report**  
**April 2020 – March 2021**

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## **1. INTRODUCTION**

This is a report for the Surrey Safeguarding Childrens Partnership setting out a summary and overview of the work undertaken by the Local Authority Designated Officer (LADO). The report applies to allegations made against adults (18 and above) working in either a paid or unpaid capacity with children in Surrey during the period 1st April 2020 to 31st March 2021.

The report will also provide information and relevant data/analysis regarding the LADO activity in respect of all allegations dealt with during this period. The report will highlight the ongoing role and structure of the LADO team, as well as the guidance that governs this role. (For more details, see Surrey CC LADO procedures, dated April 2021 and the previous LADO annual report 2019/2020).

### **LEGISLATIVE FRAMEWORK OF THE LADO ROLE**

The responsibilities of the LADO are set out in the statutory guidance “Working Together to Safeguard Children”, 2013 through to December 2020 and the “London Child Protection Procedures” 5th edition, 2017, Chapter 7. Nationally, all agencies and settings that provide services or staff working with children are required under the statutory guidance, to have clear procedures for responding to allegations against staff, whether paid or voluntary.

Within education services, additional guidance - Keeping Children Safe in Education (2018, 2019, updated 2020) 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 also ensuring staff subject to allegations are treated fairly. In Surrey County Council, there is a team of three LADO’s overseen by the LADO Manager and Safeguarding Partnership Co-ordinator. The functionality and update around the team will be further expanded upon in the body of the report.

## GENERAL OVERVIEW AND THE ROLE OF THE LADO

All agencies that provide services for children, provide paid/unpaid staff or volunteers to work with, or care for children are required to have a procedure in place for managing and reporting allegations against staff, which is consistent with statutory guidance published by HM Government (revised guidance: Working Together to Safeguard Children 2013, 2015 and 2018).

Keeping Children Safe in Education updated in September 2018 and 2020, 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 Pan London Child Protection Procedures: [www.londoncp.co.uk/chapters/alleg\\_staff.htm](http://www.londoncp.co.uk/chapters/alleg_staff.htm). Also available on Surrey County Council LADO policy and procedure from the Childrens Safeguarding Partnership website all updated in April 2021.

The main role of the LADO is to provide advice and guidance to employers or voluntary organisations when there has been an allegation against a member of staff or volunteer. The LADO will liaise with the police and other agencies, including Ofsted and regulatory/professional bodies and monitor the progress of referrals to ensure that they are dealt with consistently.

The LADO ensures organisations operate a thorough and fair process of investigating allegations and in a timely way. The LADO will provide oversight of the investigative process through to its conclusion. 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 also the responsibility of the LADO to provide liaison with other local authority LADOs where there are cross boundary issues. The 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 the children's workforce.

Statutory guidance places a clear responsibility on organisations to report to the LADO within **one working day** where it is alleged that a person working with children has:

- Behaved in a way that has harmed, or may have harmed a child.
- Possibly committed a criminal offence against or related to a child; or
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children.

## AND OR

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

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

- 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 not all referrals to the LADO result in an ASV meeting and/or meet the LADO threshold for a LADO led investigation. Some referrals may result in a consultation where the LADO provides advice, support or signposting. A few examples will be given at the end of this report. For clarity, the term consultation is used to refer to all cases that may not meet the threshold but may require considerable follow-up from the LADO beyond the initial contact and/or may require a greater degree of advice, guidance and support.

With the ongoing work around threshold for both the LADO's and partners over the last 18 months, the LADO's are positive that all involved parties are clear on threshold and this is reflected in the rise in the number of consultations dealt with by the LADO's over the past year. Whilst the cases recorded as consultation with the LADO service has increased significantly, the actual threshold referral has been stable.

It is important to note that having a greater number of matters dealt with as consultation does not minimise or undermine the seriousness of the safeguarding concerns but rather means that some of such matters are dealt with by the duty LADO on the day of referral and can be concluded with 24 hours of referral without necessarily allocating to a named LADO.

The duty LADO's continue to use the triage system introduced over the last 18 months to effectively support, advise, guide and signpost where required. This has been a success for the LADO as it has not only helped with the quality of service but also in the promptness of service provided within 24 hours of contact with the LADO service. All consultations and referrals are adequately tracked and recorded. It is important to note that some scenarios are sent into the LADO service as consultations and following the initial assessment could be deemed as a referral and vice versa.

## **2. EXECUTIVE SUMMARY:**

The impact of the pandemic over the last year on the LADO service, like most services within Social care has been significant. The number of contacts to the LADO service has been at its highest this last reporting year.

With the return of schools after the lockdowns came a spike in referral rates. More significantly during the lockdown, with more adults working from home and spending time with their children and/or dependents in such pressurised and isolated situations (for some families), there has been a significant rise in the number of allegations relating to personal life incidents.

The year 2020/21 has had the highest number of LADO referrals and consultations compared to the last three years in Surrey County Council with a record number of 2290. Of the 2290, 1904 were consultations whilst 386 were assessed as referrals.

In 2019/2020, 976 referrals and consultations were received by the LADO service. In 2017/2018 and 2016/17, 1292 and 1444 referrals were received consecutively. It is important to note that records and data around consultations weren't captured in 2016/17 and 2017/18.

Historically, with over 500 Educational settings in Surrey County Council, the referrals and contacts from education settings had always been the highest, with Social Care following very closely. However, this reporting year, because of the lockdown/working from home for most adults, social care referrals which relate to personal life incidents outnumbered referrals from Education.

There were 111 referrals from Education, 161 from Social Care, 50 from Early Years with an additional 12 from child minders and other sectors following behind.

## **WHAT WAS DONE WELL/SUSTAINED CHANGES:**

The introduction of a more user-friendly referral form and process, provide further clarity around threshold for both LADO's and partners, as well as the introduction of the duty triage system. This has meant partners not only receive response/support in a timely way (usually within 24 hours of referral) but also the relationship between the LADO service and partners has become more positive and productive. The focus is now more on safeguarding and protecting children rather than process and/or complaints. All ongoing work and practice is evidenced, not just in our caseloads but also in testimonials received from partner agencies.

The LADO service has continued to ensure the tracking and recording of all contacts with the service are prioritised, captured and recorded in line with GDPR. The clarity around threshold for both LADO's and partners enables the data captured to be recorded accordingly and is evidenced in the number of consultations as well as referrals recorded.

## **STAFFING AND STRUCTURE OF THE LADO SERVICE:**

The LADO service sits within the Quality Assurance and Performance division of Surrey County Council and provides a Countywide service.

The LADO service is managed by the LADO Manager and Safeguarding Partnership Co-ordinator who is responsible for managing the Education Safeguarding Team (EST) and the Child Employment Team (CET).

The LADO's receive administrative support and are responsible for maintaining an up to date database by uploading consultations and referrals, arranging LADO meetings and reviews, receiving initial telephone contact with partner agencies and generally supporting with LADO related administrative work.

In addition to the admin support, the CET and EST teams work closely with the LADO Service to ensure the collective safeguarding of children.

For example, when there are numerous safeguarding concerns about a setting that has come to the attention of the LADO, the EST are commissioned to undertake a safeguarding learning review to explore and support the setting accordingly. EST may also be assigned to undertake a specific safeguarding visit to a setting which may involve reviewing, understanding, and supporting the implementation of safeguarding policies. In certain settings, staff may be targeted for the new to role and refresher training for DSL's following such concerns.

The CET will also work closely with the LADO's to undertake risk assessment when concerns are identified during the applications of such adults who may choose to be chaperones to children.

Through the pandemic and in the last year, CET and EST have continued to work closely in respect of safeguarding needs for partners. Below is a general update of both teams.

## **CHILD EMPLOYMENT AND EDUCATION SAFEGUARDING TEAMS:**

### **CHILD EMPLOYMENT:**

CET is made up of five officers and one team manager, responsible for granting licences to children who are employed or taking part in performances and the registration and training of Surrey residents as chaperones.

In addition to this, CET is responsible for granting the Licenced premises applications forwarded by the 11 SCC Districts and Boroughs for approval. The arrangements for 'Protection Children from Harm' has been maintained with the number of applications remaining at similar levels to previous years.

It is worth noting that although during the recent pandemic, there has been a significant decrease in the number of new applicants applying however demand is steadily increasing with the reopening of theatres. Those renewing a chaperone approval have continued to be invited to do so throughout the year.

The CET has continued to fulfil its statutory responsibilities with regards to those children who are employed or taking part in performances.

The approval and issuing of Child Work Permits continued throughout the pandemic and although the demand has been reduced due to the restrictions that prevented many places of work (shops, cafés etc) that usually employ children on a part-time basis being closed. Inspections at the places of work have continued whenever possible.

Over the last year, CET has delivered training to 88 residents in Surrey County Council and have approved 1327 licences and permits.

### **EDUCATION SAFEGUARDING TEAM:**

EST is made of four advisors and one team manager and is 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 to enable DSLs to fulfil their responsibilities of networking with other DSLs as detailed in KCSIE. Termly DSL Network meetings have been held in November and March using Teams Live and attended by over 700 delegates on each occasion.

In addition, The Education Safeguarding Team support education settings to complete the 157/175 Statutory Audit for Safeguarding Arrangements and Termly Safeguarding Data Collection and have responsibility for the quality assurance and moderation process and reporting to partners

Since September 2020 to date 982 Designated Safeguarding Leads have attended training in line with Keeping Children Safe in Education (KCSIE). As a result of the pandemic Designated Safeguarding Lead Training continues to be offered virtually for Schools & Colleges & Early Years Settings.

Safeguarding Learning Reviews and Quality Assurance Visits are undertaken by the Education Safeguarding Team. These reviews have been undertaken virtually and face to face..

### **DATA AND INFORMATION ON REFERRALS AND NOTIFICATIONS**

Recording is key and robust for all cases that come through to the LADO service whether they meet the LADO threshold for involvement or not.

The LADO service ensures that all relevant files are kept for reference. It is important that cases where the LADO has only provided advice and information are recorded, as whilst on their own they may not require a LADO response, they may in the future. These can then demonstrate a pattern or concerns with the practice of individuals or settings. The LADO ensures that is done in line with the Data Protection Act and, if settings call for advice regarding a particular staff member, they are advised to share this with the staff member unless this poses a further risk of harm to the child or children.

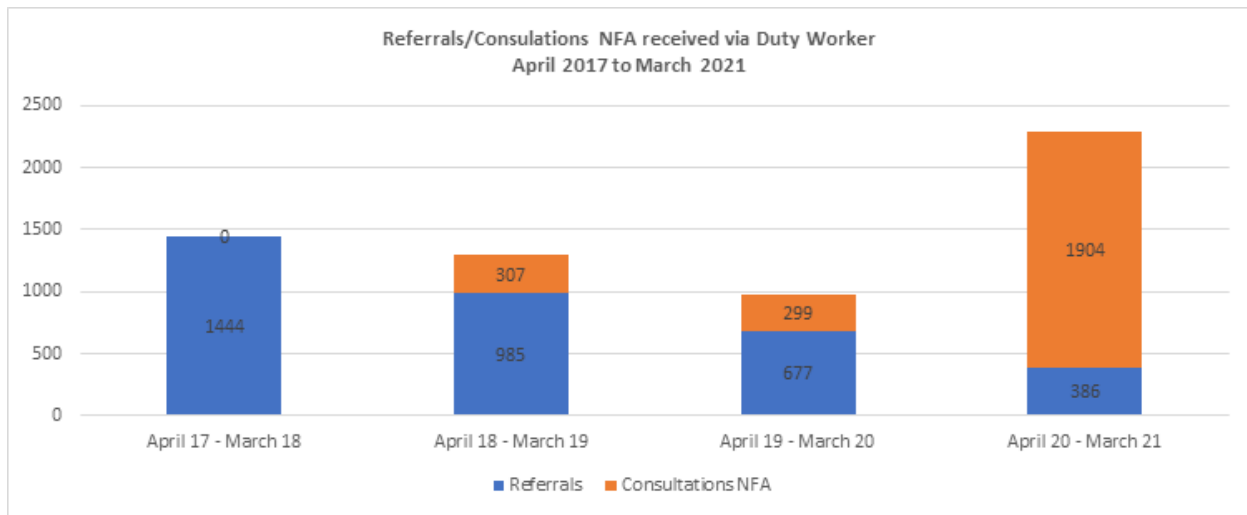
The LADO may receive requests from those who are the subject of allegations for a copy of LADO records through a subject access request and all parties are reminded



of this during the management of allegations meeting. Third party or organisation sensitive information may be redacted by the LADO as appropriate.

## REFERRALS & CONSULTATION OVER THE LAST FOUR YEARS.

Referrals & Consultations received	April 2017 - March 2018	April 2018 - March 2019	April 2019 - March 2020	April 2020 - March 2021
Referrals	1444	985	677	386
Consultations NFA	No data	307	299	1904
TOTAL	1444	1292	976	2290

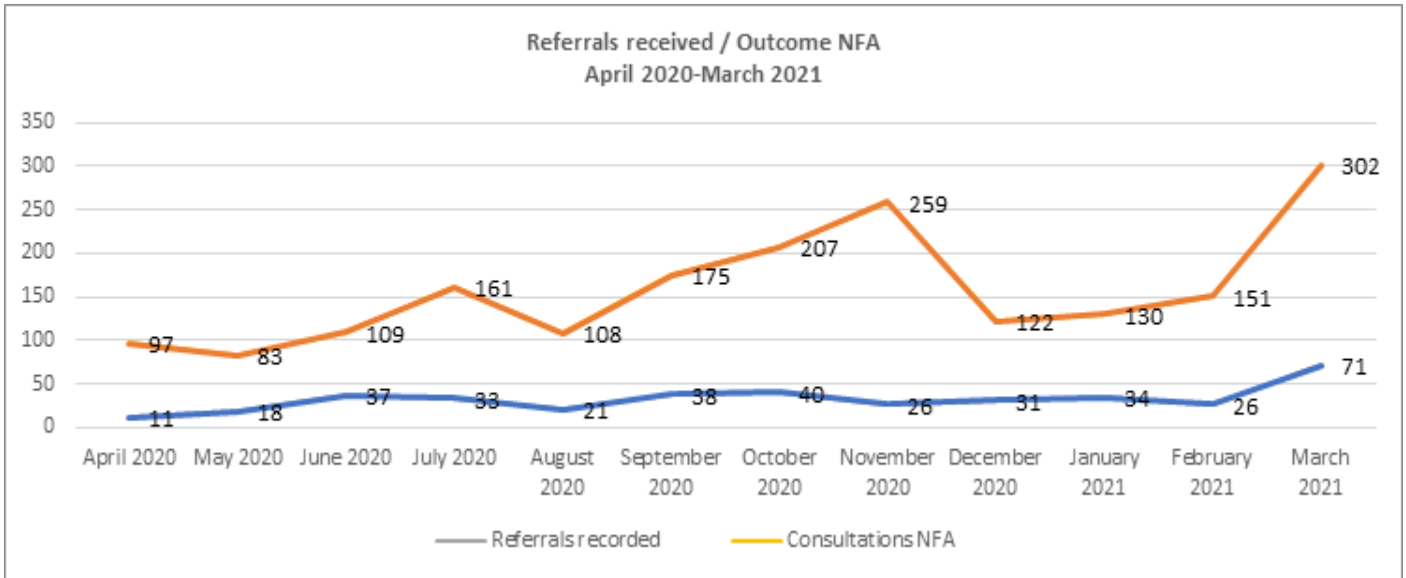


The referral data above includes all contacts with the LADO, regardless of whether they have met the threshold for a full LADO involvement or just for advice and support.

## THE NUMBER OF REFERRALS PER MONTH

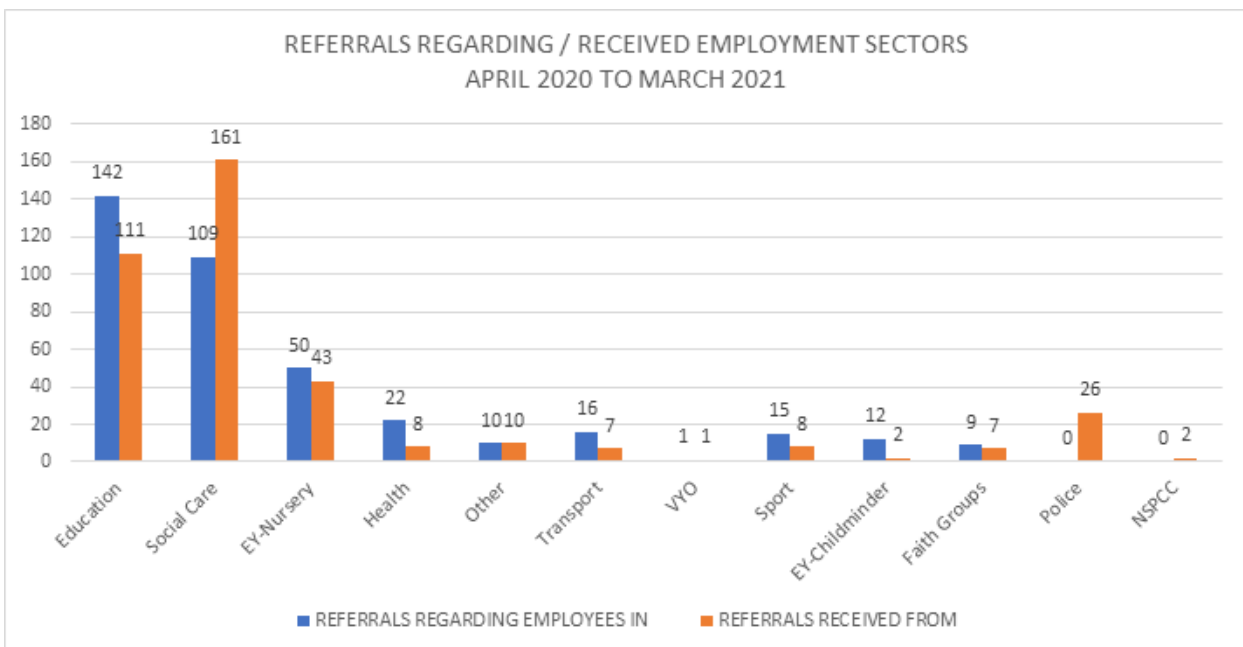
Total Referrals Received Per Month	Referrals recorded	Consultations NFA
April 2020	11	97
May 2020	18	83
June 2020	37	109
July 2020	33	161
August 2020	21	108
September 2020	38	175
October 2020	40	207
November 2020	26	259
December 2020	31	122
January 2021	34	130

February 2021	26	151
March 2021	71	302
<b>TOTAL REFERRALS</b>	<b>386</b>	<b>1904</b>



As evidenced in the graphs above, whilst the last year has been busier than previous years, we have reflected on the impact of the Covid -19 pandemic and how the months of March and November saw the highest contact rate with LADO.

**EMPLOYEMENT SECTOR OF REFERRALS RECEIVED APRIL 2020 TO MARCH 2021**



EMPLOYMENT SECTOR	REFERRALS REGARDING EMPLOYEES IN	REFERRALS RECEIVED FROM	%
Education	142	111	36.8%
Social Care	109	161	28.2%
EY-Nursery	50	43	13.0%
Health	22	8	5.7%
Other	10	10	2.6%
Transport	16	7	4.1%
VYO	1	1	0.3%
Sport	15	8	3.9%
EY-Childminder	12	2	3.1%
Faith Groups	9	7	2.3%
Police	0	26	0.0%
NSPCC	0	2	0.0%
	386	386	0.0%

The graphs above reflect the referrals received from various sectors and about the sectors. It is important to note that sectors/partners aren't always the ones who refer incidents about their staff members as referrals can be made by anyone who is aware of the incident or who the disclosure is made to.

Looking at the data above, as highlighted earlier, one can see that for the 1<sup>st</sup> time and as a true reflection of the impact of the pandemic and lockdown, the referrals made by Social Care which usually is about personal life allegations is the highest.

As we may know, Education referrals are usually the highest but with the full/partial closure of school over the past year, this dropped slightly in this reporting year

### SEND DATA APRIL 2020 - MARCH 2021

Referrals April 2020 to March 2021	No of children
Number of children/young people recorded	329
Number now Adults (Historical referrals)	18
<b>Total children/young people</b>	<b>347</b>

NB From the SEND data, 35 young people recorded on multiple referrals

### Referrals April 2020 to March 2021

Number of children per referral identified as	No of children	%
SEN only	2	0.6%
Disability/Communication difficulties only	100	28.8%
<b>Total SEN/Disability/Communication difficulties</b>	<b>102</b>	<b>29.4%</b>

Referrals April 2020 to March 2021	No of children	%
Surrey LAC children	22	6.3%
OLA/LAC children	5	1.4%
<b>Total LAC children</b>	<b>27</b>	<b>7.8%</b>

NB From the above SEND data, Allegation may name more than one child  
 NB One child may be victim of more than one allegation

Whilst the above data relates to SEND, it is worth noting the LADO has been in communication with as Commissioning and Gateway to Resources to discuss and explore the need to capture similar data around allegations involving Children Looked After placed outside of borough. The LADO is keen to capture this accurately over the next reporting year. Although the information and record of the actual allegations will be held by the resident LADO, Surrey LADO believes there is merit in having a record of Surrey children who become involved in allegations outside of Surrey.

#### ALLEGATIONS AGAINST STAFF AND VOLUNTEERS MEETINGS APRIL 2020 TO MARCH 2021



### Allegations Against Staff and Volunteers (ASV) Meetings April 2020 to March 2021

AVS Meetings Held	Meetings held	Police attendance			
		Attended	Did not attend	Not involved	Info not available
April - June 2020	13	7	3	0	3
July - September 2020	8	6	0	1	1
October - December 2020	7	1	2	1	3
January - March 2021	11	7	0	2	2
<b>Total AVS meetings held</b>	<b>39</b>	<b>21</b>	<b>5</b>	<b>4</b>	<b>9</b>

LADO allegations against staff and volunteer (ASV) meetings are held for complex cases, cases involving many parties and where allegations are such that they may require a multi-agency response.

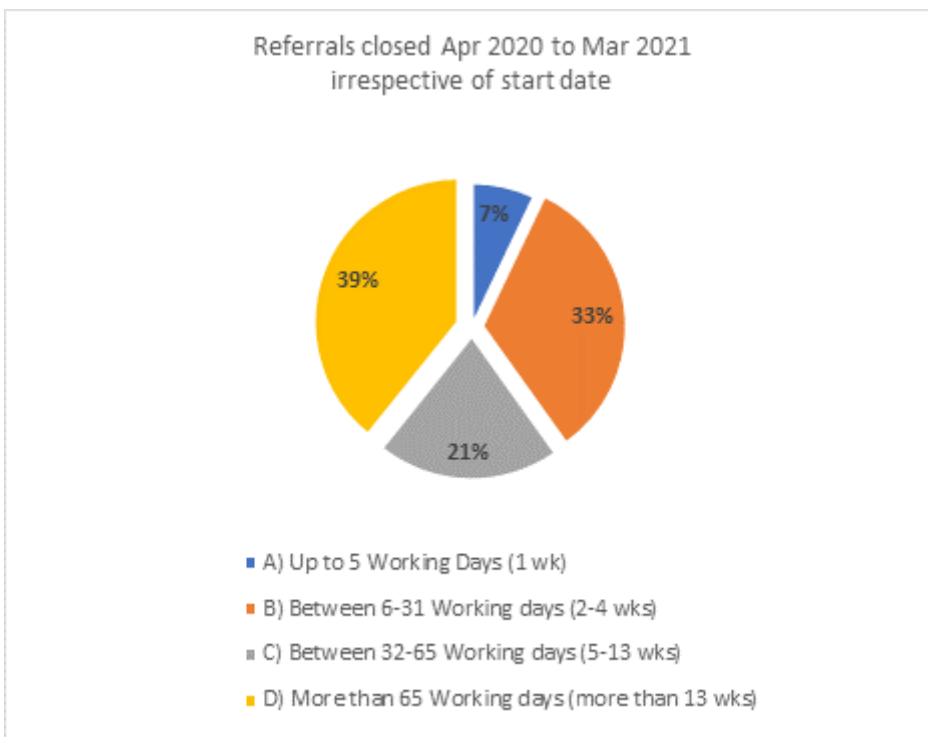
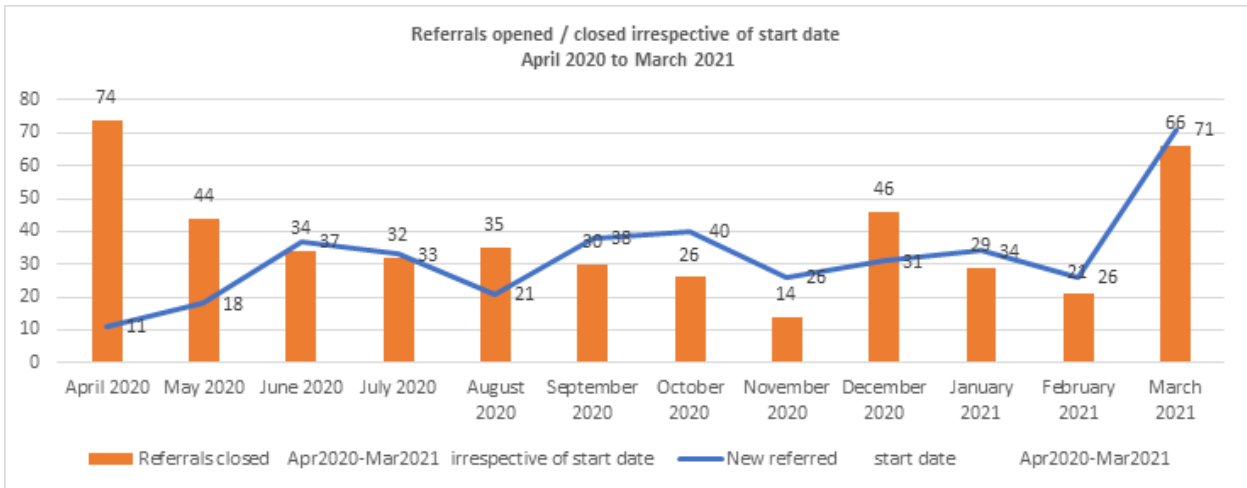
The ASV will involve both children's services, the police (more often the Child Abuse Investigation Team) the employer and a HR Advisor as well as regulatory bodies like Ofsted.

The Child Abuse Investigation Team are generally responsible for attending the ASV and jointly investigating with the LADO.

The data shows that of the 39 AVS meetings held, 21 were attended by the police and 7 of these referrals leading to ASV were made directly by the police.

Following a meeting between the police and LADO in October 2020, the LADO and the police have secured direct working together communications with named officers who can escalate matters required. This is to help put in place a more effective communication method, which will in turn avoid drift and delay in cases jointly worked with the police.

### REFERRALS OPEN/CLOSED PER MONTH FROM APRIL 2020 TO MARCH 2021



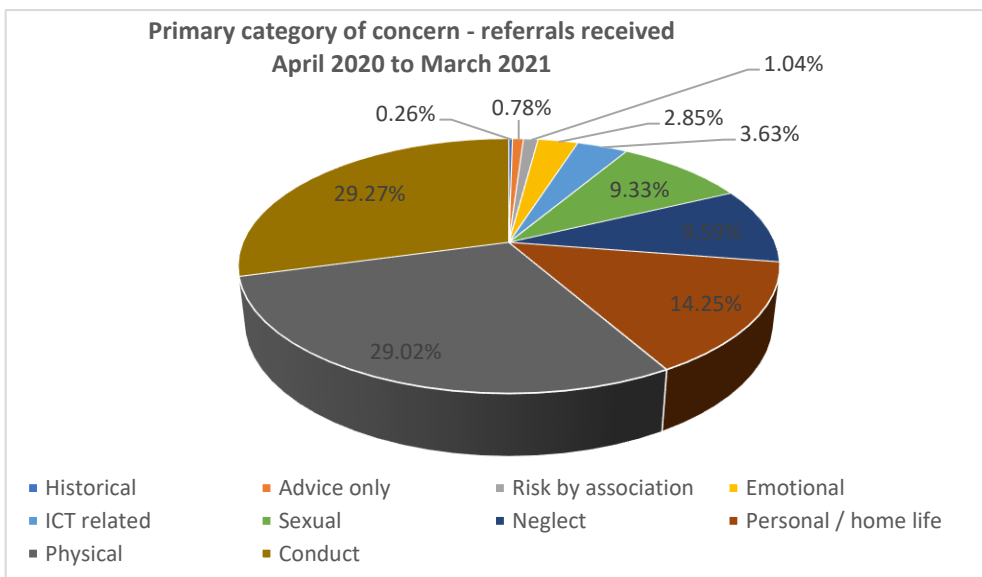
The LADO service continues to work towards ensuring that cases are closed in a timely and fair manner and whilst we remain mindful of Keeping Children Safe in Education which sets out the expectations that 80% of LADO cases should be resolved within one month of referral, 90% within three months, and all but the most exceptional cases completed within one year, we are mindful that although the data doesn't reflect this, it does however evidence an improvement from previous years .

This reporting year has being particularly challenging in respect of some partners reporting that they are unable to start/conclude investigations either due to staff being off sick with Covid-19 or a sudden closure of a setting due to identified cases of covid in which case, the investigation process is suspended, there is the aspect of jointly investigated cases with the police that always needs to be considered due to the length of time police related investigations take.

The LADO service has not been able to meet this target but will continue to try to work towards this.

### Primary category of concern - referrals received April 2020 to March 2021

Category of concern	Totals	Percentage
Historical	1	0.26%
Advice only	3	0.78%
Risk by association	4	1.04%
Emotional	11	2.85%
ICT related	14	3.63%
Sexual	36	9.33%
Neglect	37	9.59%
Personal / home life	55	14.25%
Physical	113	29.02%
Conduct	112	29.27%
Total referrals	386	100.00%



Conduct and physical harm continue to show as the top two categories. Traditionally, most of such referrals come from education but this is slightly more widespread to residential and other sectors such as fostering. As always, physical tends to stem from places where adults are likely to have the highest level of contact with children.

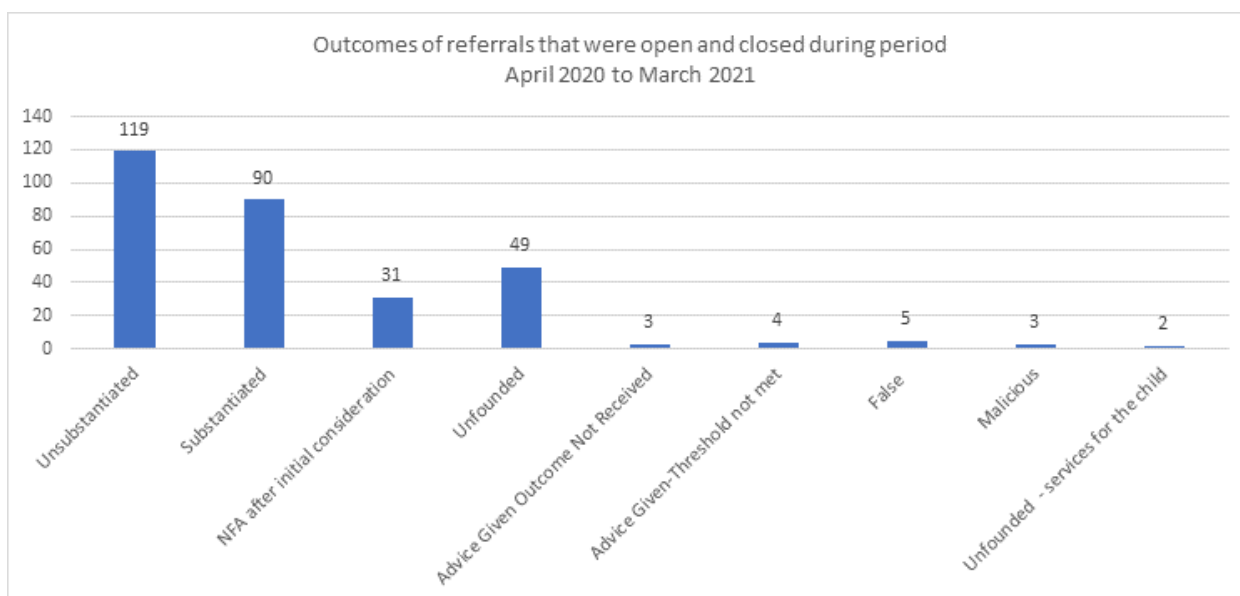
Although 'historical' category has the lowest number, it is important to note that historical referrals are given the same significance and attention as recent referrals. This is because referrals can be made 24 hours from when the incident occurs and or when the disclosure is made. We know from research that children sometimes are more able to make disclosures when they become settled and this could be either when they have left a placement or in some cases when they are older and feel more confident to speak out. Some of such disclosures are made in adulthood.

With regards to the historical cases, the LADO will only become involved if the alleged adult continues to work in regulated activities with children at the time of the referral. If they adult has retired and or no longer works with children, such allegations will be dealt with by the police.

### OUTCOMES OF REFERRALS FROM APRIL 2020 TO MARCH 2021

<b>Outcomes</b>	<b>Closed Referrals</b>	<b>Percentage</b>
Unsubstantiated	119	38.9%
Substantiated	90	29.4%
NFA after initial consideration	31	10.1%
Unfounded	49	16.0%
Advice given outcome not received	3	1.0%
Advice Given - Threshold not met	4	1.3%
False	5	1.6%
Malicious	3	1.0%
Unfounded - services for the child	2	0.7%
<b>Total</b>	<b>306</b>	<b>100.0%</b>

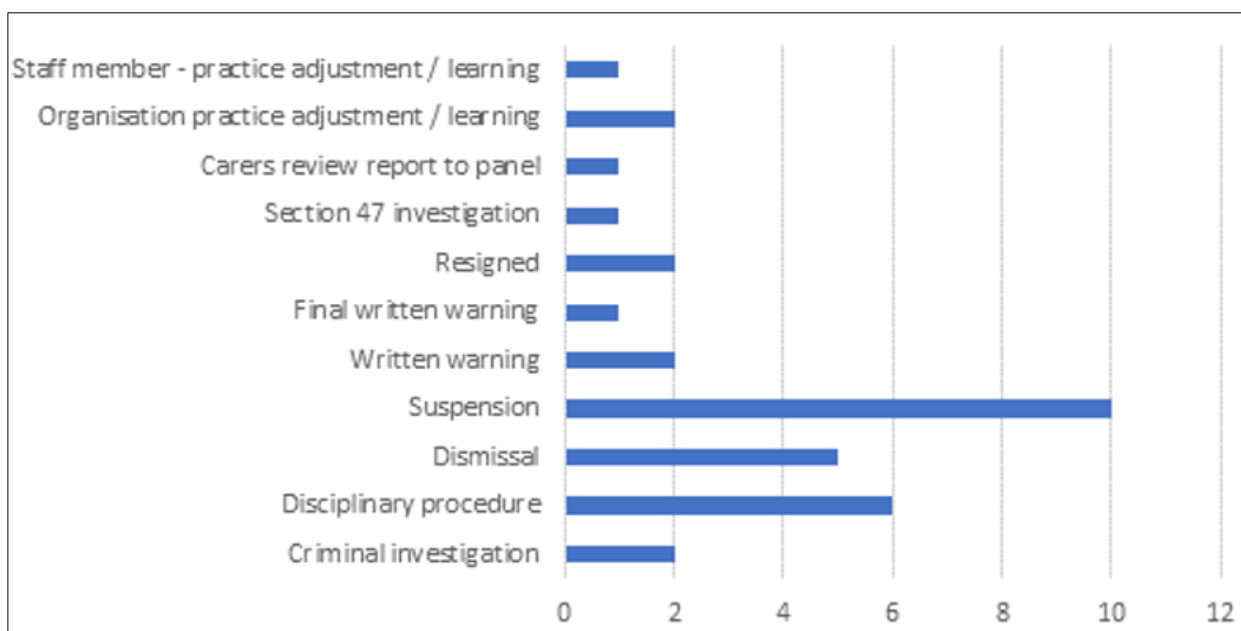




As shown in the graph, with 38.9% an **unsubstantiated** outcome remains the highest outcome with most cases. This means there is insufficient evidence to prove or disprove the allegation. **Substantiated** outcomes are cases where there is sufficient evidence to prove the allegation that a child has been harmed or there is a risk of harm. And **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 evidence of deliberate act to deceive.

## GENERAL OUTCOME OF INVESTIGATIONS INCLUDING BODIES REFERRED TO

Outcome	Referrals
Criminal investigation	2
Disciplinary procedure	6
Dismissal	5
Suspension	10
Written warning	2
Final written warning	1
Resigned	2
Section 47 investigation	1
Carers review report to panel	1
Organisation practice adjustment / learning	2
Staff member - practice adjustment / learning	1



It is important to note that following the investigations and conclusions on cases, there may be the need to refer to other regulatory bodies such as Disclosure and Barring Service, 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.

## REGIONAL AND NATIONAL NETWORKING

Surrey County Council LADO is part of both the national and regional LADO groups, and hosts the regional LADO group which meets quarterly. The regional group's prime focus is to ensure that practice and processes between London LADOs are consistent in complying with statutory guidance and procedures.

The Surrey LADO Manager and Safeguarding Partnership Co-ordinator is also 1x member of the LADO national group who meet on the 2<sup>nd</sup> Thursday of each month to plan and discuss LADO related matters on behalf of all LADO's in the country.

### **AWARENESS RAISING/ TRAINING:** Dates have been held on:

Tues 6th October 2020

Thursday 10 Dec 2020

Thursday 11th February 2021

Tuesday 18th May 2021

As a result of the national pandemic, the LADO training for this year like most other training has been delivered virtually and this has proved to be a success and has being well attended.

Alongside the regular set up by the Surrey Childrens Workforce Academy, agency partners, the LADO has also delivered several bespoke training sessions to different settings both voluntary and statutory sectors.

Some of these have either been requested by the setting and in most cases, the LADO has recommended and delivered these as a result of identified gaps in the LADO safeguarding process and/or as a result of a high level of LADO involvement in such settings.

In addition to the LADO training, the LADO service has continued to attend team meetings and discussions to raise awareness and provide LADO briefings and threshold refreshers to both existing and new staff members.

As part of the ongoing working together with both internal and external partners, the LADO service has linked up and worked closely with a number of areas such as Education and fostering who have identified the need for additional bespoke training for foster carers and chair of governors.

#### **UPDATE ON AREAS OF DEVELOPMENT FOR 2021- 2022:**

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

- Establishing a more effective LADO database to ensure a more efficient recording system. The current proposal is the establishment of Liquid Logic.  
**Timescale proposed to have this in place is March 2021**

**UPDATE:** The new LCS Liquid Logic data base was launched on the 5<sup>th</sup> of May 2021 and the LADO service are currently migrating data and starting to populate the new database.

- Continued meetings with Children’s Services and the Police to explore and establish a more effective pathway to address Section 47 investigations and referrals requiring joint investigation with the police.  
**Timescale proposed to have this in place: November 2020.**

**UPDATE:** As highlighted in the body of the report, the LADO and police services met on the 29<sup>th</sup> of October 2020 to discuss and explore a more positive way of contact and joint working. This has helped establish a better contact pattern to avoid drift and delay in jointly worked cases. The police have provided the LADO with direct links and contact to promote more direct and faster contact links.

- Ensuring the Duty system is secure and all cases continue to be responded to in a timely manner of 24 hours from the time of referral or contact. **Timescale proposed to have this in place: ongoing till March 2021.**

**UPDATE:** There is now an established and functional duty system that provides support and services within the 24 hours window. As a result of the rise in referral and case work, the LADO manager and Safeguarding Partnership co-ordinator has set up an additional duty support system to meet the rising demands. This has involved having a duty LADO and a backup duty LADO in the afternoon to support the rise in referrals especially from 3PM onwards.

- Ongoing monthly delivery of the LADO learning set. **Timescale proposed to have this in place: This is an ongoing piece of work and details of the learning set are shared in the body of this report.**

**UPDATE:** This remains an ongoing piece of work and although learning continues to take place through team meeting sessions and learning sets, the learning set hasn't been as regular as intended, due to competing priorities in respect of a rise in caseload and referrals.

- Ongoing annual delivery of LADO training and awareness raising to partners as well as attendance of team meetings and available forums.

**UPDATE:** Please see training above. This continues to be a priority which is being met and will continue to develop.

- The LADO will work to ensure 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 2021.**

**UPDATE:** As described in the body of the report, this has not been achieved but will remain an area of focus over the next year.

- The Education Safeguarding Team will provide ongoing bespoke training, safeguarding learning reviews and support to Education sectors. They will continue to act as a link between Education and Safeguarding. **Timescale proposed to have this in place: ongoing and on demand through the course of the year.**

**UPDATE:** This is another area that has been met and will continue to be prioritised through the year.

- The Education Safeguarding Team will provide the required training for the DSL new to role and DSL refresher training for the year. **Dates proposed to have this in place: 7<sup>th</sup> September to 21<sup>st</sup> October (Full details and dates have been provided via the portal and Academy).**

**UPDATE:** This was achieved and will continue to be prioritised through the year.

- The annual DSL network meeting. The plan is to hold the 2020 DSL network meeting on a virtual platform through Microsoft Teams making use of the breakout rooms to provide an interactive networking forum for DSL's and their peers. **Timescale proposed to have this in place: November 2020**

**UPDATE:** There have being two very successful DSL network events in November 2020, March 2021 with over 700 attendees. The change in structure and management of these events is evident in the positive feedback provided by education colleagues. The next event is planned for June 2021 and we hope for another successful event involving a range of experienced professionals from the police, the Childrens Safeguarding Partnership, and independent sectors.

#### **PRIORITIES FOR 2021- 2022:**

- Delivery of bespoke training to all School Governors: **Timescale proposed to have this in place: November 2021 to November 2022**
- Delivery of tailored training to 370 Foster carers within Surrey: **Timescale proposed to have this in place: September 2021 to September 2022**
- 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.**
- To establish and deliver a bitesize training/briefing for DSL's in order to ensure that topics not covered in the DSL network event are delivered to the DSL's through other means: **Timescale proposed to have this in place: ongoing till March 2022.**
- 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.**

**CONCLUSION:**

This reporting year has been challenging and busy for the LADO service. Not only has the pandemic had an impact on the pattern of referrals but also on the increased referral rate.

The LADO's have worked to sustain the changes made over the past 18 months and have continued to work on ensuring that we are embarking on this positive journey of change with our partners who are providing feedback to this effect.

The ongoing increase in awareness raising and training has been positive and the LADO service continues to expand and build on its relationship with partners across Surrey to improve the standard of care enjoyed by the children within Surrey.

The LADO recommends that the information and details provided within this report is noted and shared by partners through their respective services. The LADO continues to encourage partners to share learning to ensure that we continue to keep children safe in all roles as trusted adults working with children.

Mrs Rita Dada  
LADO Manager / Safeguarding Partnership Co-ordinator