



Not good enough.

Allegations matters

The role of (LA)DO and the procedures I oversee

Which procedures apply to which professionals?

Not all adults are vulnerable, only those who receive services not classed as universal. Professionals working with them would fall within PIPOT procedures

LADO procedures apply to professionals and volunteers who work with **children**

All children are deemed to be vulnerable simply because of their age (under 18)

It's important to know who the person works with! For example, not all nurses work with children



Who is your LADO? (Local authority) designated officer

Ruth M Holmes, based in the Safeguarding and Quality Assurance Team

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Relevant guidance and regulations

All agencies working with children must ensure that allegations against people who work with children are responded to as required within:

Working Together to Safeguard Children (Department for Education, 2018) and

Keeping Children Safe in Education, Statutory Guidance for Schools and Colleges (Department for Education, September 2020 – revised annually).

See also Barnsley Safeguarding Children Partnership Procedures – on their website

Which LADO oversees what?

We deal with cases that concern professionals working in our area, as that is where the professional risk is being managed

A Barnsley resident who works with children elsewhere would be referred to the LADO for the authority in which they work

For example –

a Barnsley resident working as a teaching assistant in a Sheffield school would be referred to the Sheffield LADO or

A Wakefield resident working at Barnsley Hospital would be referred to me as LADO for Barnsley

Member of staff or volunteer is alleged to 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
- Behaved towards a child or children that indicates he or she would pose a risk of harm to children

NB This could be at work or in their family or home life. Some people don't realise that what happens at home can impact on their working lives – if they work with children.

Questions I'll ask (or consider) when you make a referral or ask for advice

- What is alleged to have happened and when?
- Who is making the allegation/complaint?
- Who is alleged to have done what? (professional or volunteer)
- Where do they work and what is their role?
- Their name, date of birth, home address, do they have children living with them?
- Who is the child?
- What have you (or anyone else) done already?
- Do the police need to be involved?

190 issues brought to the attention of LADO

123 (65%) did not meet the threshold for formal LADO involvement and were recorded as advice given

67 accepted as formal referrals (35%)

Referrals and advice between
April 2019 and March 2020

How many concerned health professionals?

In 2018-2019

7 referrals were in relation to health professionals & included nurses, auxiliaries, agency staff & 1 consultant

Referrals were made by managers, safeguarding professionals, Social Care and a family member

In 2019-2020

3 referrals were made by health organisations (1 by CAMHS, 2 by Barnsley Hospital Trust)

4 referrals related to behaviour of health professionals

Category of harm

28 referrals linked to physical harm (42%)

17 concerned sexual harm (25%)

15 were about emotional harm (22%)

4 allegations were about neglect (6%)

These percentages remain roughly the same year on year

Possible outcomes and figures for 2019-20

Substantiated – evidence to show that what was alleged did happen = 21 cases (31%)

Unsubstantiated – no evidence to show that what was alleged did or didn't happen = 14 cases (21%)

False – evidence to show that what was alleged didn't happen /Unfounded – no evidence or basis for an allegation being made = 10 (15%)

Malicious – evidence to show that what was alleged did not happen **and** there was a deliberate attempt to deceive = 0

Not yet resolved - due to ongoing e.g. police investigation or other enquiries = 17 (25%)

No further action in LADO process – often because initial enquiries have shown that the threshold is not reached = 5 (7%)

NB every allegation has to reach an outcome within the above criteria

Early discussion with LADO (preferably within 24 hours)

Confidentiality

Multi-agency consideration

Needs of both the professional and the affected children and young people have to be considered

Everyone should be kept safe whilst the investigation takes place – police, police and social care, social care, management of the relevant organisation may all be possible investigators

Matter should be resolved as quickly as possible

Principles

Any queries?

I would rather know about things from the beginning – if it doesn't meet the threshold, I will record it as advice only

If I'm not available, try Safeguarding Business Support – 01226 772400 – and ask to speak to a Safeguarding advisor – likely to be either Phil Holmes or Wendy Zayne

Or, you can e-mail me – I use my out of office to advise how long it will be before I can respond – RuthHolmes@barnsley.gov.uk

01226 772341 or 07969 529779

If in any doubt, please ask – I would rather know than not know.



For listening

If in doubt, please call me.

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