

Manchester City Council Report for Information

Report to: Children and Young People Scrutiny Committee – 9 November 2022

Subject: LADO Annual Report 2021-2022

Report of: Strategic Director, Children and Education Services

Summary

The purpose of the annual report is to provide an overview and analysis of the management of allegations against adults who work with children in a paid or voluntary capacity in Manchester, for the period 1st April 2021 to 31st March 2022. This includes how effective the safeguarding partnership is discharging its statutory responsibilities. The report considers the learning and development over the last twelve months and sets the priorities for 2022-2023 based on the analysis of activity.

Recommendations

The Committee is recommended to:-

- (1) consider the progress and impact being achieved by the LADO service in Manchester.
 - (2) agree the goals set out for 2021/2022 with regards to continuous drive for improvement of service delivery and the impact on the children's workforce and children.
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Wards Affected: All

Environmental Impact Assessment - the impact of the issues addressed in this report on achieving the zero-carbon target for the city

The LADO Service has successfully embedded a hybrid model of working by utilising technology, which has reduced the transport requirements of professionals attending meetings.

Equality, Diversity and Inclusion - the impact of the issues addressed in this report in meeting our Public Sector Equality Duty and broader equality commitments

The LADO service works with partners to make sure that the organisation conducts investigations that are fair and equitable across our diverse workforce in Manchester. We ensure that equality and valuing diversity is reinforced by our values and embedded in our day to day working practice.

Manchester Strategy outcomes	Summary of how this report aligns to the OMS/Contribution to the Strategy
A thriving and sustainable city: supporting a diverse and distinctive economy that creates jobs and opportunities	The LADO service employees 2 members of staff that contributes to the diverse workforce within Children's Safeguarding & Review Service.
A highly skilled city: world class and home-grown talent sustaining the city's economic success	The LADOs in Manchester all have at least 20 years post qualifying experience in Social Work and share their knowledge and expertise across Children's Services and the wider children's workforce.
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	Throughout 2021-2022 we have successfully delivered several training sessions virtually and briefing sessions to a wider section of the workforce, the impact of this is that more services across the city have a greater understanding of the role of the LADO.
A liveable and low carbon city: a destination of choice to live, visit, work	The LADO service has adopted a hybrid model for investigation meetings and use technology to facilitate, this reduces the need for professionals to travel to meetings.
A connected city: world class infrastructure and connectivity to drive growth	The LADOs in Manchester are involved within the Northwest LADO network and national work to ensure we share learning and continuously develop in line with regional and national practice.

Full details are in the body of the report, along with any implications for:

- Equal Opportunities Policy
- Risk Management
- Legal Considerations

Financial Consequences – Revenue

Not applicable

Financial Consequences – Capital

Not applicable

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Background documents (available for public inspection):

The following documents disclose important facts on which the report is based and have been relied upon in preparing the report. Copies of the background documents are available up to 4 years after the date of the meeting. If you would like a copy please contact one of the contact officers above.

LADO Annual Report 2021-2022

1.0 Introduction

- 1.1 The purpose of the annual report is to provide an overview and analysis of the management of allegations against adults who work with children in a paid or voluntary capacity in Manchester, for the period 1st April 2021 to 31st March 2022. This includes how effective the safeguarding partnership is discharging its statutory responsibilities.
- 1.2 The report considers the learning and development over the last twelve months and sets the priorities for 2022-2023 based on the analysis of activity. It also builds on previous annual reports and North West comparative intelligence.

2.0 Background

- 2.1 The LADO Annual Report is a statutory requirement from Working Together to Safeguarding Children and their Families (2018) to outline the work of the Local Authority LADO. It is required in Manchester to be presented to Scrutiny Committee and Manchester Safeguarding Partnership.

3.0 Recommendations

- 3.1 The recommendations of the report set out the service priorities for 2022-2023, which are;

Priority 1. To provide a timely and effective service to employers.

- We will work with agencies to ensure that they use their internal resource effectively before sending enquiries or referrals to the LADO service. This will ensure that LADOs are able to continue to focus on the enquiries and referrals which have been through this process in a timely way.
- We will work with employees to improve how we feedback to children and alleged perpetrators and make this a focus at each final LADO Meeting.
- We will ensure that we have a focus in each meeting on the duty of care to children and their families and the alleged perpetrators.

Priority 2. Improve participation from partners to focus on improving outcomes for children.

- We will continue to offer training to our partner agencies to ensure they understand LADO thresholds and the confidence to deal with internal allegations where appropriate. We will consider the groups that continue to be low refers into the service. This includes understanding better with agencies why referrals are high but why referrals are not progressed to allegation meetings, for example faith groups and transport.
- We will work with PRI to improve the data available to us to understand, improve practice and support the training offer to partner agencies.
- We will work in partnership with MSP to understand what the outcomes of the Section 11 report to identify organisations that require additional support from the LADO around their overall rating of safe recruitment and safeguarding with specific reference to employees.

Priority 3. To improve quality assurance to be more focused on learning and development.

- We will continue to develop the monthly Performance Report to understand the performance of the LADO service, including strengths and areas for development.
- We will use the North West Audit tool to develop an effective audit process and ask for moderation by another NW authority.
- We will develop a more learning environment through the QA process linked to regular thematic audit and observation of practice.