

The Early Years and Childcare Service

Briefing and Networking Sessions

June and July 2019

Agenda

1. Welcome and Introductions
2. The Role of the LADO
3. Early Years Professional Development Fund
4. The SEND Review
5. Inclusion Audit – Networking opportunity

The Role of The Local Authority Designated Officer (LADO)



**COUNTY LADO MANAGER
ALI WATLING**

28 August 2018 - present



Legislation

- Local authorities should have designated a particular officer, or team of officers (either as part of multi-agency arrangements or otherwise), to be involved in the management and oversight of allegations against people that work within the **wider children's workforce**
- From Working Together 2015

Allegation Management

Any person who works within the wider children's workforce falls into the LADO remit



Role of the LADO

- To provide **advice and guidance** to employers and voluntary organisations around allegations and concerns regarding paid and unpaid workers.
- Ensures the **child's voice is heard** and that measures are in place to prevent further harm or abuse and that where required, referrals are made to the Front Door.
- To **liaise with the police and other agencies** including Ofsted and professional bodies such as the General Medical Council and the General Teaching Council.
- To monitor the progress of cases to ensure that they are dealt with as quickly as possible **consistent with a thorough and fair process**.
- To **coordinate all allegations and concerns** made against a person who works with children within Kent.
- To **resolve** any inter-agency issues.

The children's workforce

- Guidelines state that anyone who works **in regulated activity** with children are part of the Childrens Workforce. The LADO service covers **ALL settings** where people work with children.
- The Wider Children's Workforce may include the employer of: Schools and colleges, Early years and childcare, Fostering including Independent Fostering Associations and Residential Care, Health professionals, Faith organisations, Voluntary agencies including private sectors.
- Allegations may include **physical, sexual, inappropriate conduct, external (e.g. care of own child), Risk By Association.**
- Regulated activity with children is possibly determined by considering these key points:
 - ❖ Does the applicant work in a specified place e.g. a school or nursery?
 - ❖ Is there a possibility of unsupervised access to children?
 - ❖ Are they providing personal care?
 - ❖ Are they child minding/ a foster carer/ a host family?

What is an Allegation?

- An allegation may relate to a person who works with children who has:
 - Behaved in a way that has harmed a child, 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


All allegations (and where you are unsure) must be notified to the LADO within 1 working day (24 hours)

ABC


- **Assume nothing**
- **Believe no one**
- **Challenge everything**

Referrals and Process

- Contact & Referral Officers
- Referral form
- Triage – Duty LADO
- Allegation
- Consultation
- Outcomes



KENT COUNTY COUNCIL SAFEGUARDING UNIT
CHILDREN'S LADO REFERRAL FORM – for Professionals



Please note section A & B are mandatory and form will be returned if left blank

Date referred to LADO

Select Date

Section A – only complete form if you can answer 'Yes' to Q1 and at least one of the other 3 questions

1. Does this person **work** in the wider children's workforce in Kent [not Bromley, Bexleyheath or Medway (Strood, Rochester, Chatham, Gillingham & Rainham)]

Has this person:

Select |
2. Behaved in a way that has harmed a child or may have harmed a child?

Select |
3. Possibly committed an offence against or related to a child

Select |
4. Behaved towards a child or children in a way that indicates that he or she would pose a risk of harm to children if they work regularly or closely with them?

Select |

Section B - The Person Being Referred *(if more than one person involved, please complete separate forms)*

Full name of Person being referred		Date of Birth	
Gender	Select	Disability (if known)	
Home Address		Ethnicity	Select
Employer's name and address (including Agency & Voluntary organisations)			
Job Title /Role			
What contact does the person have with children in that role?			

Does the person have any other contact (through work/volunteering with children)? Please provide details if

Is the person aware that a referral has been made

Allegation Outcome Categories

- **Substantiated:** there is sufficient identifiable evidence to prove the allegation
- **False:** there is sufficient evidence to disprove the allegation
- **Malicious:** there is clear evidence to prove there has been a deliberate act to deceive and the allegation is entirely false

- **Unfounded:** there is no evidence or proper basis which supports the allegation being made. It might also indicate that the person making the allegation misinterpreted the allegation or was mistaken about what they saw. Alternatively they may not have been aware of the circumstances
- **Unsubstantiated:** this is not the same as a false allegation. It means that there is insufficient evidence to prove or disprove the allegation. The term, therefore, does not imply guilt or innocence.

The LADO Team



Beddy Cooper
Head of Service for Safeguarding & Quality Assurance



Ali Watling
County LADO Manager



Emma Cumberbatch
Contact & Referral Officers



Sara Blenkinsop
Contact & Referral Officers

LADOs



Marie Jackson



Susannah Burden



Hollie Priestley



James Borland

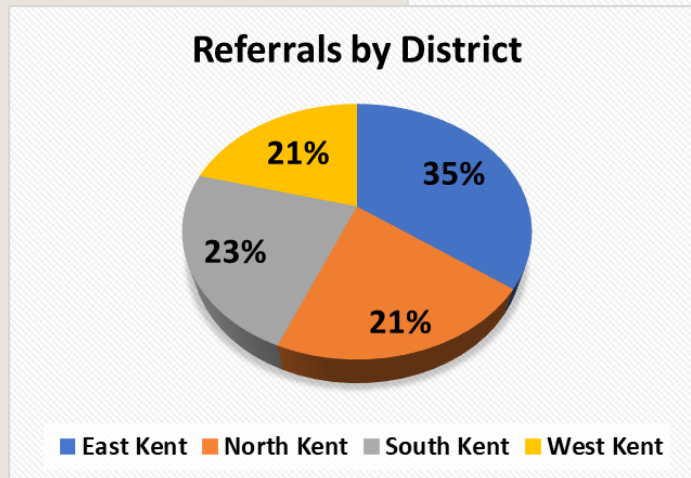
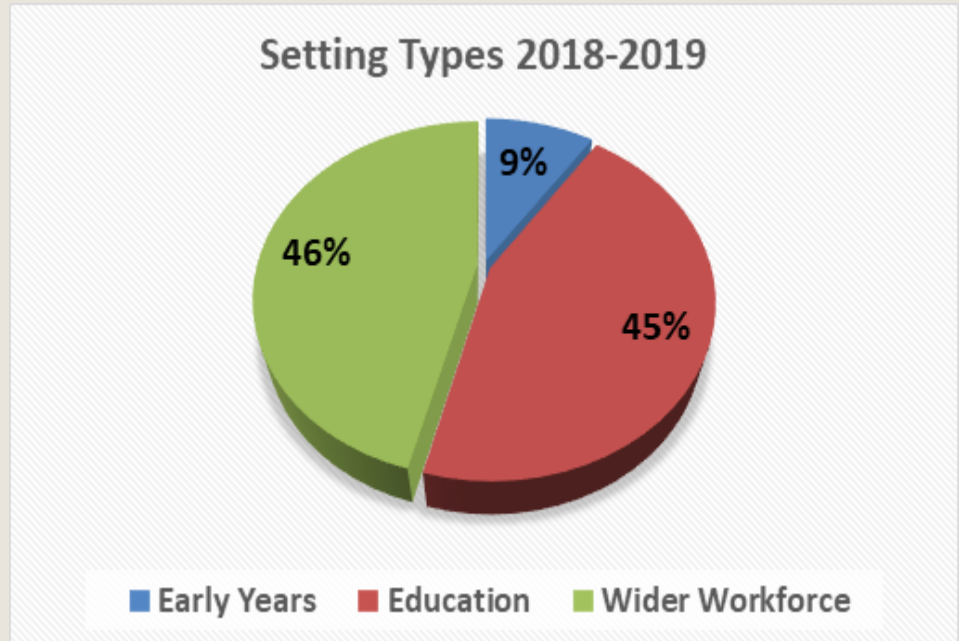


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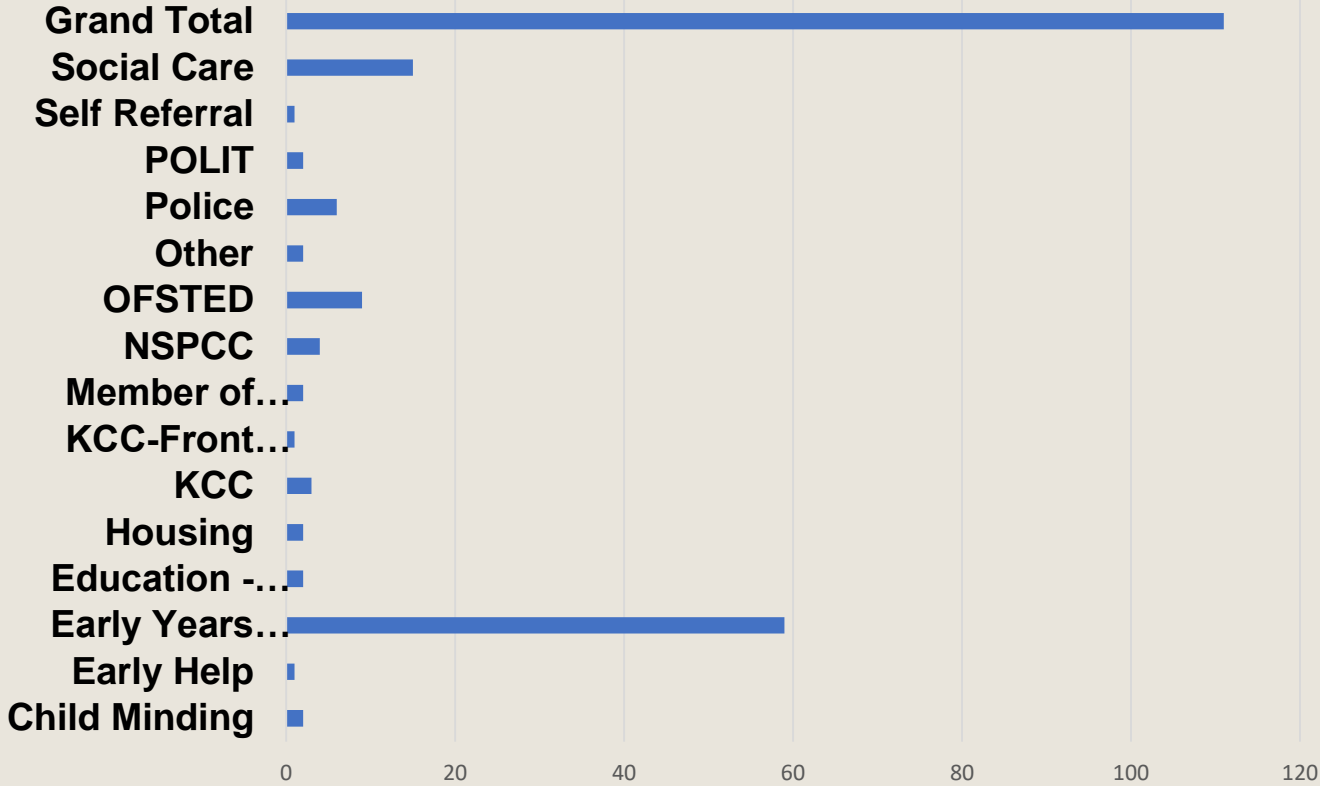


2018-2019 figures

TOTAL REFERRALS	1169
ALLEGATIONS	407
CONSULTATIONS	664
FOR INFORMATION ONLY	98
EARLY YEARS	111
EDUCATION	521
WIDER WORKFORCE	537



Referring Agency



**Nursery V Child-minder
referrals of 111**

Child-minder	19
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Nursery Practitioner	89
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Useful Information

- LADO Referrals should be made using the LADO referral form to please email kentchildrenslado@kent.gov.uk or contact us by telephone on **03000 410 888**
- View KSCB or Kelsi ... <http://www.kelsi.org.uk/child-protection-and-safeguarding/managing-staff-allegations>
- Safeguarding procedures for managing allegations against staff
- Early years allegation against staff policy
- DfE guidance: dealing with allegations of abuse against school staff
- A guide for staff and volunteers who are facing an allegation of abuse
- Allegation record and outcome form
- Guidance for safer working practice for adults who work with children and young people in education
- Allegations relating to the wider children's workforce (LADO)
- Protocol for managing allegations against the wider children's workforce
- Allegation record and outcome form for the wider workforce
- LADO contact details

Early Years Professional Development Fund (EYPDF)

Alex Gamby and Russell Garnham

What is the EYPDF?

In December 2017 the Government published 'Unlocking Talent, Fulfilling Talent', its plan to improve social mobility through education.

Following this, the DfE has provided a £20m fund to support local authorities to establish training and professional development for early years staff in areas of greatest need

- The aim is to improve children's early language, literacy and numeracy
- Kent has been allocated funding to support four 'partnerships'.

The Partnership Criteria

- Criteria used to determine the location of partnerships is the Free School Meals Achievement Gap and to provide a Kent-wide geographical spread
- In this context the Partnerships will be in
 - Tonbridge and Malling
 - Sevenoaks
 - Dover
 - Canterbury
- Each partnership will have four CPD champions and between 10 and 15 providers.

The Provider Criteria

- Early years providers with high numbers of children taking up the Two Year Old Entitlement (in Kent called 'Free for Two')
- Early years providers with high numbers of children in receipt of Early Years Pupil Premium
- Early years providers with a high number of children with SEND needs
- Early years providers that have been Requires Improvement or Inadequate in the last three years

How will the training be delivered?

- The DfE has appointed a National Delivery Partner, The Education Development Trust in partnership with Elklan
- This will deliver high-quality training and professional development to nominated Early Years Continuous Professional Development 'champions'
- The training will equip the champions with a strong understanding of effective practice to improve pre-reception children's early language, literacy and numeracy
- The Education People will use the funding as required to backfill costs for early years practitioners to attend this training, plus any agreed associated logistical costs.

Timescales for Delivery

- National Delivery Partner announced (end May/early June)
- CPD Champions identified and recruited by LAs (June 2019)
- Draft CPD package, resources and piloting plan developed by supplier and submitted to DfE for sign off (July 2019)
- Pilot phase of project - field testing of CPD training and resources in at least one LA area (September 2019)
- Implementation phase of initial core training and support to CPD Champions commences in January 2020
- All 400 CPD champions trained by end May 2020
- CPD Champions' cascade activity commences in all CPD partnerships (June 2020)
- Funding ends July 2021 with evaluation report completed by contractor and published on gov.uk in September 2021

Questions



SEN Updates

Sue Smith

SEN Review

1. Early Years LIFT
2. SEN Inclusion Fund
3. Disability Access Fund (DAF)
4. Local Offer
5. SEN attainment gap
6. Training

SEN Ofsted – Concerns

- Variable quality of provision and commitment to inclusion
- Poor standards achieved, and progress made by some children and young people with SEND
- Joint commissioning arrangements
- Not all schools and settings are willing to accommodate children and young people with SEND.

SEN Ofsted – Early Years

Strengths identified included:

- Joint training (Health and Education)
- Support for children with complex needs before the age of three
- Early Years LIFT

Next Steps

- Implement the actions outlined in the 'Revisions to the Early Years SEND Offer' booklet
- Purchase resources for the SEND Emporium Plus Offer
- Introduce an Inclusion Reflection Tool to support providers to review their inclusive offer
- Continue to deliver the high quality joint training identified as a strength by Ofsted

Inclusion Reflection Tool

Debbie Lynch and Julie Tobin

What does inclusion mean to us?

- Starts from a recognition of difference in children and families and valuing them equally
- Is about minimising all barriers to play, learning and participation in early years settings
- Always involves thinking about the beliefs and values we bring to our work
- Means reducing all forms of exclusion.

How can we achieve this?

- Link to legislation and Kent processes
- Involve practitioners, parents and children, using a co-production model
- Foster a cultural shift towards fully inclusive practice
- Develop a supportive process for ongoing self-reflection and continuing improvement.

What will the reflective tool look like?

Activity

Does this model cover the crucial elements of inclusive practice?

How would you like to measure your practice and identify next steps?

**Please provide your feedback by
completing an evaluation form.
Thank you and have a safe journey
home.**