



# **MANAGING ALLEGATIONS AGAINST STAFF IN BARNET**

## **ANNUAL REPORT BY THE LOCAL AUTHORITY DESIGNATED OFFICER APRIL 2012 - MARCH 2013**

**PRESENTED TO BARNET SAFEGUARDING CHILDREN BOARD**

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**REPORT AUTHOR:**

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## **Introduction**

The last LADO report was completed in December 2011. This report will cover the period April 2012 until March 2013 and data for this period is appended at the end of this report.

There has been a LADO in post in Barnet since 2007. This post remains supported by a full time Investigations Officer, a social work post created to ensure that case work is centralised; to provide consistency in response and delivered by an experienced, appropriately supported worker. Both posts sit within the Safeguarding Division.

## **Context**

The procedural basis for the allegations against staff process remains Working Together 2013 which has been recently updated. Following the Munro review of child protection Working Together has been reduced in terms of statutory guidance and the arrangements relating to allegations against staff have been removed, apart from reference to the need for each Local Authority to appoint a LADO and the requirement to refer. The London Child Protection Procedures are also being amended in response to the revision of Working Together and are only available in draft. This draft has retained most of the arrangements from Working Together 2010 with some minor amendments. This brings the procedures into line with other documents such as the DfE statutory Guidance for Dealing with Allegations of Abuse Against Teachers and Other Staff (2012). The referral criteria have been amended slightly, retaining the first 2 elements but replacing the third referring to "unsuitability to work with children" with "posing a risk of harm". So referrals should be made where it is alleged someone 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
- Behaved towards a child that indicated he/she would pose a risk of harm if they work regularly or closely with children

Barnet retains the arrangements laid out in Working Together 2010 until the London Procedures are finalised when local arrangements will be updated.

The duties of the LADO are to

- manage individual cases
- provide advice and guidance
- liaise with police and other agencies
- monitor progress of cases for timeliness, thoroughness and fairness

The LADO is well positioned within Barnet to achieve each of these expectations having overview of every contact and referral, which come in via the Investigations Officer (IO). There is a standardized referral form which includes a wide range of screening information beyond details of the incident in question (ie about safer recruitment practices, access to safeguarding training, level of advice given to staff re safe working practice, restraint policies and HR details) which allows links to be made to other processes and support to be offered to ensure compliance and best practice.

Referrals are logged on a data base, by month and then by year which allows for easy checking in relation to timeliness. This data base is checked a minimum of weekly by the LADO and line management instructions to the IO are added to the contact sheet at each review which includes details of advice to be given to other agencies. This will accompany a supervisory discussion. The LADO concludes and closes all referrals after checking relevant actions are complete. A closing email will then be sent to the referrer, copied to their HR representative summarizing the evidence reviewed, advice regarding where this sits in relation to thresholds and recommendations for further actions. Data relating to each referral is then carried forward onto a spreadsheet for the purposes of providing an annual return and for use as performance management information. (The data base is set up according to fields set out in the DfE data set.) This data base has a search engine to ensure names/settings can be checked for repeat referrals and trends/patterns.

In terms of multi agency working there are very good relationships with members of the local CAIT team with good attendance at strategy meetings and two-way information sharing. Links have also been made with relevant HR officers for schools and other LBB service areas and these relationships have developed over time allowing for clarity regarding roles and responsibilities and good outcomes for staff eg in relation to support to the subject of the allegation, record keeping and links to HR processes that may run alongside or following a police or social care investigation.

### **Ofsted Inspection 2012**

The LADO process is specifically inspected under the Ofsted framework for inspection of Social Care. At the last inspection Barnet received an overall rating of Good. The following comments were made regarding the LADO service.

Statutory responsibilities to respond to complaints against people with access to children are well embedded in policies and practice. Local Authority Designated Officer (LADO) arrangements are clear and supported by a designated investigating officer that ensures consistency of approach, good service responsiveness, effective coordination and a well-informed contact point for agencies. Most cases examined demonstrated appropriate and sound decision making. Whilst schools report they are aware of the LADO processes, they find the contact with the LADO service helpful and that they attend training, consistent application of correct safeguarding processes by schools was not evidenced in all the cases sampled.

( With respect to looked after children) good arrangements are in place, including the role of the Local Authority Designated Officer (LADO), and are used effectively to recognise and deal with allegations against members of staff and any potential or significant safeguarding concerns affecting children or young people. Strategy and review meetings deal with specific issues and good links between the LADO and the complaints service ensure information is shared well.

Three recommendations were made in relation to the LADO:

- Strategy discussions and meetings should be chaired as a matter of routine by team managers including those undertaken through the Local Authority Designated Officer (LADO) service

This is fully implemented.

- The BSCB to ensure that all schools adopt the correct safeguarding procedures by referring appropriate safeguarding concerns to either the LADO or children's social care before interviewing children in detail or undertaking any further investigative actions before a strategy discussion or meeting has been held

Schools have been reminded regarding the LADO arrangements.

- LADO arrangements to be reviewed to ensure the procedures, especially in relation to advice given, strategy discussions and meetings are compliant with Working Together 2010 and local safeguarding procedures

The review of LADO arrangements was undertaken in June 2012 by an independent consultant to aid objectivity and a summary of findings is below. The review included looking at a sample of cases and discussions with stakeholders and partner agencies.

Discussion with the LADO shows that a case reviewed by the inspectors gave rise to concern, as the school had not implemented procedures appropriately. However, in this case, the school was an independent school in East London, not a Barnet school. It is not clear whether the inspector understood this. The recommendation also states that schools should not undertake detailed interviews with pupils or carry out investigations. Discussion with the LADO shows that she understands the clear separation between fact-finding and investigation, and ensures this is clarified within the regular training workshops. She also demonstrated through case examples that investigative interviews are only carried out following decisions made at a strategy discussion with police, or strategy meetings with police present. The investigations officer or other qualified social worker would be involved in investigative interviews with children, and this would not be left to the school. In the cases audited as part of the review, Barnet schools did respond appropriately, reporting issues directly to the LADO, and ensuring that those involved in the incidents, including witnesses, wrote first-hand accounts. In one case audited, the school did not follow appropriate procedures, but again, this was not a Barnet school, but was in a neighbouring borough. However, it was not immediately clear to this reviewer that it was not a Barnet school, as this was not clearly stated on the record. This may also have occurred in the case looked at during the inspection. It is therefore recommended that the borough in which the school is based should be clearly recorded. The discussion with the Deputy Head of a Barnet Secondary School, as part of this review, shows that senior staff at this school are clear about the principles as well as the processes relating to allegations against professionals.

The systems for managing allegations against people who work with children, or LADO arrangements, in Barnet, are effective, well-managed, and child-centred. They are compliant with all aspects of procedures contained within Working Together to Safeguard Children 2010, including Appendix 5, (Procedures for managing allegations against people who work with

children). There is a clear distinction between the roles of the LADO and the Investigations Officer, with the LADO making well-considered and thorough initial evaluations, and directing the work. She consistently reviews progress and makes a final evaluation, which identifies lessons to be learned from the case. Each case ends with a written outcome sent to the referrer which ensures clarity and a proper ending. The Investigations Officer role is one which is distinctive to Barnet. This role enables the service to offer more support to referring agencies and services, and also ensures expertise in the complex area of conducting investigations and involving children appropriately. In other councils, the LADO role is often an isolated one, but strength in Barnet is the distribution of responsibilities between the Divisional Manager, LADO, and Investigations Officer. This facilitates debate and a teasing-out of the issues, leading to better outcomes on individual cases, and on wider developments.

The recommendations to be made are minor. A strength of the service, as detailed within the body of the report, is that there is a proactive approach to learning lessons from casework involvement. This means that there is an inbuilt system of continuous improvement. Plans to strengthen the service further, through making direct contact with a wide range of Barnet organisations; and to publicise the service through a leaflet, will have a beneficial effect. Some stakeholders who provided feedback on the service also had ideas for developing the service further which should be considered.

It is clear that key senior managers in partner agencies and services in Barnet are aware of procedures and work well with the service. However, a challenge is to ensure that all employees working in a position of trust with children, and the general public, are also aware of safe working practices and how to report concerns. This of course is a challenge nationally, and not specific to Barnet. Plans to broaden the training workshops to groups of employees; to take a proactive approach to meeting Barnet organisations; and to dissemination of the publicity leaflet, will contribute to this goal. But it may be helpful to consider increasing of awareness as an overriding objective, and to undertake a range of actions which will help to meet it.

#### **Recommendations:**

1. Continue to take steps to broaden awareness of safe working practice and how to take up concerns amongst people working in a position of trust and the general public.
2. Maintain periodic contact with key managers in other services and agencies who use the service, to obtain feedback and make amendments or address misconceptions. This could be achieved for example through making contact with individuals; or through the establishment of a steering group.
3. Ensure the location of an establishment or child's address is consistently sought and recorded, identifying when it is outside the borough.

The above recommendations are on-going and implemented. Barnet has now completed the following and circulated the details to partner agencies and BSCB members:

- A leaflet clarifying the arrangements for the LADO process and how to refer
- A dedicated web page on the BSCB website containing the leaflet, details of LADO training and safer working guidance

Presenting this report at the BSCB will allow for further feedback, debate and discussion to take place.

## **Referral Information**

The data contained at the end of this report provides a summary of referral activity. This data indicates referrals from a broad range of agencies and in relation to a variety of settings. Referrals come in at rate of an average of 10-15 per month although there has been a gentle increase of late. At 137 referrals this represents the highest figure reported to the LADO to date with previous figures as follows:

2009/10	<b>121</b>
2010/11	<b>96</b>
2011/12	<b>91</b>
2012/13	<b>137</b>

The majority of referrals come from the education sector and relate to some form of physical contact. The majority of these relate to physical contact in the context of behaviour management, many at a low level of concern where resolution will be passed back to the school. Some more serious complaints or where parents have approached the police directly may lead to a criminal or social care investigation. In the majority of these cases the allegations are not founded although some require follow up under HR procedures.

For sexual allegations there are some developing trends. We are observing an increase in arrests of persons in the children's workforce suspected of downloading and viewing child abuse images. For these referrals the police act as the lead agency but the LADO provides a vital point of contact to co-ordinate the wider safeguarding issues. For some of these individuals they may participate in a variety of roles in different settings and for each there will be a need to consider what action needs to be taken to protect children. Particularly for smaller organisations or those unused to these serious allegations the LADO offers essential support and advice to assist them in navigating what can be a complex set of issues. We have also observed what may be termed the "Savile" effect, an increase in reports of historic sexual abuse some dating back many decades and an increased willingness for police to follow these up resulting in an increased number of trials and even convictions.

Recently there have been trials involving two teachers (one convicted, one acquitted) and a foster carer (convicted) with Barnet connections although not recently working here. In these cases the Barnet LADO has had an important role in considering press implications arising from any publicity as well as co-ordinating support for the victim eg in a case of a former looked after child.

Another trend has been a rise in referrals relating to faith communities. This has been positive in terms of this being an avenue increasingly used by parents and children to raise concerns but also in term of the response from employers or settings when contacted. There has been an increasing sense of openness in relation to safeguarding and opportunities to build positive partnerships that have then spawned further contact.

One group not easily identified by the data relates to staff who have issues in their personal life that give rise to a concern in relation to their work with children. These are typically staff whose own children are subject to a child protection investigation or on a CP plan. Other scenarios have included staff coming into contact with agencies in relation to drugs or violence. Where

concerns are minor the staff member is encouraged to tell their employer themselves and typically received support to remain in post. More serious matters may result in suspension and dismissal.

The data indicates a low rate of suspension overall which reflects the minor nature of most referrals to the LADO. However in many cases it is prudent to make some adjustments to the persons working pattern until the matter is followed up and to offer reassurance to all involved.

The vast majority of referrals do not meet the threshold for social care or police investigation and are passed back to the employer to address. These are usually screened immediately referral information is provided and initial evaluation and advice giving is provided with a final closing email being possible within a relatively short period. Even for those that result in social care or police action almost all (over 90%) are concluded within three months indicating a good position in relation to timeliness and almost all are concluded within a year. Of this latter group these usually involve court or complex HR processes beyond the control of the LADO. There has been a slight increase in the number of referrals completed within one month from 57% to 63%.

Where the LADO has remained involved as a result of a police or social care investigation an attempt has been made to classify referral outcomes via the DfE system of founded, unfounded, malicious, unsubstantiated and substantiated. There are some methodological issues with the data return process in that most allegations involve complex events which are in effect a series of multiple allegations, some of which there may be evidence for and some not eg it may be found that a teacher shouted at a pupil, and made unwise physical contact but that there was no evidence of deliberate assault. This would be difficult to classify when treated as one event/allegation. The current DfE return does not allow for the collection of data in this more sophisticated way but in having an overview of the general trends it is clear most activity is at the less serious end of the spectrum with a few very serious exceptions each year.

## **Participation and Equalities Issues**

A proportion of referrals come direct from parents although these are usually made via the setting their child attends. Having a full time Investigations Officer allows for sensitive and regular contact with parents who are often angry or worried about their child. Occasionally there is a wider context of dispute with the setting and the independent involvement of the Safeguarding Division can assist with working through these disputes and finding resolution.

Where appropriate the Investigations Officer is available to meet with parents and young people either as part of social care investigations or to answer questions. Feedback from parents and children is used to assist in developing the service.

Following a proposal by Barnet's Youth Shield to develop a leaflet for young people to assist them in raising concerns this work has now been completed. The young people involved came up with the "Allegations Alligator" concept and this idea and some of the text proposed is now within the final product. This leaflet will be made available on the LADO webpage as a resource for organisations to use to promote a safe working culture. It is envisaged it will require support

from adults for younger children to be able to access the material and is a spring board for further conversations and work rather than an end in itself.

Allegations are made in relation to children from a diverse range of backgrounds and circumstances. Attempts are made to ensure children understand the allegations process, are informed about decisions made and have details of the outcome subject to their age and understanding.

Disabled children remain a vulnerable group in terms of having a say and further work needs to be done to reach the public and private/voluntary groups working with them to raise awareness of this issue.

Looked after children are particularly vulnerable to re-abuse but recent cases have also indicate the hidden cost of false allegations where decisions need to be made intelligently regarding what children are saying. There is a difficult balance to strike between ensuring children are safe and protected whilst not always taking what they are saying literally where other dynamics in play may explain why they are making allegations.

### **The National Picture**

In 2012 the DfE published Allegations of Abuse against Teachers and Non- teaching Staff, a piece of research that include a national survey of LADOs and stakeholders using qualitative and quantitative methods. Feedback from head teachers indicated the LADO role was highly valued. They respected the expertise and support offered and in particular the transparency, objectivity and credibility they brought to the investigation process. The LADO role varies across LAs often reflecting the level of resourcing. Two models were described, the Rigid LA handling model where all allegations are referred and typically result in group conferences or strategy meeting and the more common Flexible LA handling model where there is clear threshold criteria, the LADO only leading for serious cases takes on a greater support and advice role. Barnet falls somewhere between the two managing to obtain the benefits of both having a dedicated social work post attached.

In terms of national data methodological problems were noted it being clear there is significant variability in how LADOs capture record and report on allegations of abuse. However Barnet has a similar pattern in terms of referrals by sector. Barnet also tracks the national trend with the majority of allegations relating to physical abuse.

### **Delivering Best Practice and Developing a Learning Culture**

The LADO has two main areas of focus, assisting with the detection and management of serious risk to children and more generally in raising standards of child care practice to ensure that children receive the best possible service leading to better outcomes.

The primary aim of referrals to the LADO is to ensure children are adequately protected, and having some independent and expert overview of referral information assists with this, in terms of directing concerns along the right pathway as well as picking up wider safeguarding issues and themes. In addition the specialism within the service allows for thinking about the needs of



those subject to referrals and the impact on the organisation from where the referral comes. A lot of thought has gone into making the first point of contact clear, helpful and supportive so that those referring feel they have had a good service and experience. Allegations can leave behind an unpleasant aftermath and so the Barnet service aims to move beyond a bureaucratic and procedural response to looking more widely at the feelings and complexities involved and this is reflected in the advice and support given to referring agencies. The needs of the staff member are considered at each stage of a referral and appropriate support signposted. This includes being a point of contact for staff where appropriate and ensuring investigations are fair and thorough with a clear conclusion and a written outcome provided to the staff member.

### **Safer Recruitment/ Safe Working Practice**

The referral form is comprehensive seeking information about safer recruitment, access to training and safe working practice. This allows for allegations to be considered in context. In addition there is a base line incidence of situations where basic safe recruitment practice has not been followed eg no CRB, person working with concerning convictions or no references being taken up. Application forms are sometimes found to be incomplete or with information of concern. Even when the allegation itself does not result in concerns being validated making these checks allows for these issues to be identified, addressed and corrected across the whole organisation. Settings will be given information about Barnet's Safe Recruitment Training to ensure they are complying with minimum standards

Discussion with referrers includes gaining clarity around safe working practice. It has been reassuring to find that most organisations have good or very good arrangements and are very receptive to any advice re improving this.

All referrers receive a copy of the DfES Safer Working Guidance (2007) document with advice regarding cascading this to employees or volunteers. This is an excellent and practical set of principles that can be adapted to any working environment. In providing this the aim is to leave referrers with some additional tools for supporting staff and achieving best practice in keeping children safe regardless of the outcome of the allegation. Many referrers have not seen the document previously but when we receive repeat referral it is clear the document is now being used in inductions and staff training to set expectations. This has the dual effects of setting clear expectations for staff who can work within these rules to reduce the risk of false allegations being made, deterring those who make seek out organisations where these rules are weak and allowing for a clear set of expectations which if broken allow for management and other action to be taken.

Within the strategy meeting process or at the point of closing a referral advice will be given regarding the requirement within the London Child Protection Procedures for a summary of details of the allegation and the outcome to be put on the staff members HR file. A draft template for creating the summary is made available to all referrers to use if they wish. They are reminded of the need to provide the subject of the referral with a copy of the summary and the requirements re any request for any information in a reference. It has been clarified by government guidance only founded allegations need placing in a reference for foster carers and teachers. The importance of the case summary is to allow for tracking of repeat referrals but for this to be balanced in not unduly affecting someone's employment chances.

## **Referral to the DBS/Regulatory Bodies**

All referrals are screened in relation to the need for a referral to the DBS to be made or to relevant professional/regulatory bodies. These duties primarily rest with the employer but appropriate advice and support is given regarding this and information shared with the DBS where requested. The DBS does not provide feedback to LADOs regarding whether or not someone is placed on a barring list but training provided by the DBS to the London LADOs group indicates the criteria for barring is unlikely to be met by many referrals.

## **Training and raising awareness of the role of the LADO**

The LADO provides multi agency training six times per year (two sessions per term). The training is attended by up to 120 people per year including

- fostering workers
- frontline social workers
- private and LA day care staff
- residential social workers
- primary and secondary schools staff including the private sector
- staff from faith schools
- staff from adolescent mental health settings eg eating disorder clinics and NHS resource
- those delivering after school clubs
- those with safeguarding responsibilities for a local university

The training model allows for the learning to be cascaded back to staff within their settings. It focuses on the procedural elements of managing a referral, thinking about thresholds and what might indicate risk to children, looking at live case examples and finally thinking about what safe working practice looks like and how to maintain a culture of this when working with children.

Occasionally, where indicated bespoke training has been offered to settings eg residential units and the regular foster care induction event but in general they are encouraged to attend the multi agency course as this group environment provides the best learning.

The LADO has attended a number of events for head teachers in Barnet eg safeguarding breakfast briefings and details of the LADO role have been sent out in briefings to schools and governing bodies and placed on Barnet's intranet site.

All referrers are given details of the training courses available and also a LADO poster with the phone contact numbers for placing in staff rooms etc to raise awareness of the process.

## **Conclusion**

There is evidence the LADO role is well established and the resources committed to it are ensuing real value is added to the safeguarding agenda in protecting children from high risk

perpetrators as well as driving up the general practice in relation to safe working. Multi agency relationships are good and improving over time.

Now that a good spectrum of resources are in play there needs to be continued work to publicise these.

## **ACTION PLAN**

- 1. Publicise the new LADO website and suite of resources across the children's workforce targeting in particular hard to reach groups eg faith communities, disabled children.**
- 2. Update list of named senior officers and ensure they have the information they need to cascade to their staff group.**
- 3. LADO to explore how recording of LADO work can take place using the existing client data base ICS meeting requirements around confidentiality and data protection.**
- 4. LADO to consider introducing a feedback form for those involved in the LADO process to include capturing satisfaction with the service as well as outcomes in individual cases.**

## **Bibliography**

1. Working Together 2013
2. London Child Protection Procedures 2013 (Draft)
3. Guidance for Dealing with Allegations of Abuse Against Teachers and Other Staff (2012) DfE
4. Allegations of Abuse against Teachers and Non-Teaching Staff (2012) DfE
5. Guidance for Safer Working Practice for Adults who Work with Children and Young People (2007) DCSF

## **Data Sets 2011/12 and 2012/13**

**1. Total number of allegations referred to the Local Authority Designated Officer (LADO) from 1 April 2011 to 31 March 2012:**

Total:	91
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**2. Number of referrals by agency:**

Agency:	Number:
Social Care	<b>29</b>
Health	<b>5</b>
Education	<b>40</b>
Foster Carers	
Connexions	
Police	<b>11</b>
YOT	
Probation	
CAFCASS	
Secure Estate	
NSPCC	
Voluntary Youth Organisations	
Faith Groups	
Armed Forces	
Immigration/Asylum Services	
Other	<b>6</b>
Total	<b>91</b>

**3. Number of referrals by employments sector and primary abuse category:**

Agency:	Physical	Emotional	Sexual	Neglect	Total
Social Care	<b>4</b>				<b>4</b>
Health	<b>4</b>				<b>4</b>
Education	<b>39</b>	<b>6</b>	<b>25</b>		<b>70</b>
Foster Carers	<b>3</b>		<b>1</b>		<b>1</b>
Connexions					
Police			<b>1</b>		<b>1</b>
YOT					
Probation					
CAFCASS					
Secure Estate					
NSPCC					
Voluntary Youth Organisations					
Faith Groups					

Armed Forces					
Immigration/Asylum Services					
Other	<b>1</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>8</b>
Total	<b>51</b>	<b>8</b>	<b>31</b>		<b>91</b>

4. *How many of the referrals involving physical abuse followed a member of staff carrying out an authorised physical intervention or restraint?*

Agency:	Number:
Social Care	
Health	
Education	
Foster Carers	
Connexions	
Police	
YOT	
Probation	
CAFCASS	
Secure Estate	
NSPCC	
Voluntary Youth Organisations	
Faith Groups	
Armed Forces	
Immigration/Asylum Services	
Other	
Total (should be less than question 1)	

5. *At the point of conclusion, the number of referrals that were resolved within the following timeframe:*

1 Month	<b>52</b>
3 Months	<b>32</b>
12 Months	<b>5</b>
More than 12 Months	

6. *Number of referrals not concluded at time of completion:*

Total	<b>1</b>
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7. *Number of concluded referrals that resulted in:*

No further action after initial consideration	<b>57</b>
Being unfounded	<b>8</b>

Being unsubstantiated	<b>7</b>
Being malicious	<b>1</b>
Substantiated	<b>6</b>
Suspension	<b>11</b>
Dismissal	<b>6</b>
Resignation	<b>1</b>
Cessation of use	<b>3</b>
Section 47 investigation	<b>17</b>
Criminal investigation	<b>11</b>
Caution	
Conviction	<b>1</b>
Acquittal	<b>1</b>
Referral to DCSF	
Inclusion on barred/restricted employment list/Referred to ISA	<b>7</b>
Referral to regulatory body	<b>1</b>

## **Data Sets 2012/13**

**1. Total number of allegations referred to the Local Authority Designated Officer (LADO) from 1 April 2012 to 31 March 2013:**

Total:	<b>137</b>
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**2. Number of referrals by agency:**

Agency:	Number:
Social Care	<b>54</b>
Health	<b>9</b>
Education	<b>46</b>
Foster Carers	
Connexions	
Police	<b>9</b>
YOT	
Probation	
CAFCASS	
Secure Estate	
NSPCC	<b>4</b>
Voluntary Youth Organisations	<b>2</b>
Faith Groups	<b>1</b>
Armed Forces	
Immigration/Asylum Services	
Other	<b>12</b>
Total	<b>137</b>

3. Number of referrals by employments sector and primary abuse category:

Agency:	Physical	Emotional	Sexual	Neglect	Total
Social Care	6		2	1	9
Health	9		1	3	13
Education	56	5	17	10	88
Foster Carers	8			2	10
Connexions					
Police					
YOT					
Probation					
CAFCASS					
Secure Estate					
NSPCC					
Voluntary Youth Organisations	2		1	1	4
Faith Groups	2		5	1	8
Armed Forces					
Immigration/Asylum Services					
Other			2	3	5
Total	83	5	28	21	137

4. How many of the referrals involving physical abuse followed a member of staff carrying out an authorised physical intervention or restraint?

Agency:	Number:
Social Care	
Health	
Education	2
Foster Carers	
Connexions	
Police	
YOT	
Probation	
CAFCASS	
Secure Estate	
NSPCC	
Voluntary Youth Organisations	
Faith Groups	
Armed Forces	
Immigration/Asylum Services	
Other	
Total (should be less than question 1)	

5. *At the point of conclusion, the number of referrals that were resolved within the following timeframe:*

1 Month	<b>86</b>
3 Months	<b>39</b>
12 Months	<b>8</b>
More than 12 Months	

6. *Number of referrals not concluded at time of completion:*

Total	<b>4</b>
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7. *Number of concluded referrals that resulted in:*

No further action after initial consideration	<b>113</b>
Being unfounded	<b>3</b>
Being unsubstantiated	<b>9</b>
Being malicious	
Substantiated	<b>8</b>
Suspension	<b>14</b>
Dismissal	<b>3</b>
Resignation	<b>2</b>
Cessation of use	<b>4</b>
Section 47 investigation	<b>14</b>
Criminal investigation	<b>13</b>
Caution	<b>1</b>
Conviction	<b>1</b>
Acquittal	
Inclusion on barred/restricted employment list/ Referral to DBS	<b>5</b>
Referral to regulatory body	<b>1</b>

**Liz Shaw July 2013**