

Safeguarding Unit Business Plan 2017/2018

Team: LADO

High level Outcomes Children's Plan	1. Having A Voice	2. Feel and Be Safe	3. Happiness and Mental Health	4. Being Healthy and making positive choices	5. Best skills and qualifications	6. Additional Needs, Additional Chances
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1. HAVING A VOICE

Team Priorities: We will continue to shape the LADO service to promote the child's voice in the managing allegations process. The process will continue to ensure the adult who the allegation is against has an opportunity to have their say within the investigation process and is treated fairly throughout.

Ref	Action	Lead	Evidence	Agreed sign-off
1.1	Develop a process for consulting with children and parents about their experiences within the managing allegations process.	LADO:MC	Children's and parent's views will be reported in the LADO annual report and used to develop the LADO service and managing allegations procedures.	
1.2	Develop a process for consulting with involved adults about their experiences within the managing allegations process.	LADO:MC	Involved adults views will be reported in the LADO annual report and used to develop the LADO service and managing allegations procedures.	
1.3	Produce leaflets for, children, parents, involved adults and professionals about the Managing Allegations process.	LADO:MC	All involved in the managing allegations process will be fully informed.	
1.4	Develop an exemplar for employee investigations.	LADO:MC	Investigations will be child focussed, fair, sufficiently thorough and robust, reach a conclusion and make recommendations.	

Evidence of Achievement and Impact

Measures of success against actions	Impact (What does it show?)	Thresholds		
		Requires Improvement	Good	Outstanding
Feedback from all involved will evidence that they have been consulted appropriately about the allegation and subsequent actions.	Children's and parent's positive and negative experiences will be heard and used in service development,			

Investigations will be carried out to consistent standards across the children's workforce .	Investigations will identify risks to children and recommendations will identify if and how they can be managed: Children will be safeguarded from harm.			
Qualitative Information	Feedback from Children and Young People, Parents and Carers	Feedback from Staff		

2. FEEL AND BE SAFE

Team Priorities: LADO will promote: Cheshire East LSCB's Managing Allegations procedures; the LADO role; and LADO Standards across the children's work force (including voluntary agencies) to ensure that allegations are managed consistently in a way that keeps children safe from harm.

Ref	Action	Lead	Evidence	Agreed sign-off
2.1	LADO will consult with the LSCB strategic lead for faith and voluntary organisations to consider how best to promote managing allegations procedures and the LADO role.	LADO: MC	There will be an increase in referrals to the LADO from faith and voluntary organisations.	
2.2	The LADO will meet with the NSPCC's Child Protection in Sport Unit (CPSU) County Lead.	LADO: MC	Local sports clubs will demonstrate a good understanding of local managing allegations and LADO procedures.	
2.3	The LADO will lead on the implementation of multi-agency working agreements and pathways in relation to appropriate referrals and efficient management of allegations.	LADO: MC	There will be less inappropriate referrals to LADO and designated managers will be more confident in managing allegations and safeguarding concerns that don't meet the threshold for LADO involvement.	
2.4	The LADO will meet with Head Teachers from specialist provisions and Local Authority Managers with responsibilities for children with disabilities to: ensure children, parents, carers and those working/volunteering with such children are aware of Managing Allegations procedures and the LADO role; and discuss how best to support children with communication difficulties to raise safeguarding concerns and make allegations.	LADO: MC	Children with disabilities and those caring and working with them will demonstrate a good understanding of local managing allegations and LADO procedures. Children who find it difficult to communicate through speech will be able to raise safeguarding concerns and make allegations.	
2.5	LADO will continue to develop the twice yearly Managing Allegations training via review and analysis of participant feedback.	LADO:MC/PA	Feedback will evidence that training is meeting service needs.	

Evidence of Achievement and Impact

Measures of success against actions	Impact (What does it show?)	Thresholds		
		Requires Improvement	Good	Outstanding
Appropriate referrals will be made by all partner agencies	That there is awareness of managing allegations procedures across all relevant sectors			
Qualitative Information	Feedback from Children and Young People, Parents and Carers	Feedback from Staff		

3. HAPPINESS AND MENTAL HEALTH Team Priorities: LADO will promote the needs of children				
Ref	Action	Lead	Evidence	Agreed sign-off

Evidence of Achievement and Impact

Measures of success against actions	Impact (What does it show?)	Thresholds		
		Requires Improvement	Good	Outstanding
Qualitative Information	Feedback from Children and Young People, Parents and Carers	Feedback from Staff		

4. BEING HEALTHY AND MAKING POSITIVE CHOICES Team Priorities:				
Ref	Action	Lead	Evidence	Agreed sign-off

Evidence of Achievement and Impact

Measures of success against actions	Impact (What does it show?)	Thresholds		
		Requires Improvement	Good	Outstanding
Qualitative Information	Feedback from Children and Young People, Parents and Carers	Feedback from Staff		

5. BEST SKILLS AND QUALIFICATIONS Team Priorities:				
Ref	Action	Lead	Evidence	Agreed sign-off

Evidence of Achievement and Impact

Measures of success against actions	Impact (What does it show?)	Thresholds		
		Requires Improvement	Good	Outstanding
Qualitative Information	Feedback from Children and Young People, Parents and Carers	Feedback from Staff		

6. Additional Needs, Additional Chances

Team Priorities: CP IRO's will report on key themes and trends in Child Protection, Child in Need, CSE, MFH, AIMS and Private Fostering to support effective multi agency working and practice.

Ref	Action	Lead	Evidence	Agreed sign-off

Evidence of Achievement and Impact

Measures of success against actions	Impact (What does it show?)	Thresholds		
		Requires Improvement	Good	Outstanding
Qualitative Information	Feedback from Children and Young People, Parents and Carers	Feedback from Staff		