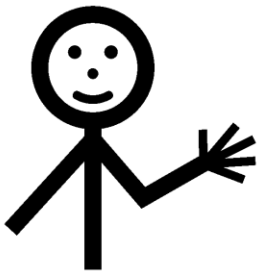


Hillingdon LADO Service & Education Safeguarding Team

- Hillingdon Local Authority Designated Officer (LADO) –
Hannah Ives
- Hillingdon Child Protection Lead for Education & Deputy LADO –
Nicole Diamond
- Hillingdon Domestic Abuse Lead for Education –
Laura Clarke



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Hillingdon Local Authority Designated Officer (LADO) - Hannah Ives

The LADO must be contacted within one working day in respect of all cases in which it is alleged that a person who works or volunteers with children 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; or
- behaved towards a child or children in a way that indicates they may pose a risk of harm to children.
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children (including in their personal life)

It is the responsibility of the headteacher (or the chair of governors if it relates to a headteacher) to report allegations to, and liaise with, the LADO when there are allegations against any staff or volunteer working in their setting.

It may be unclear how serious an allegation is and if it meets the above criteria. If there is any doubt advice from the LADO must be sought. In both these scenarios a contact form should be submitted to the LADO within one working day.



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What the Hillingdon LADO does?

- Provide advice and guidance regarding matters where threshold is not met . This includes advice & guidance for headteachers/chair of governors in addressing low level concerns and conduct matters where the threshold for a referral to the LADO is not met
- Have oversight & Coordinate the safeguarding and investigative process in response to allegations that do meet threshold
- Liaise with the police and other agencies, and arrange for a LADO Allegations (ASV) meeting to be held if required; if the case is complex there may be a series of meetings
- Monitor and maintain an overview of cases to ensure they're dealt with as quickly as possible, consistent with a thorough and fair process
- Ensure the child's voice is heard and that they are safeguarded as part of the process
- Provide advice in relation to the accused person remaining in post over the course of the investigation
- Support to ensure a suitable evidence based outcome is reached
- Assist employers in decisions about a person's suitability to remain in the children's workforce, and whether a referral should be made to the Disclosure and Barring Service (DBS) or the appropriate regulatory or professional body
- Consider any organisational learning



To contact the LADO/make a referral please visit:

- [LADO - Hillingdon Safeguarding Children Partnership Arrangements \(Hillingdon LSCB\) \(hillingdonsafeguardingpartnership.org.uk\)](http://hillingdonsafeguardingpartnership.org.uk)



Child Protection Lead for Education & Deputy LADO – Nicole Diamond

Key roles:

- Supports the LADO in their role
- Provides overall support and advice for designated safeguarding leads (DSLs), deputy designated safeguarding leads (DDSL) and headteachers regarding safeguarding matters in schools.
- Runs reflective sessions for DSLs and headteachers to book onto (focused on safeguarding concerns for children that do not have a current social worker).
- Facilitates 'DSL Cluster Groups' every term where DLS from across the borough come together as a chance to meet and share learning. Guest speakers are invited to offer training & Local borough updates are shared.
- Provides an advice line for DSLs to discuss safeguarding matters.
- Provides updated training resources each year (in line with KCSIE) and offers support for DSLs in their wider training of school staff.



Continued Child Protection Lead for Education & Deputy LADO – Nicole Diamond

- Creates webinars, briefings & guidance on key safeguarding in education topics which are shared with all schools to use with staff.
- Supports the Local Authority roll out of the 175/157 safeguarding audit.
- Acts as a point of contact between Ofsted and schools relating to safeguarding concerns.
- Support DSLs to navigate children's social care systems and escalate concerns where appropriate.
- Help schools identify early help/prevention resources and work with parents and children.
- Collaborates with other council and voluntary services to support links with schools.



Hillingdon Domestic Abuse Lead for Education – Laura Clarke

Key roles:

- Provides support and advice for designated safeguarding leads (DSLs), deputy designated safeguarding leads (DDSL) and headteachers in regard to domestic abuse and wider violence against women and girls (VAWG) including increased awareness of signs and indicators, understanding the impact on children & families and guidance around providing appropriate support and intervention.
- Running reflective sessions for individual DSLs/headteachers to discuss children where domestic abuse and/or VAWG may be a factor in their lives.
- Providing a consultative point of contact to DSLs & headteachers to discuss any domestic abuse and VAWG related matters.
- Free domestic abuse training for all school staff



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Continued Hillingdon Domestic Abuse Lead for Education – Laura Clarke

- Provides updated training resources each year (in line with KCSIE) and offers support for DSLs in their wider training of school staff relating to domestic abuse.
- Can co-ordinate and support school staff to deliver effective workshops/RSE (relationship sex education) to children and young people to discuss domestic abuse and VAWG, help them to identify risk factors to themselves and peers, have healthy relationships and seek support when needed.
- Co-ordinator of Operation Encompass in the borough, ensuring the system works effectively and providing support and guidance to schools when they receive notifications. (Operation Encompass provides a notification to schools where there has been a police call out to a child's home relating to domestic abuse. The aim being it supports early identification of concerns and therefore, interventions that can be put in place to support the child and family).



If you would like any of the support mentioned, to book any free training or have any questions please don't hesitate to contact us.

Hillingdon Local Authority Designated Officer (LADO) – Hannah Ives:

LADO@hillingdon.gov.uk 01895 250975

Hillingdon Child Protection Lead for Education & Deputy LAD0 – Nicole Diamond

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Hillingdon Domestic Abuse Lead for Education – Laura Clarke
Lclarke@hillingdon.gov.uk 07507 475797

We look forward to
working with you to
keep children safe
in Education



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