

## **CHILDREN AND YOUNG PEOPLE SCRUTINY 7 SEPTEMBER 2020**

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### **DESIGNATED OFFICER ANNUAL REPORT**

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#### **SUMMARY REPORT**

##### **Purpose of the Report**

1. The purpose of this report is to update Members of the Children and Young People Scrutiny Committee on the progress and performance of the Designated Officer, April 2019 to March 2020 and to highlight the required actions for April 2020 to March 2021.

##### **Summary**

2. In line with national guidance, the Designated Officer function is to ensure that:
  - (a) advice and guidance are provided to partner agencies and staff where an allegation is made against a person who works with children (paid or voluntary capacity).
  - (b) the Designated Officer will facilitate and oversee this process. The Designated Officer does not investigate. That is the role of the employer or if a criminal allegation, the Police.
  - (c) an agreed outcome of the investigation is established.
  - (d) allegations are appropriately managed by employers to protect not only the welfare of children but also staff.
  - (e) support actions are taken without delay to protect children.
  - (f) all learning is effectively disseminated.
4. All organisations working with children in Darlington are required to have policies and procedures in place on what their organisation should do when an allegation is made against an employee/volunteer who has contact with children. These policies and procedures should be in line with Darlington Safeguarding Partnership multi-agency procedures.
6. The allegation can be in connection with:
  - (a) employment
  - (b) voluntary activity
  - (c) work placement
  - (d) the individual's own children
  - (e) related to the community or private life of a partner, member of the family or other household member.

## **Recommendations**

7. It is recommended that:

- (a) the contents of the report and the work undertaken during 2019/20 and the priorities of the Designated Officer service for 2020/21 be noted.
- (b) the annual report be agreed.
- (c) all agencies to consider how to promote the role of the Designated Officer within their own organisation.

**Suzanne Joyner**  
**Director of Children and Adult Services**

## **Designated Officer Annual Report 2019/20**

### **Managing allegations and concerns against staff, carers or volunteers**

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## **Designated Officer Annual Report 2019/20**

### **Managing Allegations and Concerns against Staff, Carers or Volunteers.**

#### **1.0 Purpose of report**

- 1.1 The purpose of this report is to update the Darlington Safeguarding Partnership on the progress and performance of the Designated Officer (DO) service, (previously known as the Local Authority Designated Officer LADO) between April 2019 and March 2020 and to highlight the required actions for April 2020 to March 2021.

#### **2.0 Introduction / National Context**

- 2.1 The framework for the management of allegations of abuse is set out in [Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children \(July 2018\)](#) and [Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges \(September 2018\)](#).

In line with the guidance, the Designated Officer function is required to ensure that:

- advice and guidance are provided to partner agencies and staff.
  - any allegation made against a person who works with children in either a paid or a voluntary capacity is investigated. The Designated Officer will facilitate and oversee this process to conclusion. The Designated Officer does not investigate. That is the role of the employer or if a criminal allegation, the Police.
  - Designated Officer meetings are chaired effectively, and an agreed outcome of the investigation is established.
  - allegations are appropriately managed by employers to protect not only the welfare of children but also staff.
  - support actions are taken without delay to protect children.
  - learning from Designated Officer referrals is effectively disseminated.
- 2.3 All organisations within Darlington are required to have clear policies and procedures in place that outline how and what their organisation should do when an allegation is made against an employee/volunteer who has contact with children. These policies and procedures should be in line with Darlington Safeguarding Partnership procedures.

- 2.4 The criterion for a Designated Officer referral is when a person is alleged to have:

- behaved in a way that has harmed or may harm a child.
- has possibly committed a criminal offence against or related to a child.
- behaved towards a child or children in a way that indicates that he or she would pose a risk of harm if they work regularly or closely with children.

The allegation can be in connection with employment / voluntary activity / work placement, regarding individual's own children or related to the community or private life of a partner / member of the family / household member.

### **3.0 Local Arrangements**

- 3.1 Between March-October 2019 the role of Designated Officer was undertaken by an agency worker. Darlington Borough Council currently has one Designated Officer who is based with the Darlington Safeguarding Partnership Business Unit and has undertaken the role since November 2019. The current Designated Officer has a dual role and is also a Policy Development Officer within the Darlington Safeguarding Partnership Business Unit.
- 3.2 Clear arrangements are in place to ensure robust oversight and monitoring of the Designated Officer function. This has been provided through supervision with the Assistant Director of Adult Services to ensure that policies are applied consistently and fairly and that all cases are progressed in a timely manner.
- 3.3 During 2019/20 consideration has been given to whether the Designated Officer role should be located within the Safeguarding Partnership Business Unit structure. This issue is still in discussion and options for the future are being considered.

### **4.0 Cross boundary issues**

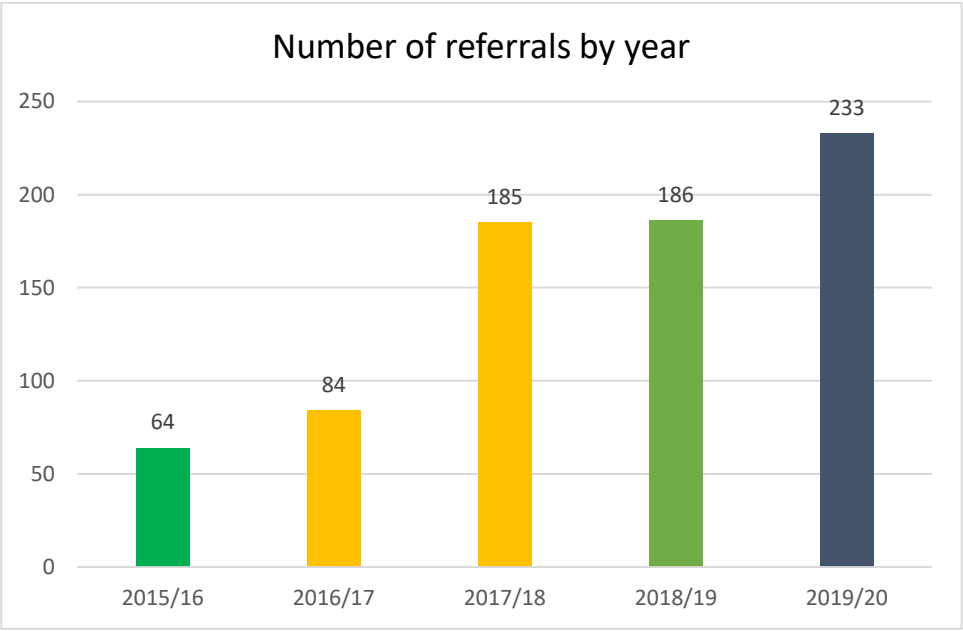
- 4.1 Where a child from the Darlington Local Authority area makes an allegation in a setting or placement which is outside the Darlington Borough Council jurisdiction, the lead responsibility for action lies with the local authority for the area where the alleged abuse occurred.
- 4.2 In these circumstances, the Designated Officer and, where appropriate, the child's Social Worker, will liaise with the relevant local authority and agree a joint strategy.
- 4.3 Checks should be made as to whether there are any other children in the placement. If so, the child's Social Worker and manager must be informed, and the Designated Officer should consult them about the action required.
- 4.4 Interviews of children from Darlington Local Authority areas will usually be undertaken by their own local children's social care services in conjunction with the police as appropriate.

4.5 Where the referral relates to a child from another local authority temporarily placed in an establishment located within the Darlington Local Authority area, the Designated Officer should liaise with the child’s home authority about the roles and responsibilities in carrying out this procedure.

5.0 Referrals

5.1 In 2019/20, the Designated Officer service received a total of 233 referrals This represents a 25% increase on the number of referrals received in 2018/19. Of the total number of referrals, 47 were determined to meet the Designated Officer threshold for an Initial Evaluation Meeting amounting to 20% of all referrals. The remaining 186 referrals did not meet this threshold.

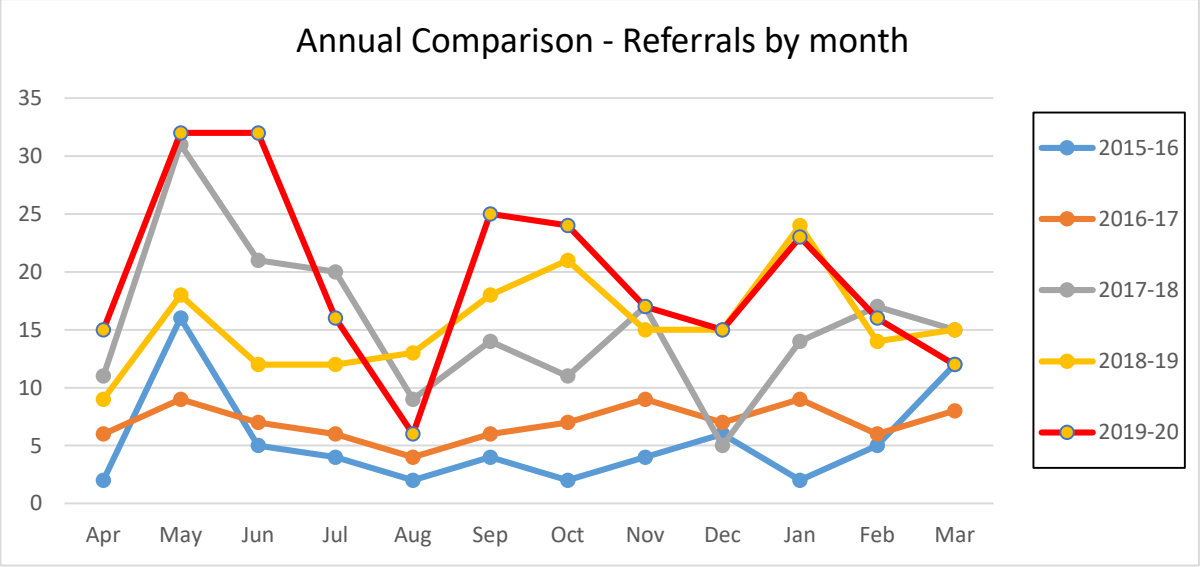
Chart 1



- 5.2 Initial Evaluation Meetings take place when it is clear that information sharing would be beneficial between agencies involved, for example Designated Safeguarding leads within the referring organisation, Human Resources, Police, and Children’s Services. This can be after a strategy meeting held by Children’s Services or it may be a standalone meeting. In some circumstances it is appropriate to share information via telephone without the need of convening an Initial Evaluation Meeting, for example when the allegation is not of a serious nature and there is limited information to share with the employer.
- 5.3 The figures in Chart 2 show that the referral rate in 2019/20 increased by a total of 47 referrals. The chart also shows that in June 2019 the referral rate increased significantly in comparison with previous years with a total of 31 referrals.
- 5.4 Analysis shows that 47% of the referrals in June 2019 were made in respect of schools which provide a service for children with Special Educational Needs and of the total number of referrals in June 2019 a total of 38% were in respect of one school.

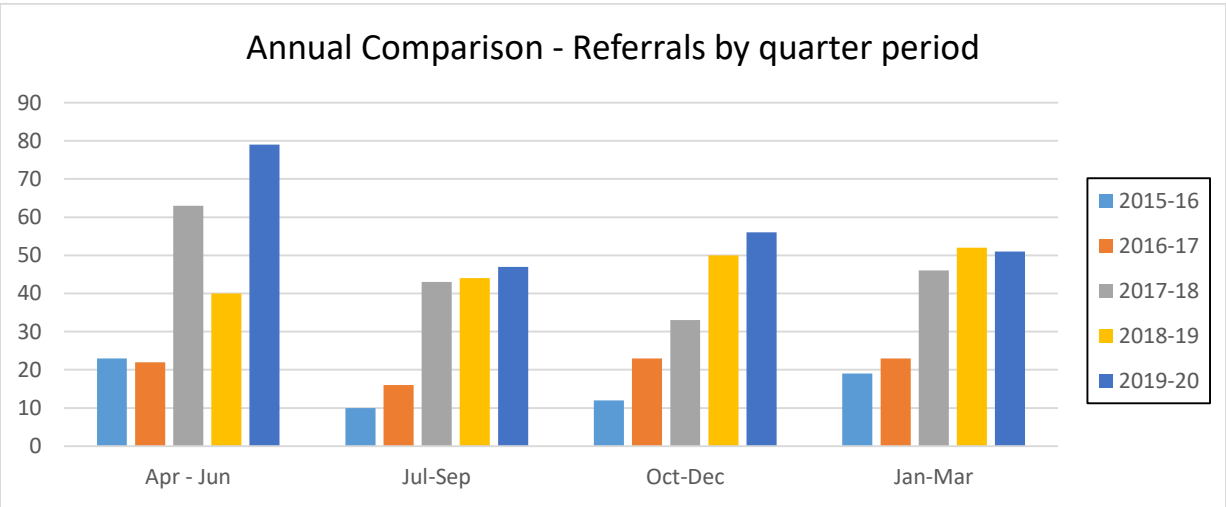
5.5 There were similar numbers in May 2019 (this is not dissimilar to the pattern of previous years) and Quarter 1 for this year has a significantly higher rate of referrals than the remaining quarters of 2019/20 (Chart 3). The higher number of referrals may in part be explained by the fact that children with Special Educational Needs are often unsettled by breaks in routine and the number of incidents involving the use of restraint (which is the predominant reason for allegations in these settings) may have increased following the return to school after the Easter break and the May Bank holiday half term.

Chart 2



5.4 The majority of referrals to the Designated Officer relate to schools. Increases in the rate of referrals can be seen in September 2019 and January 2020 when children return to school following the lengthy summer and Christmas breaks. The number of referrals tends to fall significantly in the month of August during the summer break.

Chart 3



## **6.0 Category of Concern**

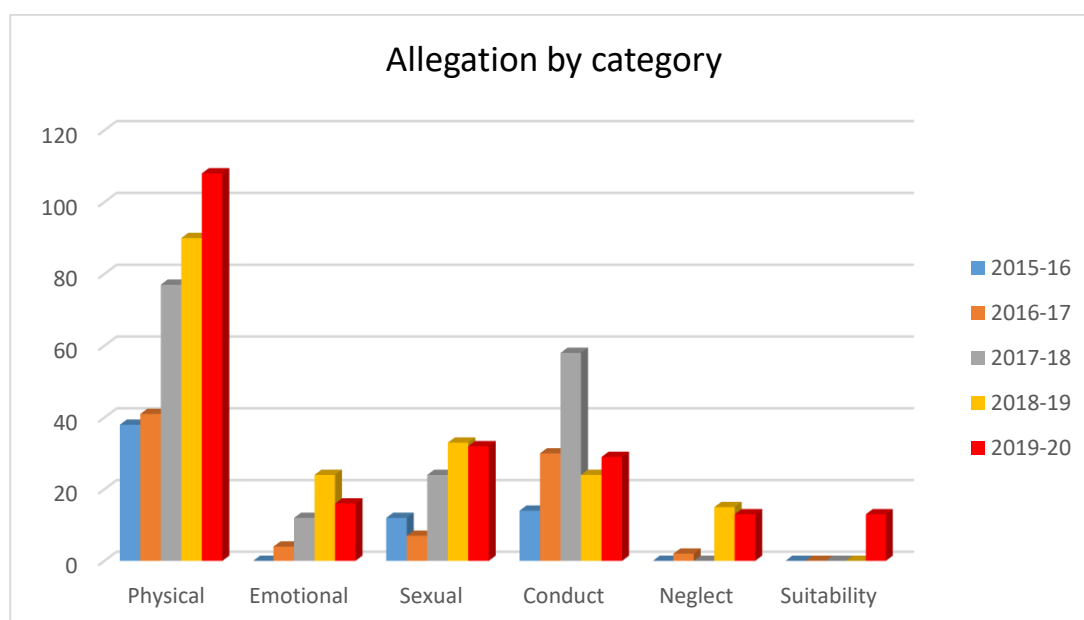
- 6.1 Of the 233 referrals accepted in 2019/20 the main category for referral was allegations of physical abuse. This is in line with the data from previous years.
- 6.2 In 2019/20 107 (46%) of accepted referrals were in relation to physical abuse which represents an increase of 20% on last year's figures within this category.
- 6.3 As can be seen from chart 4, the rate of referrals of allegations of sexual abuse has remained the same as last year at 32. This represents 14% of all cases referred and a slight percentage decrease on last year. The Local Authority and Darlington Safeguarding Partnership provide a wide range of safeguarding training for professionals and includes both adult and children's safeguarding and a multi-agency audit on sexual abuse in accordance with JTAI was conducted by the Partnership in 2019/20.
- 6.4 The number of referrals under the category of neglect has remained constant with a total of 13 representing 6% of the total number of referrals. Throughout 2019/20 the Local Authority and Darlington Safeguarding Partnership provided a rolling programme of Neglect workshops to raise awareness of this category of abuse.
- 6.5 There has been a slight decrease in the number of emotional abuse referrals with a total of 16 recorded in 2019/20. Emotional abuse referrals represent 7% of all referrals to Designated Officer.
- 6.6 Referrals under the category 'conduct' have seen a slight increase accounting for 29 (12%) of referrals to the Designated Officer in 2019/20. The use of conduct as an area of concern is not included in Working Together to Safeguard Children 2018 but is widely used by Designated Officers as some referrals do not fit neatly into the four categories of physical, sexual, emotional and neglect. There has been on-going discussion regionally as to which Local Authorities are still using this category. The outcome and recommendations have been considered at the national quarterly Designated Officer meeting and a decision made that it was the responsibility of the individual Local Authorities whether the term conduct is used. The majority of referrals received recorded as 'conduct' were in relation to incidents which occurred in the private lives of individuals and did not easily fit into the main categories.
- 6.7 A number of allegations (13) have been recorded under the new category of 'suitability' and this category amounts to 6% of the total. This category usually relates to an employee's personal issues, such as mental ill-health or 'association' with an offender, which may affect their suitability to work with children.
- 6.8 The remaining recorded allegations have not been categorised because they are recorded for information purposes, for example, in support of employers seeking advice and reassurance but requiring a record of the referral to the Designated Officer to satisfy Ofsted requirements, providing additional information about a



case which has already been investigated or because the allegation is subsequently found to be 'out of area' and referred to the relevant local authority.

- 6.9 The overall trend within the Designated Officer service is that the number of annual referrals has increased significantly (20%) in the past twelve months. Some referrals are complex, often requiring more than one Designated Officer meeting. There have also been referrals relating to incidents in the private lives of individuals, which raise safeguarding concerns about their suitability within their employment. Such cases can be complex in terms of disclosure and resolution.
- 6.10 The increase in the total number of referrals in this reporting period is partly explained by the high number of allegations from a school for children with Special Educational Needs, accounting for 19% of the total number of allegations. Most of the allegations from this setting relate to the use of restraint. This is explained in paragraphs 8.4 - 8.6.
- 6.11 The increase in the total number of referrals in 2019/20 may also be explained in part by the impact of multi-agency training provided by the Darlington Safeguarding Partnership Training Officer and awareness raising sessions provided by the Designated Officer in 2019/20, which has resulted in a better understanding of the role of the Designated Officer and the requirement for employers to inform the relevant Local Authority of allegations against professionals who work with children.

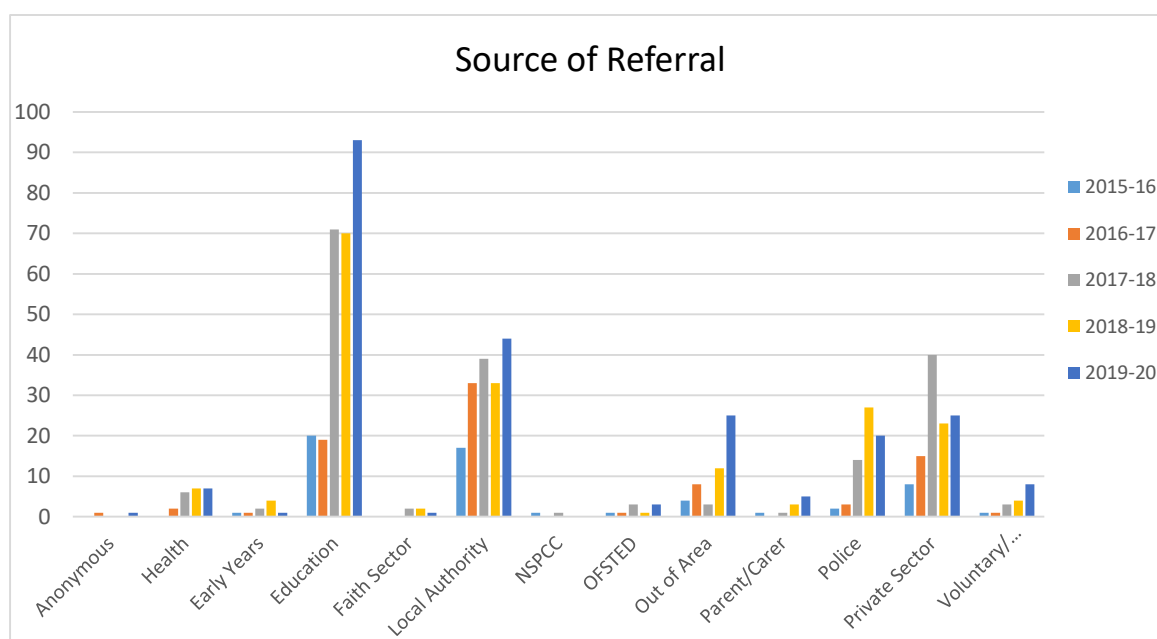
**Chart 4**



## 7.0 Source of Referrals by Profession / employment setting

- 7.1 As can be seen in Chart 5 Education settings in 2019/20 continue to be the largest referring group, accounting for 93 (40%) of the 233 referrals made. The majority of referrals from schools were as a result of allegations of physical abuse and correspond to the analysis of 'category of concern' data showing that physical abuse is the most common category of allegation reported to the Designated Officer. It should be noted that the total number of allegations relating to education establishments is slightly higher at 98 and this is because five of the allegations involving an employee in education were referred to the Designated Officer by other agencies or a parent/carer.
- 7.2. The Designated Officer has continued in 2019/20 to liaise with the North East Ecumenical Safeguarding Group to ensure that interaction and engagement between the faiths continues to share an understanding of the safeguarding roles and responsibilities within each church and the cross border issues faced as well as to raise awareness of the Designated Officer role. The North East Ecumenical Board have revised their schedule of quarterly meetings and will include an invitation to all North East Designated Officers.

**Chart 5**

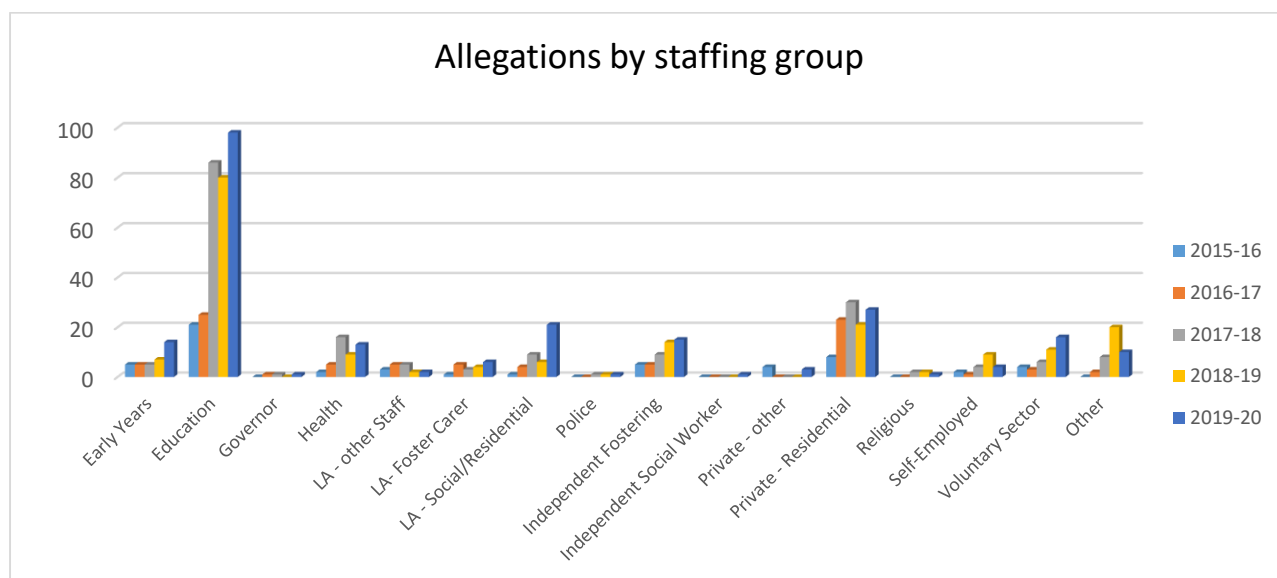


- 7.3 Referrals have continued to be received from a wide range of professions / Settings.

## 8.0 Allegations by staff group

- 8.1 The Chart 6 shows that referrals are made across a wide range of roles and settings, whether paid staff or volunteers as outlined in the national guidelines.

**Chart 6**



- 8.2 As would be expected the largest number of allegations by staffing groups is Education which accounts for 98 referrals which is 42% of all allegations referred to the Designated Officer in 2019/20.
- 8.3 During 2019/20, of the 98 referrals relating to employees in education settings, 12 (12%) were regarding employees from primary schools; 8 (8%) from secondary schools; 6 (6%) from Further Education settings; 1 (1%) from a residential establishment with attached education provision and 71 (72%) were from schools which provide a service for children with Special Educational Needs (both primary and secondary age groups).
- 8.4 There was a total of 53 allegations (54%) in the category of physical abuse relating to schools and this figure correlates with the presenting referrals from education, often involving physical restraints being used within educational settings for example Team Teach, which is an approved management model for dealing with children and young people who are posing a risk to themselves or others .
- 8.5 One school which has an intake of pupils who are unable to have mainstream education because of Special Educational Needs and challenging behaviour made a total of 44 referrals (all categories) to the Designated Officer in 2019/20. This represents 19% of the total number of referrals (all categories) to the Designated Officer originating from one educational establishment. Of these referrals a total of 34 involved allegations of physical abuse, accounting for 62% of the referrals from Education within the category of physical abuse. All 34 referrals involved allegations of assault or the excessive use of force during physical interventions and restraint.
- 8.6 The high number of referrals from this school was analysed by the Designated Officer. Whilst there is clearly evidence of transparency in reporting allegations to the Designated Officer and adherence to local reporting procedures, concerns

about the high number of allegations relating to the use of restraint have been escalated to the Head of Education at Darlington Borough Council.

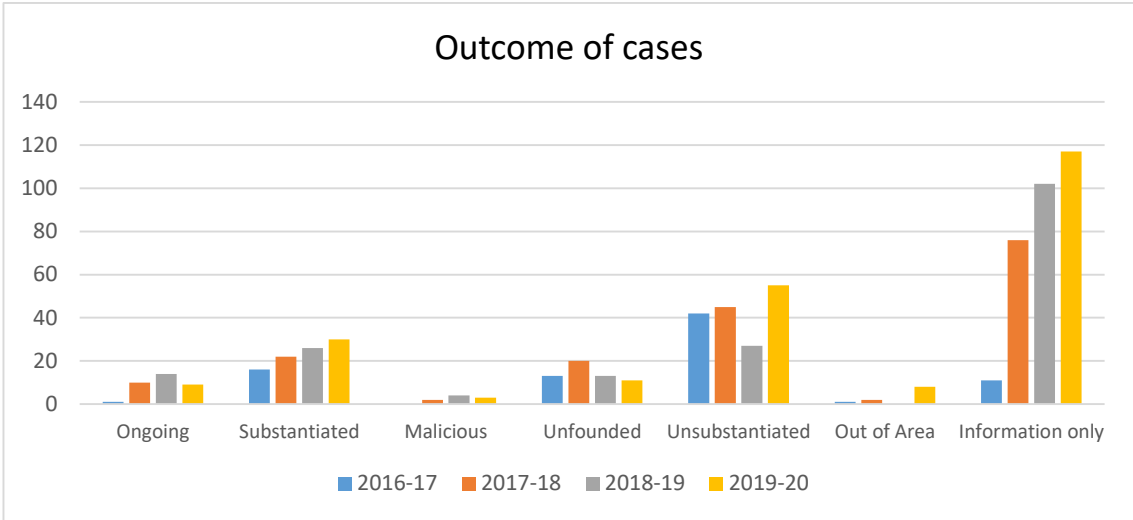
- 8.7 The number of referrals regarding Independent Foster Carers has increased with 15 allegations being referred during 2019/20. There have been 6 referrals relating to Darlington Borough Council Foster Carers during the recording period, a slight increase on last year's figures.
- 8.8 The Designated Officer continues works closely with the Service Manager for the Fostering Team following a decision in 2018 that all referrals about foster carers (i.e. including Independent Fostering Agencies) would be shared with the Service Manager. This enables the Service Manager to keep a close check on those agencies where the standards of care fall below what is expected of an accredited provider of services. When appropriate this information is shared with the Commissioning Team.

## **9.0 Outcome of cases**

- 9.1 In relation to the 30 cases where the allegations were substantiated, of these cases 7 employees were dismissed (23%), 4 resigned from their position (13%), 2 cases resulted in no further action (7%), 12 staff members were reinstated (40%), 1 staff member was de-registered (3%) and 3 received management advice following disciplinary proceedings (10%). One case (3%) was recorded as substantiated following agreement at the Initial Evaluation Meeting because of the weight of evidence from the outset, but this case is still awaiting the outcome of the police investigation and therefore the disposal is not yet recorded.
- 9.2 There were 55 unsubstantiated outcomes and of these 25 staff were re-instated (45%) and 21 resulted in no further action (38%). In the remaining cases employees were given management advice.
- 9.3 There were 11 cases deemed to be 'unfounded', of these 3 staff were re-instated (27%) and in 8 cases no further action was taken (73%).
- 9.4 A total of 3 cases were deemed to be malicious. No further action was taken in 2 (67%) of these cases no further action was taken and in 1 case (33%) the employee was reinstated following an internal investigation.
- 9.4 In this reporting period 125 cases were recorded for 'information only'. This includes cases which are 'out of area' (sometimes this fact is only established after initial enquiries have been carried out by the Designated Officer), cases which are reported to the Designated Officer but are subsequently found not to be in the remit of the Designated Officer procedures and result in advice being given and cases which are transferred to the Safeguarding Adult Manager as they are better dealt with under the Managing Allegations Procedures in accordance with the Care Act 2014. Some cases can fall within the remit of both the Designated Officer and the Safeguarding Adult Manager, for example agency employees or employees with two roles. In such cases, the Designated Officer works closely with the Safeguarding Adult Manager and a joint meeting may take place.

- 9.5 A total of 9 cases (4%) remain open. These are either on-going Police investigations, complex internal investigations or cases which are awaiting the outcome of a court case or an appeal.

**Chart 7**



**10.0 Performance**

- 10.1 The Designated Officer continues to work to the professional standards set out in Working Together. The performance of the Designated Officer is measured and monitored through supervision between the Assistant Director of Adult Services and the Designated Officer.
- 10.2 The number of Designated Officer referrals that progressed through to an Initial Evaluation meeting was 47 (20%). This represents a 34 % increase in Initial Evaluation Meetings in comparison with 2018/19.

Local targets are set in line with an earlier version of Working Together (2010) that:

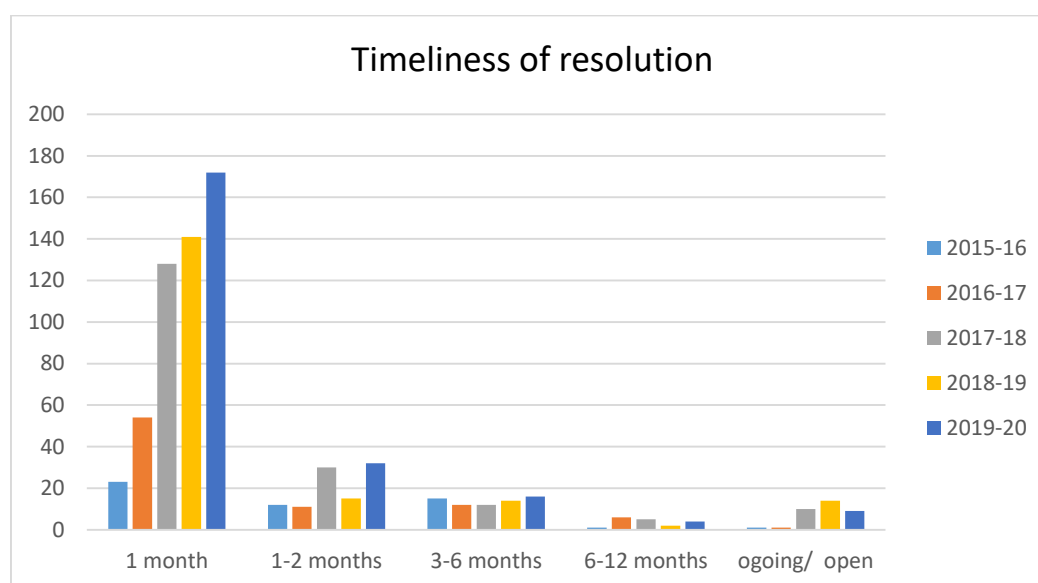
- 80% of Designated Officer cases are resolved within one month
- 90% within three months

- 10.3 Allegations are resolved in a timely manner with 173 (75%) of total cases being resolved in one month and this is consistent with the previous year's performance data. Resolution timescales can be impeded by the complexity of cases involving ongoing criminal investigations and internal investigations where the employee has declared themselves unfit for work therefore delaying disciplinary action.
- 10.4 A total of 88% of cases were resolved within 3 months and 94% within 6 months. There were a further 2% that concluded after 6 months. The remaining cases were ongoing and not finalised at the end of this reporting period, this is predominantly involving ongoing complex cases and criminal or internal

investigations. At the time of writing the report a total of 9 (4%) of cases were still active.

- 10.5 The Designated Officer tracks all open cases on a 4 weekly basis to ensure that updates on outcomes of investigations are received and to enable cases to be closed in a timely manner. However, it should be noted once Police are involved or a case is referred to an employer for disciplinary procedures to be followed, the Designated Officer is reliant on external process which impact on resolution timescales.

**Chart 8**



## 11.0 Freedom of Information Requests

- 11.1 During 2019/20 the Designated Officer service has continued to take the lead with regards to Freedom of Information Requests with regards to allegations made about employees or volunteers working with children. Over the year 2 requests were received.

## 12.0 Service Improvements & Developments 2019/20

- 12.1 See Appendix 1.

## 13.0 Designated Officer Service Priorities and Plan 2020/21

- 13.1 In 2020/21 the Designated Officer Service plans to continue to promote awareness of the service across a range of professions to ensure that appropriate referrals are coming in and to break down any barriers to agencies seeking the advice and support of the Designated Officer Service. The role of the Designated Officer and the responsibilities of employers are included in multi-agency safeguarding training.

- 13.2 Discussions about the future of the Designated Officer service in Darlington will continue and a decision will be made as to where the service will be placed within the Local Authority.
- 13.3 The service also wants to improve the quality of the performance information gathered and to maximise the efficiency of the service using electronic recording systems. It is anticipated that in 2020/21 the recording of referrals to the Designated Officer service will be integrated within the casework system Liquid Logic. This will enable Children's Services to improve data matching where appropriate.
- 13.4 The Designated Officer Service will continue to be crucial to frontline practice to safeguard children in Darlington.
- 13.5 The Designated Officer will continue to monitor the incidence of allegations resulting from the use of restraint in education settings.
- 13.6 In 2020/21 the Designated Officer service has identified 4 key priorities (Appendix 2) which are pivotal to the on-going development of the service.

#### **14.0 Recommendations**

- 14.1 To note the contents of the report and the work undertaken during 2019/20 and to acknowledge the priorities of the Designated Officer service for 2020/21.
- 14.2 To share the Annual report with Darlington Safeguarding Partnership and Members who will be asked to:
- agree this Annual Report
  - to consider how they will continue to promote the role of the DO within their own organisation.

#### **15.0 References**

- Working Together to Safeguard Children 2018
- Keeping Children Safe in Education September 2018
- Guidance for staff facing an allegation 2014

#### **16.0 Author**

Marian Garland  
Designated Officer  
Darlington Safeguarding Partnership Business Unit  
Date: 21<sup>st</sup> May 2020

**Appendix 1****Service Improvements & Developments 2019/20**

A number of actions were identified for development of the Designated Officer function during 2019/20 which would further improve the performance of the service. The progress against these actions is highlighted below.

	<b>Action</b>	<b>Lead</b>	<b>Timescale</b>	<b>Update</b>
1	To ensure the induction of a newly appointed DO is successful and the appointee is retained	AD	Jan 2020	This is ongoing- Discussions about the future of the Designated Officer service in Darlington will continue in 2020 and a decision will be made as to where the service will be placed within the Local Authority.
2	DO will continue to raise awareness of the DO role via a range of media throughout the coming year	DO	Completed	All relevant information re the DO service has been posted on the revised Darlington Safeguarding Partnership website (July 2019). Websites and literature to have the name and contact details of the DO. All agencies will have correct details of DO. DO information will be easily accessible and relevant referrals made.
3	DO will continue to engage with the Safeguarding Multi Agency Trainer and Safeguarding Education Officer in relation to continual roll out of designated training	DO	March 2019	This is an on-going process.
4	DO to liaise with Police in relation to any historical allegations that may come as a result of the Independent Enquiry into Child Sexual Abuse.	DO	Ongoing	The DO has an agreed strategy in place referring any notifications of historical sexual abuse from the Independent Enquiry into Child Sexual Abuse. Referrals from IICSA have been received via the NSPCC.
5	The DO will continue to maintain accurate records of referrals, decision making and outcomes; monitor date	DO	Ongoing	Records are reviewed monthly to ensure that they are accurate and up to date. Themes in relation to the use of restraint in schools for SEN pupils were



	and identify any themes that emerge and feed these themes into training			identified in 2019/20 and have been escalated to the Head of Education
6	DO to attend all pre-agreed regional DO meetings to ensure that Darlington's views and opinions are represented. DO to attend National Annual DO Conference.	DO	Ongoing	The DO attends quarterly regional DO meetings or receives an update by e mail. The DO attended the 2019 National DO Conference. All information from Conference was shared via email.
7	DO will continue to develop recording practice with system developments for future reports	DO	Ongoing	This was a priority for 2019/20. The DO has liaised with the Liquid Logic (LL) team and devised an appropriate recording system within LL and it is anticipated that recording be integrated within Liquid Logic in 2020.
8	To develop a safer recruitment guidance to offer further support and guidance to settings	DO and HR	Completed	The Safe Recruitment guidance is available on Darlington Borough Council's Recruitment and Selection Policy.
9	Review the format of DO initial evaluation meetings template for inclusion in Liquid Logic.	DO and LL	March 2020	The DO has liaised with the LL team and has devised a form for inclusion within the LL recording system. This is ongoing. The IEM form has been updated (July 2019)
10	The DO will provide feedback on National DO standards and seek approval from DSP and legal Services	DO	Ongoing	The National Standards are not yet completed. There is an on-going discussion as to whether a National Guidance will be appropriate for such a wide diversity of Local Authorities.
11	The DO will review and up-date the procedure for Managing Allegations and concerns against staff, carers or volunteers and seek approval via the DSCB Practice and Development and Procedures sub-group.	DO	Completed	The procedures were reviewed in July 2019 within the framework of the DSP Learning and Development sub-group, the procedures have been updated to reflect the changes to legislation – Working Together to Safeguard Children 2018.
12	To review and up-date the guidance for staff facing an allegation	DO	Completed	This guidance was reviewed in July 2019 within the framework of the DSP Learning and Development sub-group but will be kept under review.

## Appendix 2

**Designated Officer Service Priority Plan 2020/21**

**Priority 1. The future of the Designated Officer service in Darlington to be agreed and a decision made as to where the service will be placed within the Local Authority.**

<b>Action</b>	<b>Planned outcome</b>	<b>Lead</b>	<b>Timescale</b>
A decision to be made as to where the Designated Officer would be best placed within the Local Authority with regards to workload and taking into consideration resilience for abstraction.	A decision regarding where the DO role should be placed.	Assistant Director	September 2020

**Priority 2: DO database/recording to be integrated within Liquid Logic**

<b>Action</b>	<b>Planned Outcome</b>	<b>Lead</b>	<b>Timescale</b>
In conjunction with the Liquid Logic team devise an appropriate DO casework recording system within Liquid Logic.	Improved recording and enhanced searching capacity for the DO and improved data matching for Children's Services where appropriate. Performance Indicators to be available on Liquid Logic which will feed figures into the DO Annual report.	DO/LL	September 2020

**Priority 3: To monitor and address the prevalence of allegations involving the use of restraint in SEN Education settings in Darlington**

<b>Action</b>	<b>Planned Outcome</b>	<b>Lead</b>	<b>Timescale</b>
Monitor the rate of allegations involving the use of restraint in SEN education settings in Darlington in respect of repeat allegations.	To work with Head Teachers and Safeguarding Leads to ensure that the DO is informed when such an allegation is made by a pupil/parent and that staff are using restraint appropriately and that any breaches of restraint	DO	March 2021

	guidelines are dealt with appropriately schools with a view to reducing the annual number of allegations of restraint within this category.		
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**Priority 4 Training and Awareness Raising in respect of the Designated Officer role and local procedures.**

<b>Action</b>	<b>Planned Outcome</b>	<b>Lead</b>	<b>Timescale</b>
DO will continue to engage with the Safeguarding Multi Agency Trainer and Safeguarding Education Officer in relation to continual roll out of designated training and will hold awareness raising sessions with employers as requested.	Increased awareness amongst employers of the DO procedures and their responsibilities in reporting allegations to the DO and improved transparency in reporting allegations. This will potentially increase the number of referrals to the DO service and will improve safeguarding outcomes for children.	DO	March 2021

