

**1.32** I can confirm that the allegation dated 30.4.13 is an accurate summary of the allegation and that it does illustrate issues associated with fear; shame and guilt as highlighted in paragraph 8.1.9 (h). (14)

**1.33** In regards to paragraph 8.1.3 (c and d) and other associated points in my report linked to appropriate responses to disclosures of sexual abuse, guidance in regards of how to react to disclosures is freely available on all local safeguarding board websites, from the policy and procedures associated with all institutions and from the NSPCC, through the guidance published 'what to do if a child speaks out about abuse' as highlighted in my first report. (15)

**1.34** It appears that in the example highlighted in regards to the allegation made on the 16.4.16, the operation managers response was wholly inappropriate and inconsistent with the guides published and available from the sources outlined above. (15)

**1.35** In regards to the issues linked to staff training as exemplified within paragraph 8.1.4 and related to the allegation dated 7.10.14 the investigation did conclude that the member of staff did show a 'genuine lack of awareness' in regards to the need to report the allegation, which in essence was an assault upon herself. The allegation against the member of staff was substantiated due to her failure to report the allegation. This may be indicative of a) a lack of understanding of the seriousness of the allegation b) a lack of access to or failure to participate in appropriate training offered as part of the induction process or as ongoing professional development training; c) lack of appropriate supervision of the member of staff or d) that the training provided was not sufficiently robust or clear in regards to issues linked to appropriate behaviours of staff within the secure setting, and how to respond to inappropriate behaviours from children and young people. (16)

**1.36** In regards to dispute resolution in relation to recommendations and outcomes linked to investigations against an employee, guidance regarding 'disagreements' is available from local safeguarding board website, as illustrated in the London Child Protection Procedures at section 11: *Professional conflict resolution*. The principles and pathways outlined in this document can be applied in regard to disagreements within the LADO outcome process, and would suggest that the person(s) disagreeing with the outcome should refer the issue to the head of service. It is not clear in regards to the allegations outlined above if the Deputy Director at Rainsbrook did so, or formally recorded the disagreement. (16)

**1.37** The London Child Protection Procedures set out clearly the role; function and processes associated with the LADO, in section 7 of the procedures. These procedures apply to all children and young people, whether in the community or in the secure estate. (17)

**1.38** in relation to the specific issues raised associated with LADO/social services involvement regarding HMYOI Werrington and HMYOI Feltham, I make the following comments which can be related to the potential impact that the alleged victim being subject to secure accommodation may have had upon decisions made by professionals:

Werrington-

- a) An alleged physical and sexual assault and associated threats of violence were reported to Social Services, but were they deemed not sufficiently serious enough to reach the threshold for investigation. It appears that the separation (into 2 single cells) of the two