**WBCIR:18464**

**1: Please provide a list of all safeguarding referrals (typically known as section 47 referrals) relating to alleged abuse or neglect in nurseries for each year. Please provide the following break down for each one:**

**a) Year**

**b) Nature of abuse i.e. neglect/ physical abuse/ sexual abuse**

**c) Brief description of allegation i.e. child was struck on the head by staff member recorded on CCTV**

**d) Whether there was a LADO referral or not**

**e) Outcome of investigation into incident (make clear who carried it out): i.e. substantiated**

**f) Whether there was a complex abuse investigation (typically carried out by the local authority and police)**

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|  | **Year Referral was received** | **Category of Allegation or Concern** | **Details of Concerns** | **Outcome of enquiry or Initial Evaluation** | **Outcome for those concerns that led to a LADO Allegation Process** |
| Lado234 | 2019-20 | Unsuitable Adult Behaviour | Issues around staff members practice with children | Evaluation – management by employer |  No role for LADO |
| Lado237 | 2019-20 | Unsuitable Adult Behaviour | Parent complained about school not following procedure in respect of reporting injuries about her child and these not being logged as incidences.  | Evaluation – management by employer |  No role for LADO |
| Lado252 | 2019-20 | Unsuitable Adult Behaviour | Staff member arrested with her boyfriend for suspicion of dealing drugs. | Evaluation – management by employer |  No role for LADO |
| Lado257 | 2019-20 | Unsuitable Adult Behaviour | Child said disclosed Domestic abuse by his mother (staff member) to his father. Transferable risk .  | Evaluation  – no further action for LADO  |  No role for LADO |
| Lado267 | 2019-20 | Physical | Child told mum that practitioner had smacked child on her back. Child did say that she had smacked practitioner on the head first. Mum is not sure if this was deliberate or on purpose. Child has been saying for a while that she does not like practitioner, mum has kept child away from setting today. | Evaluation – management by employer |  No role for LADO |
| Lado277 | 2019-20 | Neglect | A child who has daily prescribed laxatives that is taken with drinking water. Child had drank the water. The staff member collected the cup and left it on the side to deal with another situation. During that time another child had picked up the cup and began to drink but did not manage to drink it as stopped in time. Not believed the content of the laxatives were still in the cup. | Evaluation – management by employer |  No role for LADO |
| Lado309 | 2019-20 | Unsuitable Adult Behaviour | Manager of child care facility found to have been drunk driving and in possession of class A drugs. | Evaluation  – no further action for LADO |  No role for LADO |
| Lado312 | 2019-20 | Unsuitable Adult Behaviour | Anonymous referral received regarding staff members employment with children and being unsafe and concerns about her daughters care of her own children. There is no evidence in the referral to proof that she has neglected/abused children she works with at ####. | Evaluation  – no further action for LADO  |  No role for LADO |
| Lado320 | 2019-20 | Physical | Red marks found on child's torso alleged to be as a result of tickling by nursery practitioner | Evaluation – management by employer |  No role for LADO |
| Lado322 | 2019-20 | Physical | Allegation of force feeding a child at Nursery and mishandling a child. Threshold not met for police.  | Progress as Allegation | Substantiated |
| Lado336 | 2019-20 | Unsuitable Adult Behaviour | A member of staff alleged that a colleague had helped and encouraged the child to ‘show me your dance’ – the child had her trousers down and started wiggling her bare bottom. | Evaluation – management by employer |  No role for LADO |
| Lado361 | 2019-20 | Unsuitable Adult Behaviour | Complaint email sent by a member of staff that had been dismissed by the setting raising safeguarding concerns.  | Evaluation  – no further action |  No role for LADO |
| Lado362 | 2019-20 | Online Sexual Abuse | Early seeking advice regarding a setting that has received what is believed to be a scam email stating that they have a video showing a person masturbating  | Evaluation  – no further action |  No role for LADO |
| Lado375 | 2019-20 | Neglect | Child was left in the room asleep when a fire drill took place. | Evaluation  – no further action |  No role for LADO |
| Lado378 | 2019-20 | Unsuitable Adult Behaviour | Parental complaint - member of staff observed grabbing a child by the arm  | Evaluation – management by employer |  No role for LADO |
| Lado390 | 2019-20 | Physical | Verbal complaint by a parent about a member of our staff. They stated that they witnessed the staff member ‘aggressively’ grab their child who was on a table.  | Evaluation – management by employer |  No role for LADO |
| Lado428 | 2019-20 | Neglect | They did not give an exact data however last week they were moving the children from outside to inside and managed to leave a child outside in the garden.  | Evaluation – management by employer |  No role for LADO |
| Lado429 | 2019-20 | Sexual | Child alleges to parent that the man that comes to preschool to fix things has touched his bottom.  | Evaluation – management by employer |  No role for LADO |
| Lado440 | 2019-20 | Sexual | Allegations of sexual abuse towards babies at the nursery. Threshold not met for police investigation. | Progress as Allegation | Unsubstantiated |
| Lado447 | 2020-21 | Sexual | Allegations made through Nursery regarding safeguarding issues surrounding staff members suitability to work with children. Threshold not met for police investigation. | Progress as Allegation |  No role for LADO |
| Lado479 | 2020-21 | Physical | Children Services received a referral from the GP saying that child had sustained an unexplained bruised injury whilst at nursery. Threshold not met for police investigation. | Progress as Allegation | Unsubstantiated |
| Lado502  | 2020-21 | Physical | 5 alleged incidents; 4 refers to staff member physically mishandling children and 1 where she has made an inappropriate comment to a child. Threshold not met for police investigation. | Progress as Allegation |  1 allegation is substantiated – 4 are not.  |
| Lado514 | 2020-21 | Physical | Inappropriate handling- Threshold not met for police investigation. | Progress as Allegation |  Substantiated  |
| Lado544 | 2020-21 | Unsuitable Adult Behaviour | Concerns have been raised regarding staff members suitability to work with children, specifically in relation to an incident that took place in August.  | Evaluation – management by employer |  No role for LADO |
| Lado579 | 2020-21 | Neglect | Alleged Neglectful care of child from nursery management  | Evaluation – management by employer |  No role for LADO |
| Lado606 | 2020-21 | Physical | Child fell and hit the back of his head on the floor | Evaluation  – no further action |  No role for LADO |
| Lado613 | 2020-21 | Neglect | Neglectful care of staff members own children, poor home conditions and missed health appointments . Children’s Services involvement but no threshold for police.  | Progress as Allegation |  Setting to risk assess – no further role for LADO  |
| Lado649 | 2021-22 | Physical | Child presented with bruise cause is unknown. Gaurdian reported bruise was caused by child’s friend. Child reports bruise was caused by member of staff. Threshold not met for police investigation. | Progress as Allegation | Unsubstantiated |
| Lado653 | 2021-22 | Physical | Child alleges nursery worker grabbed and squeezed his genitals . Police investigation undertaken.  | Progress as Allegation | Substantiated |
| Lado664 | 2021-22 | Unsuitable Adult Behaviour | Anonymous Complaint from a member of staff at the above nursery raising concerns about a member of staff’s mental health and the manager’s ability to manage this. | Evaluation – management by employer |  No role for LADO |
| Lado679 | 2021-22 | Physical | Child reported adult had hit him on the back. Threshold not met for police investigation. | Progress as Allegation | Unsubstantiated |
| Lado687 | 2021-22 | Unsuitable Adult Behaviour | Nursery management concerned about member of staff's mental health | Evaluation – management by employer |  No role for LADO |
| Lado688 | 2021-22 | Physical | Child had an accident in the nursery and no medical attention sought | Evaluation – management by employer |  No role for LADO |
| Lado690 | 2021-22 | Unsuitable Adult Behaviour | Worker brought in small green potatoes to plant but forgot about them. Potatoes were in reach of the children and could make them seriously ill | Evaluation – management by employer |  No role for LADO |
| Lado691 | 2021-22 | Unsuitable Adult Behaviour | Management concerns about member of staff's mental health | Evaluation – management by employer |  No role for LADO |
| Lado711 | 2021-22 | Unsuitable Adult Behaviour | Concerns child of staff member as disclosed to children services that the staff member had been beaten by her current partner. Transferrable risk. Threshold not met for police investigation. | Progress as Allegation | No further role for LADO- staff member left children’s workforce.  |
| Lado712 | 2021-22 | Unsuitable Adult Behaviour | seeking advice regarding an accident that happened in childcare setting, Ofsted advised, provided wanted to see if LADO was needed. As no allegation against a staff member no further role for LADO and referrer has been advised | Evaluation  – no further action |  No role for LADO |
| Lado713 | 2021-22 | Unsuitable Adult Behaviour | questions around ratio of children and home conditions being called into questions | Evaluation – management by employer |  No role for LADO |
| Lado717 | 2021-22 | Unsuitable Adult Behaviour | concern over member of staff having an 'onlyfans' page  | Evaluation  – no further action |  No role for LADO |
| Lado728 | 2021-22 | Unsuitable Adult Behaviour | staff member not reporting safeguarding concerns and following procedures | Evaluation – management by employer |  No role for LADO |
| Lado731 | 2021-22 | Neglect | Risk by association – staff member was subject to some significant domestic abuse from her former partner that she did not alert her employee to - information had been received about drug use Worries about staff members decision making. Threshold not met for police investigation. | Progress as Allegation | Substantiated  |
| Lado740 | 2021-22 | Physical | Allegation of physical harm to child in setting. Threshold not met for police investigation. | Progress as Allegation |  Unsubstantiated  |
| Lado748 | 2021-22 | Neglect | Child went missing at the setting | Evaluation – management by employer |  No role for LADO |
| Lado750 | 2021-22 | Unsuitable Adult Behaviour | no evidence to support the allegations the threshold has not been met  | Enquiry passed to other area or team |  No role for LADO |
| Lado755 | 2021-22 | Unsuitable Adult Behaviour | Concerns re: suitability of staff member to work with children . Threshold not met for police investigation. | Progress as Allegation | Unfounded |
| Lado772 | 2021-22 | Unsuitable Adult Behaviour | Nursery Manager- formal complaints regarding the Nursery Manager and they accused her of bullying and intimidation, not supporting them with their training and breaking staff's confidentiality.  | Evaluation – management by employer |  No role for LADO |
| Lado774 | 2021-22 | Unsuitable Adult Behaviour | Allegation by a colleague of the tone of a fellow member of staff when managing behaviour | Evaluation – management by employer |  No role for LADO |
| Lado790 | 2021-22 | Unsuitable Adult Behaviour | Query regarding well being of staff member - advice given no role for LADO | Evaluation  – no further action |  No role for LADO |
| Lado818 | 2021-22 | Physical | An allegation has been made against a member of staff. The member of staff has been placed on Non-contact duties to safeguard themselves and the children. | Evaluation – management by employer | Unsubstantiated |
| Lado831 | 2021-22 | Unsuitable Adult Behaviour | I advised that they consider the workers training as the worker expressed comments that were worried were inappropriate and could lead to the worker minimising concerns about the other family who attends the pre-school. | Evaluation  – no further action |  No role for LADO |
| Lado835 | 2021-22 | Physical | Two incidents child fell off window sill – lack of supervision and grabbing by the wrist. Threshold not met for police investigation. | Progress as Allegation | Substantiated |
| Lado836 | 2021-22 | Physical | A parent alleged that her child had said that staff had “bopped her on the bottom, back and face” Staff had noticed a change in behaviour on 8.3.22 . Threshold for police investigation not met.  | Progress as Allegation | Unsubstantiated |
| Lado867 | 2022-23 | Unsuitable Adult Behaviour | Query from social care , concerns that the nursery did not refer in multiple instances of bruising to child in early years setting over course of 2 years. In addition child has intimated that parents hit each other and mother hit him.  | Enquiry passed to other area or team |  No role for LADO |
| Lado868 | 2022-23 | Physical | Allegation by 4 year old that a teaching assistant smacked her on hand.. Threshold for police investigation not met | Progress as Allegation | Unsubstantiated |
| Lado876 | 2022-23 | Physical | Child alleged teacher pushed her. Threshold for police investigation not met | Progress as Allegation | Substantiated |
| Lado885 | 2022-23 | Emotional | An allegation has been made by 6 colleagues regarding a senior room leader, that she has been emotionally abusive toward the children, including repeated name calling directly to the children.  | Evaluation – management by employer | Unsubstantiated |
| Lado904 | 2022-23 | Unsuitable Adult Behaviour | Concerns about the parents report that the child (toddler room) is using the F word at home and worried this has come from the nursery. Two workers were named. | Evaluation – management by employer |  No role for LADO |
| Lado905 | 2022-23 | Unsuitable Adult Behaviour | staff member has shared information/progress via HR processes/SW is already involved. | Evaluation – management by employer |  No role for LADO |
| Lado927 | 2022-23 | Unsuitable Adult Behaviour | the concern is that the nursery are not reported to Children’s Services despite a long chronology for two children of bruising that has occurred at home.  | Evaluation  – no further action |  No role for LADO |
| Lado928 | 2022-23 | Unsuitable Adult Behaviour | concern regarding the potential suitability of a staff member. The setting has seen an ambiguous Facebook post and are concerned that it may allude to potential drug use a year ago.  | Evaluation  – no further action | No role for LADO |
| Lado946 | 2022-23 | Unsuitable Adult Behaviour | Whistleblowing by other staff members regarding practice of a staff member including falling asleep and not completing accident form/informing parents of bump to the head.  | Evaluation – management by employer |  No role for LADO |
| Lado948 | 2022-23 | Physical | allegation that nursery worker “tapped” a child on the bottom. Threshold for police investigation not met | Progress as Allegation | Unfounded |
| Lado953 | 2022-23 | Unsuitable Adult Behaviour | Concern for transferrable risk to the work place - Current CP investigation underway in respect of workers own children.  | Evaluation – management by employer | Substantiated |
| Lado970 | 2022-23 | Unsuitable Adult Behaviour | CON. children were subject to a child in need plan – no longer . Did not met threshold | Evaluation – management by employer | No role for LADO |
| Lado974 | 2022-23 | Unsuitable Adult Behaviour | Enquiry-Member of staff and parent have raised a safeguarding issue  | Evaluation  – no further action |  No role for LADO |
| Lado981 | 2022-23 | Neglect | Heart medication was not appropriately administered to a child, leading to health implications for that child.  | Evaluation – management by employer |  No role for LADO |
| Lado991 | 2022-23 | Unsuitable Adult Behaviour | Risk by association : staff member has close association with a relative who has been arrested for downloading images of child sexual abuse.  | Evaluation – management by employer |  No role for LADO |
| Lado1001 | 2022-23 | Unsuitable Adult Behaviour | Child has gone home to say that someone touched his penis. No staff named, not time, no details. School have investigated – parents are not making an allegation but advice being sought by pre-school about how to address further.  | Evaluation – management by employer |  No role for LADO |
| Lado1026 | 2022-23 | Unsuitable Adult Behaviour | A product containing cows milk was given to a child who has an allergy to cows milk. Incident was spotted quickly and parents contacted. Child was given antihistamine – no ill effects noted. Parents content with fast action. Internal investigation underway.  | Evaluation – management by employer |  No role for LADO |
| Lado1030 | 2022-23 | Unsuitable Adult Behaviour | An anonymous caller was concerned that the nursery building is not fit for caring for children: the setting has no heating or hot water, children are having to wrap up with layers and there are holes in the ceiling. Passed to Early Years Advisory Team.  | Enquiry passed to other area or team |  No role for LADO |
| Lado1087 | 2022-23 | Emotional | Anonymous referrer to NSPCC (forwarded to Ofsted) raises concerns that 2 staff members had deliberately scared a child  | Evaluation – management by employer |  No role for LADO |
| Lado1096 | 2022-23 | Neglect | Concerns around practice standards, ratios and hearing a staff member shout "stop it" when walking past nursery. Early Years Team to manage  | Enquiry passed to other area or team |  No role for LADO |
| Lado1130 | 2022-23 | Emotional | Anonymous referrer says that staff member is abusing children by forcing them to stand in a corner as punishment.  | Evaluation – management by employer |  No role for LADO |
| Lado1131 | 2022-23 | Unsuitable Adult Behaviour | Staff member has significant mental health difficulties – concerns for suitability . Threshold for police investigation not met | Progress as Allegation | Unsubstantiated |
| Lado1144 | 2022-23 | Unsuitable Adult Behaviour | Staff member has spoken inappropriately about children to other staff.  | Evaluation – management by employer |  No role for LADO |
| Lado1153 | 2022-23 | Physical | Parent has reported to the setting that their child did not want to attend nursery that day as one of the staff members had “pulled her arm “. Threshold for police investigation not met | Progress as Allegation | Unsubstantiated |
| Lado1154 | 2022-23 | Physical | Staff member has grabbed a child’s hand to stop them from pushing a button to open a door.  | Evaluation – management by employer |  No role for LADO |
| Lado1155 | 2022-23 | Unsuitable Adult Behaviour | Staff member did not follow procedures in terms of supporting a child in toileting.  | Evaluation – management by employer |  No role for LADO |
| Lado1161 | 2022-23 | Neglect | Complaint – no role for LADO - passed to the Early Years Advisory Team.  | Enquiry passed to other area or team |  No role for LADO |
| Lado1166 | 2022-23 | Physical | Staff member is reported to have pulled a child by their arm to get them to move to the floor. No marks or injuries.  | Evaluation – management by employer |  No role for LADO |
| Lado1234 | 2023-24 | Physical | #### has caught a child when falling by the hand, causing a dislocated elbow. Parents confirmed he has previously had a dislocation creating a weakness. Hospital treatment sought – no concerns raised. No allegation being made. Passed to Early Years Advisors | Enquiry passed to other area or team |  No role for LADO |
| Lado1242 | 2023-24 | Unsuitable Adult Behaviour | Referral relates to any transferrable risk to her workplace- DA by a staff members partner towards her. .  | Evaluation  – no further action |  No role for LADO |
| Lado1258 | 2023-24 | Physical | A nursery worker has been seen to lift a child up sharply by his wrists 2 or 3 times and then drag him across the garden. Threshold for police investigation not met | Progress as Allegation | Unsubstantiated |
| Lado1275 | 2023-24 | Physical | A staff member raised concerns for a colleagues roughness and stern tone when changing a child’s nappy. No harm or injuries. Concern related to practice.  | Evaluation – management by employer |  No role for LADO |
| Lado1290 | 2023-24 | Unsuitable Adult Behaviour | Workers partner has been arrested following an incident outside of their home. Setting will need to assess any transferable risk from this incident to their setting. Risk Assessment provided.  | Evaluation – management by employer |  No role for LADO |
| Lado1297 | 2023-24 | Emotional | Staff member reportedly spoke harshly to a child and grab another by the wrist and pull them to have their nappy changed – no marks/injuries or history of concerns.  | Evaluation – management by employer |  No role for LADO |
| Lado1303 | 2023-24 | Physical | A person has emailed the setting to complain about staff practice at a local playground. Setting cannot be identified.  | Evaluation  – no further action |  No role for LADO |
| Lado1309 | 2023-24 | Unsuitable Adult Behaviour | Concerns have been raised for a child who attends the nursery in relation to her father. Ofsted are wanting confirmation that the nursery are managing this without concern.  | Evaluation  – no further action |  No role for LADO |
| Lado1313 | 2023-24 | Sexual | Child has said staff member has touched them on the vagina. Being investigated by Assessment Team – there is a changing account.  | Evaluation – management by employer |  No role for LADO |
| Lado1314 | 2023-24 | Unsuitable Adult Behaviour | Concern staff member is in a relationship with a parent.  | Evaluation – management by employer |  No role for LADO |
| Lado1321 | 2023-24 | Unsuitable Adult Behaviour | Other staff members have come forward to raise concerns for a staff members practice. No incidents or allegations of harm, but the worker is often short, forceful or abrupt with children. Setting to investigate as standards of practice and care and refer back to LADO if further concerns are found.  | Evaluation – management by employer |  No role for LADO |
| Lado1330 | 2023-24 | Physical | A worker has been seen to pull a child downwards by the arm, causing them to fall. No injury and parents are content with the nursery to investigate. Employers to investigate.  | Evaluation – management by employer |  No role for LADO |
| Lado1337 | 2023-24 | Unsuitable Adult Behaviour | Child alleged that staff member caused bruising through hitting them, but later said it was his uncle. Staff member was not working on the day of the alleged incident. Concluded by employer as malicious. No role for LADO | Evaluation – management by employer |  No role for LADO |
| Lado1360 | 2023-24 | Physical | A child has alleged that a nursery worker has smacked them. No marks or bruises and parent believes the child has made this up as she did not want to attend that day. Nursery to complete investigation to ensure thorough evidence trail for any conclusion.  | Evaluation – management by employer |  No role for LADO |
| Lado1364 | 2023-24 | Unsuitable Adult Behaviour | Nursery have contacted MASH as workers own child smelled of cannabis.  | Evaluation – management by employer |  No role for LADO |
| Lado1387 | 2023-24 | Unsuitable Adult Behaviour | Concerns are raised for the care a worker gives her own child, including cleanliness, supervision and safety. A referral has been made to children’s services – outcome unknown. Setting to manage risk through risk assessment and refer back if CP threshold is met or concerns increase | Evaluation – management by employer |  No role for LADO |
| Lado1397 | 2023-24 | Physical | A child is making multiple allegations against staff when emotional dysregulated and having self-injurious behaviours. Staff are always 2:1 with the child. Clear evidence provided that allegation are false. Advised to consider Early Help/Childrens Services referral.  | Evaluation – management by employer |  No role for LADO |
| Lado1407 | 2023-24 | Physical | A child has alleged that a worker has grabbed them by the wrist and pulled them round the room. No marks. Employer to investigate.  | Evaluation – management by employer |  No role for LADO |
| Lado1431 | 2023-24 | Unsuitable Adult Behaviour | staff member is open to childrens services them due to concerns for her care of her own unborn child. Nursery confirm – staff member is on Mat leave – nursery will come back to LADO if she intends to return to work so that risk assessment can occur at that point.  | Evaluation  – no further action |  No role for LADO |
| Lado1433 | 2023-24 | Physical | An anonymous allegation has been that a worker has dragged a child across the room. Setting have investigated – no child, harm or staff member identified.  | Evaluation – management by employer |  No role for LADO |
| Lado1442 | 2023-24 | Physical | Ofsted are considering a complaint re: injury to a child’s finger. Ofsted to come back to me if there is a role for LADO.  | Evaluation  – no further action |  No role for LADO |
| Lado1443 | 2023-24 | Unsuitable Adult Behaviour | A staff member has asked a child for a kiss on coming into nursery and parents have raised complaint that this is not appropriate in line with teaching their child about appropriate boundaries. Staff member has admitted this and is remorseful. Advice will be given and consideration of whether an informal/formal warning should be given.  | Evaluation – management by employer |  No role for LADO |
| Lado1468 | 2023-24 | Physical | One staff member has alleged that another staff member has smacked a child on the hand.  | Evaluation – management by employer |  No role for LADO |
| Lado1512 | 2023-24 | Emotional | A parent has complained that following an accidental bump to the head, a staff member has not responded kindly and in a comforting manner. No concerns for previous incidents or for staff member generally. To be dealt with as per complaints policy. No role for LADO.  | Evaluation – management by employer |  No role for LADO No role for LADO |
| Lado1516 | 2023-24 | Physical | Concern raised by a colleague of a nursery worker speaking harshly to a child who was crying and pulling them out of the garden area. No marks or bruises – to be managed by employer | Evaluation – management by employer |  No role for LADO |
| Lado1528 | 2023-24 | Unsuitable Adult Behaviour | Concerns raised for how worker picked up their own child who attends the nursery . To be managed by employer.  | Evaluation – management by employer |  No role for LADO |
| Lado1556 | 2023-24 | Unsuitable Adult Behaviour | Staff member was seen to shout at children and then also left main door on latch allowing parent to enter. Employed since 2021, no previous concerns. Management by employer.  | Evaluation – management by employer | No role for LADO |
| Lado1579 | 2023-24 | Physical | Child has suffered a partial thickness burn after being able to pull down a hot coffee . Concerns also for settings first aid policy. , no history of previous concerns for worker. Early Years Team to consider investigation with setting.  | Evaluation – management by employer |  No role for LADO  |
| Lado1592 | 2023-24 | Unsuitable Adult Behaviour | Inappropriate social media posting by staff member that may have reputational risk for setting.. No role for LADO, to be dealt with by employer | Evaluation – management by employer | No role for LADO |
| Lado1599 | 2023-24 | Unsuitable Adult Behaviour | Concerns for staff members social media accounts and befriending younger females. Investigation to be undertaken by setting to explore this further with him. Employer to come back to LADO if any evidence of wrong doing or risk – advice and guidance will be given  | Evaluation – management by employer |  No role for LADO |
| Lado1651 | 2023-24 | Physical | A member of staff was seen to pull a child toward them from the armpit. No marks or bruises, setting to investigate and refer back if there are concerns.  | Evaluation – management by employer |  No role for LADO |
| Lado1655 | 2023-24 | Unsuitable Adult Behaviour | Worker’s partner was seen outside of work behaving aggressively. Workers children are already open to TAF and referral has been made to the TAF co-ordinator for further support. Setting to risk assess transferable risk and refer back to LADO if concerns. | Evaluation – management by employer |  No role for LADO |

**2: Please provide the highest number of allegations received in total in relation to an individual nursery over the entire period and detail how many were substantiated over the entire period (i.e. not year by year).**

The highest level of referrals received by the LADO over the 5 years in relation to an individual nursery was 7. Out of these 7 referrals, 3 were substantiated concerns.