

Safeguarding Adults Policy and Procedure

1. Statement of Policy

1.1. Introduction

The Appropriate Adult Service (TAAS) regards the health, safety and welfare of all beneficiaries' as one of its highest priorities. The organisation recognises and fully accepts its moral and statutory duty to safeguard and promote the welfare of children, young people and vulnerable adults and its duty to protect staff and volunteers from unfounded allegations of abuse

This policy applies to all staff and volunteers working on behalf of TAAS Organisation. It should be read in conjunction with the following policies;

- Safeguarding Children Policy and Procedure
- Safer Recruitment Policy and Procedure
- Allegations Against Staff Policy and Procedure
- Confidentiality Policy and Statement
- Whistleblowing Policy

1.2 Principles of Safeguarding Adults at The Appropriate Adult Service

This policy is based on The Six Principles of Safeguarding that underpin all adult safeguarding work;

Empowerment – Adults will be encouraged to make their own decisions and are provided with support and information

Prevention – Strategies are developed to prevent abuse and neglect that promotes resilience and self-determination

Proportionate – A proportionate and least intrusive response is made balanced with the level of risk

Protection – Adults will be offered ways to protect themselves and a co-ordinated approach to safeguarding will be sought

Partnerships – Local solutions through services working together within their community

Accountability – Accountability and transparency in delivering a safeguarding response

In accordance with The Care Act 2014, TAAS will ensure the;

- Promotion of the wellbeing of adults needing care and support and of carers;
- Improvement of the quality of care and support for adults and support for carers
- Smooth transition from children to adults' services;
- Protection of adults with care and support needs who are currently experiencing or at risk of abuse or neglect and
- Identifying of lessons to be learned from cases where adults with needs for care and support have experienced serious abuse or neglect.

In addition, TAAS will;

- Provide a safe and trusted environment for all clients, staff and other stakeholders.
- Ensure that those suffering or at risk of suffering significant harm or abuse are identified and referred to the necessary agencies as appropriate.
- Ensure that all staff and volunteers learn about safeguarding, the organisation's policies and procedures and how to keep themselves and others safe.

We will do this by:

- Appointing and training a Designated Safeguarding Lead (DSL) and a Safeguarding Team to lead on all safeguarding matters.
- Following safe recruitment procedures which ensure that staff are carefully selected, vetted and have relevant qualifications and experience.
- Raising awareness of issues relating to the welfare and safeguarding of vulnerable adults
- Promoting a safe and trusted environment
- Engaging with safeguarding partners to ensure their commitment to safeguarding.
- Ensuring staff and volunteers recognise the signs of abuse or that an individual may be at risk of significant harm
- Working with other agencies as appropriate (e.g. Police, Adult Services, Safeguarding Partners where an individual is being, or at risk of being, significantly harmed
- Providing a framework for reporting and dealing with concerns and disclosures
- Establishing clear procedures for the reporting and handling of allegations of abuse against staff or volunteers.
- Requiring staff and volunteers to undertake safeguarding training as appropriate.

1.3. Legislative Frameworks

The legislative frameworks around our policy are:

- **The Care Act 2014** – sets out a clear legal framework for how local authorities and others should protect vulnerable adults at risk of abuse or neglect.
- **Safeguarding Vulnerable Groups Act 2006** - sets out the type of activity in relation to children and adults at risk for which employers and individuals will be subject

- **Protection of Freedoms Act 2012** - which changed the definition of Regulated Activity including who is eligible for a barred list check.
- **The Prevent Duty 2015** - to have due regard to preventing people being drawn into terrorism.
- **Data Protection Act (1998)** – to protect personal data stored on computers or in an organised paper filing system
- **Modern Slavery Act (2015)** – designed to combat modern slavery in the UK and consolidates previous legislation relating to trafficking and slavery.
- **SEND Code of Practice 0-25 years (2014)** – statutory guidance for organisations that work with and support children, young people and vulnerable adults with special educational needs and disabilities.
- **GDPR Regulations (2018)** – regulates how organisations collect and process personal data.

2. Definitions

2.1 Definitions of Abuse

The following are recognised as definitions of abuse, although any act which harms a child, young person or vulnerable adult should also be considered:

Physical Abuse - may involve hitting, shaking, throwing, poisoning, burning, scalding, drowning or suffocating. It may be done deliberately or recklessly, or be the result of a deliberate failure to prevent an injury occurring

Domestic Violence or Abuse – includes any incident or pattern of incidents of coercive, controlling or threatening behaviour, violence or abuse between family members.

Sexual Abuse involves a vulnerable adult being forced or coerced into participating in or watching sexual activity of any kind. Any apparent consent or awareness is irrelevant

Psychological or Emotional Abuse – persistent emotional ill treatment or rejection; includes abusive or offensive electronic communications. This causes severe and adverse effects on behaviour and emotional development, resulting in low self-esteem. Some degree of emotional abuse is present in all forms of abuse.

Financial or Material Abuse - in intimate or parental relationships is a way of controlling a person's ability to acquire, use, and maintain their own money and financial resources

Modern Slavery – slavery is an umbrella term for activities involved when one person obtains or holds another person in compelled service

Discriminatory Abuse - unequal treatment based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation

Organisational or Institutional Abuse – mistreatment, abuse or neglect of an adult by a regime or individuals in a setting or service where the adult lives or that they use.

Neglect - the persistent or severe failure to meet a vulnerable adult's physical and/or psychological needs, which may result in serious impairment of their health or development

Extremism and Radicalisation – Extremism is defined as ‘vocal or active opposition’ to fundamental British values; democracy, the rule of law, individual liberty and mutual respect for and tolerance of those with different faiths and beliefs and for those without faith. Radicalisation is defined as ‘the way in which a person comes to support terrorism and encourages other people to believe in views that support terrorism’

Criminal Exploitation – is a form of modern slavery that sees victims being forced to work under the control of highly organised criminals in activities such as drug dealing, forced begging, shoplifting and financial exploitation.

Female Genital Mutilation - all procedures involving partial or total removal of the external female genitalia for nonmedical reasons. FGM is illegal in England and Wales under the FGM Act 2003.

Forced Marriage - as distinct from a consensual arranged one, is a marriage conducted without the full consent of both parties and where duress is a factor. Duress cannot be justified on religious or cultural grounds. A child who is being forced into marriage is at risk of significant harm through physical, sexual and emotional abuse.

2.2 Other definitions

Safeguarding – protecting children, young people and vulnerable adults from maltreatment, preventing impairment of their health or development and ensuring they are growing up in circumstances consistent with the provision of safe and effective care

Vulnerable Adult - a person who is 18 years of age or over and who is or may be in need of community care services by reason of mental or other disability, age or illness and who is or may be unable to take care of themselves or unable to protect themselves against significant harm or serious exploitation.

Significant Harm – ill treatment, (including sexual abuse and forms of ill treatment which are not physical) the impairment of, or an avoidable deterioration in physical or mental health and/or the impairment of physical, intellectual, emotional, social or behavioural development

Regulated Activity - Those working in specified activities will be classed as engaging in regulated activity. Put simply, this is anyone who is teaching, training, instructing, coaching, caring for or supervising children or providing personal care, healthcare, social work, assistance with household matters and personal affairs, and transportation to vulnerable adults.

3. Roles & Responsibilities

Safeguarding is everyone's responsibility and all staff and volunteers involved in the organisation's activities have a role to play. TAAS will ensure that staff and volunteers undergo safeguarding training at induction, advanced training (as appropriate) and will take part in the annual CPD programme where safeguarding updates/refreshers will be programmed.

3.1 Designated Safeguarding Lead (DSL)

The DSL is **Alexandra Hawkins** – Director

The Safeguarding Team are; **Karen Harding, Debra Washington, Lynn Frusher, Melissa Kennedy and Teri Lee** (see organisation chart, page 12)

The DSL and Safeguarding Team will be responsible for;

- Managing the referral of cases of suspected abuse or allegations to the relevant agencies
- Providing advice and support to staff and volunteers who have made referrals to other agencies
- Referring cases to the Channel programme via the MASH team where there is a radicalisation concern
- Maintaining secure and accurate records of any safeguarding concern, referral, complaint or allegation
- Attending case conferences and review meetings as appropriate
- Communication of the policy and arrangements to all relevant parties' vulnerable adults, their carers and families, staff and volunteers
- Engaging with local authorities and other agencies as appropriate
- Ensuring that staff and volunteers receive safeguarding training appropriate to their roles and update this annually
- Maintaining accurate and up to date employment records of all staff and volunteers including DBS checks
- Maintaining safeguarding training records.
- Safety of all clients, including when a vulnerable adult is absent or missing, without explanation
- Providing periodic reports to the board about safeguarding incidents or referrals as well as policy implementation

- Act as a source of support, advice and expertise for staff and volunteers

3.2 Dealing with Concerns and Disclosures

If any member of staff or volunteer is concerned about the welfare or safety of a vulnerable adult, they must report their concerns to the DSL, or a member of The Safeguarding Team as soon as practicably possible. Staff and volunteers will receive training on how to deal with disclosures made by a vulnerable adult. Written notes of the disclosure will be made by the member of staff or volunteer and these will be held in a secure location and shared with the relevant agencies as appropriate.

4. Staff and volunteers

4.1 Safer Recruitment

TAAS operates safer recruitment and employment practices. Staff checks and critical process undertaken include:

- Enhanced Disclosure and Barring Service (DBS) check where the member of staff, trustee or volunteer is involved or likely to be involved in 'regulated' activity. Where this is not the case a standard DBS check will be made.
- Where a conviction is recorded, the DSL will carry out a risk assessment and decide whether to confirm or reject the individual's appointment. (Anyone that is barred from working with vulnerable adults will NOT be appointed)
- 2 employment/education references including the most recent employment
- Check on gaps in work history
- Evidence of identity is obtained, including the right to work in the UK
- Qualifications are checked and verified with original certificates
- Areas of concern in the CV or application will be addressed during the interview
- Applicants sign the application form to declare the information they have provided is true
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4.2 Allegations against Staff or Volunteers.

The primary concern in the event of an allegation is to ensure the safety of the vulnerable adult. In all cases, action will be taken quickly, confidentially and professionally, with all parties clear that suspension is not an indicator of guilt, but a required part of a process.

Where an allegation is made, the DSL will liaise with the Local Area Designated Officer (LADO) to discuss the required action. In order that a full and fair investigation can be carried out, consideration must be given to suspending the member of staff or volunteer. Where it is clear that a criminal offence may have occurred, the matter must be reported to the police. Any subsequent dismissal and/or must be reported to the Disclosure and Barring Service.

In the event that a member of staff or volunteer suspects any other member of staff or volunteer of abusing a vulnerable adult, it is their responsibility to report these concerns to the Designated Safeguarding Lead. If the allegation is against the DSL, a member of the Safeguarding Team must escalate the matter to the LADO and take advice regarding further action.

The TAAS Designated Safeguarding Lead is:

Alex Hawkins

alex@theappropriateadultservice.org.uk

Tel: 0845 6001528 / 07779574927

Safeguarding Vulnerable Adults Procedure

Introduction

The Appropriate Adult Service provides an appropriate adult service to vulnerable people detained in police custody. These procedures have been designed to ensure the welfare and protection of any adult who accesses services provided by TAAS. The procedures recognise that adult abuse can be a difficult subject for workers to deal with. TAAS is committed to the belief that the protection of vulnerable adults from harm and abuse is everybody's responsibility and the aim of these procedures is to ensure that all managers, trustees of the organisation, management committee members, staff and volunteers act appropriately in response to any concern around adult abuse.

1. Preventing abuse

TAAS is committed to putting in place safeguards and measures to reduce the likelihood of abuse taking place within the services it offers and that all those involved within TAAS will be treated with respect.

TAAS is committed to safer recruitment policies and practices for paid staff, and volunteers. This may include DBS disclosures for staff and volunteers, ensuring references are taken up and adequate training on Safeguarding Adults is provided for staff and volunteers. Management committee members/trustees will be required to provide two references and where appropriate have a DBS disclosure.

The organisation will work within the current legal framework for reporting staff or volunteers that are abusers.

Service users will be encouraged to become involved with the running of the organisation. Information will be available about abuse and the complaints policy and Safeguarding Adults policy statement will be available to service users and their carers/families.

2. Recognising the signs and symptoms of abuse

TAAS is committed to ensuring that all staff, the management committee, trustees and volunteers undertake training to gain a basic awareness of signs and symptoms of abuse. TAAS will ensure that the Designated Safeguarding Lead and other members of staff, trustees and volunteers have access to Safeguarding Adults training. See below table for explanation of types of abuse;

TYPE OF ABUSE	DESCRIPTION OR SUPPORTING GUIDANCE
Domestic abuse	The Home Office (March 2013) defines domestic abuse as: Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over, who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass but is not limited to the following types of abuse: Psychological; Physical; Sexual; Financial; Emotional. Domestic Abuse
Female genital mutilation (FGM)	Involves procedures that intentionally alter or injure female genital organs for non-medical reasons. The procedure has no health benefits for girls and women. The Female Genital Mutilation Act (2003) makes it illegal to practise FGM in the UK or to take

	girls who are British nationals or permanent residents of the UK abroad for FGM whether or not it is lawful in another country.
Financial or material abuse	Theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.
Forced marriage	Is a term used to describe a marriage in which one or both of the parties are married without their consent or against their will. A forced marriage differs from an arranged marriage, in which both parties consent to the assistance of a third party in identifying a spouse. In a situation where there is concern that an adult is being forced into a marriage they do not or cannot consent to, there will be an overlap between action taken under the forced marriage provisions and the adult safeguarding process.
Hate Crime	The police define Hate Crime as 'any incident that is perceived by the victim, or any other person, to be racist, homophobic, transphobic or due to a person's religion, belief, gender identity or disability'. It should be noted that this definition is based on the perception of the victim or anyone else and is not reliant on evidence. In addition it includes incidents that do not constitute a criminal offence.
Honour-based violence	Will usually be a criminal offence, and referring to the police must always be considered. It has or may have been committed when families feel that dishonour has been brought to them. Women are predominantly (but not exclusively) the victims and the violence is often committed with a degree of collusion from family members and/or the community. Some of these victims will contact the police or other organisations. However, many others are so isolated and controlled that they are unable to seek help. Adult safeguarding concerns that may indicate honour-based violence include domestic violence, concerns about forced marriage, enforced house arrest and missing person's reports
Human Trafficking & Criminal Exploitation	Is actively being used by Serious and Organised Crime Groups to make considerable amounts of money. This problem has a global reach covering a wide number of countries. It is run like a business with the supply of people and services to a customer, all for the purpose of making a profit. Traffickers exploit the social, cultural or financial vulnerability of the victim and place huge financial and ethical

	<p>obligations on them. They control almost every aspect of the victim's life, with little regard for the victim's welfare and health. The Organised Crime Groups will continue to be involved in the trafficking of people, whilst there is still a supply of victims, a demand for the services they provide and a lack of information and intelligence on the groups and their activities.</p>
Modern Slavery	<p>Slavery, servitude and forced or compulsory labour. A person commits an offence if:</p> <ul style="list-style-type: none"> • The person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude, or • The person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour. <p>There are many different characteristics that distinguish slavery from other human rights violations, however only one needs to be present for slavery to exist. Someone is in slavery if they are:</p> <ul style="list-style-type: none"> • Forced to work - through mental or physical threat; • Owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse; • Dehumanised, treated as a commodity or bought and sold as 'property'; • Physically constrained or has restrictions placed on his/her freedom of movement. <p>Contemporary slavery takes various forms and affects people of all ages, gender and races. Adults who are enslaved are not always subject to human trafficking. Recent court cases have found homeless adults, promised paid work opportunities enslaved and forced to work and live in dehumanised conditions, and adults with a learning difficulty restricted in their movements and threatened to hand over their finances and work for no gains.</p>
Neglect and Acts of Omission	<p>ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, social care or educational services, and the withholding of the necessities of life such as medication, adequate nutrition and heating. Neglect also includes a failure to intervene in situations that are dangerous to the person concerned or to others, particularly when the person lacks the mental capacity to assess risk for themselves.</p>
Organisational Abuse	<p>Is the mistreatment, abuse or neglect of an adult by a regime or individuals in a setting or service where the adult lives or that they use. Such abuse violates</p>

	the person's dignity and represents a lack of respect for their human rights.
Physical Abuse	Assault, hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions. Psychological abuse Emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks. Restraint Unlawful or inappropriate use of restraint or physical interventions. In extreme circumstances unlawful or inappropriate use of restraint may constitute a criminal offence. Someone is using restraint if they use force, or threaten to use force, to make someone do something they are resisting, or where an adult's freedom of movement is restricted, whether they are resisting or not. Restraint covers a wide range of actions. It includes the use of active or passive means to ensure that the person concerned does something, or does not do something they want to do, for example, the use of key pads to prevent people from going where they want from a closed environment.
Radicalisation	Radicalisation is comparable to other forms of exploitation, such as grooming and Child Sexual Exploitation. The aim of radicalisation is to attract people to their reasoning, inspire new recruits and embed their extreme views and persuade vulnerable individuals of the legitimacy of their cause. This may be direct through a relationship, or through social media. There are a number of factors that may make the individual susceptible to exploitation by violent extremists. None of these factors should be considered in isolation but in conjunction with the particular circumstances of the individual.
Sexual Abuse	Rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting.

People who behave abusively come from all backgrounds and walks of life. They may be doctors, nurses, social workers, advocates, staff members, volunteers or others in a position of trust. They may also be relatives, friends, neighbours or people who use the same services as the person experiencing abuse.

3. Designated Safeguarding Lead for Safeguarding Adults

TAAS has an appointed individual who is responsible for dealing with any Safeguarding Adults concerns. In their absence, a member of The Safeguarding Team deputy will be available for workers to consult with. The Designated Safeguarding Lead(s) for Safeguarding Adults within TAAS is:

Alex Hawkins; Work Telephone number: 07779574927

The Safeguarding Team are; **Karen Harding, Debra Washington, Lynn Frusher, Melissa Kennedy and Teri Lee** (see organisation chart, Page 17)

The roles and responsibilities of the named person(s) are:

- to ensure that all staff including volunteers and trustees are aware of what they should do and who they should go to if they have concerns that a vulnerable adult may be experiencing or has experienced abuse or neglect.
- to ensure that concerns are acted on, clearly recorded and referred to an Adult Social Care Direct team or to the allocated social worker/care manager where necessary.
- to follow up any referrals and ensure the issues have been addressed.
- consider any recommendations from the Safeguarding Adults Procedure
- to reinforce the utmost need for confidentiality and to ensure that staff and volunteers are adhering to good practice with regard to confidentiality and security. This is because it is around the time that a person starts to challenge abuse that the risks of increasing intensity of abuse are greatest.
- to ensure that staff and volunteers working directly with service users who have experienced abuse, or who are experiencing abuse, are well supported and receive appropriate supervision.
- if appropriate staff or volunteers will be given support and afforded protection if necessary under the Public Interest Disclosure Act 1998: they will be dealt with in a fair and equitable manner and they will be kept informed of any action that has been taken and it's outcome

4. Responding to people who have experienced or are experiencing abuse

TAAS recognises that it has a duty to act on reports, or suspicions of abuse or neglect. It also acknowledges that taking action in cases of adult abuse is never easy.

How to respond if you receive an allegation:

- Reassure the person concerned
- Listen to what they are saying
- Record what you have been told/witnessed as soon as possible
- Remain calm and do not show shock or disbelief
- Tell them that the information will be treated seriously
- Don't start to investigate or ask detailed or probing questions
- Don't promise to keep it a secret

If you witness abuse or abuse has just taken place the priorities will be:

- To call an ambulance if required
- To call the police if a crime has been committed
- To preserve evidence

- To keep yourself, staff, volunteers and service users safe
- To inform the Designated Safeguarding Lead in your organisation
- To record what happened in the Safeguarding file at Head Office.

All situations of abuse or alleged abuse will be discussed with the Designated Safeguarding Lead or their deputy. If a member of the management committee, a trustee, staff member or volunteer feels unable to raise this concern with the Designated Safeguarding Lead or their deputy then concerns can be raised directly with Adult Social Care Direct. The alleged victim will be told that this will happen. This stage is called the alert.

If it is appropriate and there is consent from the individual, or there is a good reason to override consent, such as risk to others, a referral (alert) will be made to Adult Social Care Direct team.

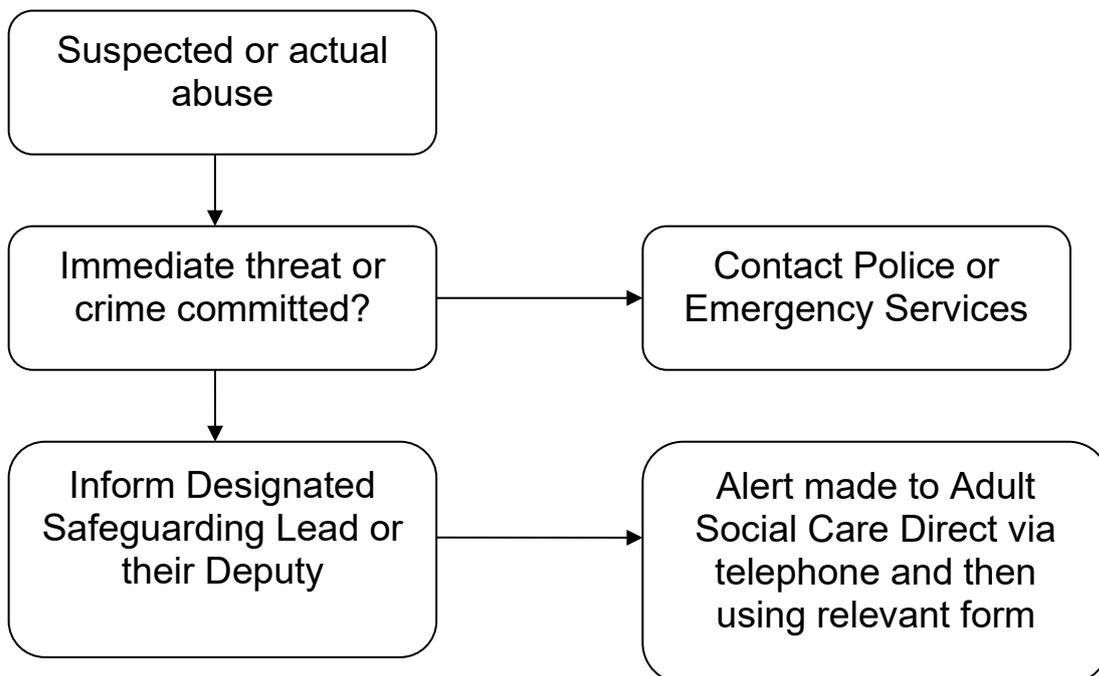
If the individual experiencing abuse does not have capacity to consent a referral will be made without that person's consent, in their best interests.

The Designated Safeguarding Lead may take advice at the above stage from Adult Social Care Direct and/or the Safeguarding Adults Unit and/or other advice giving organisations such as Police.

5. Raising a Safeguarding Adults Alert

All safeguarding adults alerts (referrals) should be made by telephone to the relevant Adult Social Care Direct Team.

You should ask to make a safeguarding adults alert.



A Safeguarding Adults Manager (a Team Manager from Adult and Culture Services) will then decide if the safeguarding Procedure should be instigated or if other support/services are appropriate. Feedback will be given to the person who raised the safeguarding adults alert.

If the Safeguarding Adults Manager decides the safeguarding Procedure needs to be instigated this will then lead to the implementation of the next stages of the Safeguarding Adults Board Multi-Agency Policy and Procedures.

The Designated Safeguarding Lead will have an overview of this Procedure so they can explain it to the person concerned and offer all relevant support to the person and process. This could be practical support e.g. providing a venue, or information and reports and emotional support.

Information should be provided to the individual. This could be about other sources of help or information that could enable them to decide what to do about their experience, enable them to recover from their experience and enable them to seek justice.

6. Managing allegation made against member of staff or volunteer

TAAS will ensure that any allegations made against members or member of staff will be dealt with swiftly. Where a member of staff/volunteer is thought to have committed a criminal offence the police will be informed. If a crime has been witnessed the police should be contacted immediately.

The safety of the individual(s) concerned is paramount. A risk assessment must be undertaken immediately to assess the level of risk to all service users posed by the alleged perpetrator. This will include whether it is safe for them to continue in their role or any other role within the service whilst the investigation is undertaken.

The Designated Safeguarding Lead will liaise with Adult Social Care Direct to discuss the best course of action and to ensure that the TAAS's disciplinary procedures are coordinated with any other enquiries taking place as part of the ongoing management of the allegation.

7. Recording and managing confidential information

TAAS is committed to maintaining confidentiality wherever possible and information around Safeguarding Adults issues should be shared only with those who need to know. For further information, please see TAAS's confidentiality policy.

All allegations/concerns should be recorded in the Safeguarding Folder at Head Office. The information should be factual and not based on opinions, record what the person tells you, what you have seen and witnesses if appropriate.

The information that is recorded will be kept secure and will comply with data protection.

This information will be secured in a locked filing cabinet. Access to this information will be restricted to the Designated Safeguarding Lead and those with express authorization.

8. Disseminating/Reviewing Policy and Procedures

This Safeguarding Adults Policy and Procedure will be clearly communicated to staff, trustees, volunteers, service users, parents and carers. The Designated Safeguarding Lead will be responsible for ensuring that this is done.

The Safeguarding Adults Policy and Procedure will be reviewed annually by the Management Team. Alex Hawkins (DSL) will be involved in this process and can recommend any changes. The Designated Safeguarding Lead will also ensure that any changes are clearly communicated to staff, trustees and volunteers. It may be appropriate to involve service users in the review and service users and parents/carers need to be informed of any significant changes

9. Useful Numbers:

Northamptonshire Safeguarding Adults Board Tel 0300 126 1000

Emergency Duty Team Tel 01604 626 938

Local Area Designated Officer (LADO)

Tel 01604 367862 (Andy Smith) or 01604 362633 (Christine York)

DfE Local Prevent Co-Ordinator - Sam Slack sam.slack@education.gov.uk 07384
452156

ECPAT (End Child Prostitution and Trafficking) Tel 020 7233-9887 Visit www.ecpat.org.uk
Barnardo's Young Women's Project & Trafficking Service PO Box 34727, London N7 8YQ
Tel 020 7700 2253

UKHTC (United Kingdom Human Trafficking Centre) Tel 0114 252-3891

FGM helpline if you're worried a child is at risk of, or has had, FGM 0800 028 3550

Forced Marriage Unit Tel 020 7008 0151

Safeguarding Organisational Chart

