

SAFEGUARDING, PREVENT AND WELLBENG POLICY

1. POLICY STATEMENT

This policy has been developed to ensure that all staff at Estio are working together to safeguard and promote the well-being and welfare of all apprentices. This policy describes the management systems and arrangements in place to create and maintain a safe learning environment for all our apprentices and staff. It identifies actions that should be taken to redress any concerns about safety and welfare including protecting apprentices and staff from extremist views, vocal or active, which are opposed to fundamental British Values. All opinions or behaviours which are contrary to these fundamental values and the ethos of the organisation will be vigorously challenged.

The Designated Safeguarding Lead , Chandra Wood, and the safeguarding team have the ultimate responsibility for safeguarding and promoting the welfare of all apprentices.

Safeguarding and promoting the welfare of all apprentices goes beyond implementing basic child protection procedures, it is an integral part of all activities, functions, culture and ethos of Estio.

In accordance with guidance set out in 'Working together to Safeguard Children 2015 (Last updated 23 February 2024), 'Keeping Children Safe in Education – September 2024' and 'The Prevent Duty' (Published 12 March 2015, Last updated 6 March 2024), Estio will work in partnership with other organisations where appropriate to identify any concerns about apprentice welfare and take action to address them.

2. SCOPE

The policy covers both the preventive measures that Estio has in place and guidelines on responding to specific concerns or allegations. In addition to this, the consideration of wellbeing and pastoral support is also taken into direct account through the use of wider channels internal to Estio, such as Mental Health First Aiders, available for use by both Estio Learner's and Staff.

3. LEGAL FRAMEWORK

This policy has been written with due regard to relevant legislation including:

- The Care Act 2014
- The Equality Act 2010
- Mental Capacity Act 2005
- Children and Social Work Act 2017
- The Children's Act 1989 & 2004
- The Education and Skills Act 2008
- Counter Terrorism and Security Act 2015
- Keeping Children Safe in Education 2024
- Children missing Education 2024
- Special Educational Needs and Disability Code of Practice Published 11 June 2014 Last updated 12 September 2024
- Safeguarding Disabled Children: Practice Guide 2009
- Working Together to Safeguard Children 2015, updated 2024
- Prevent Duty Guidance 2015 (updated 2024)
- Data Protection Act 1998 and 2018 (GDPR) (updated 2020)
- Voyeurism (Offences) Act 2019
- Education and Training (Welfare of Children) Act 2021
- Departmental advice on Sexual Violence/Sexual Harassment between children in schools and colleges.

And with due regard to the following Estio policies and procedures:

- Health and Safety Policy
- Prevent Risk Assessment (National and Regional)
- Lockdown Policy
- SEND Policy
- Equality and Diversity Policy
- Disciplinary Policy
- Data Protection Policy
- Anti-Bullying and Harassment Policy
- E-Safety Policy
- Modern Slavery Policy
- Grievance Policy
- Whistleblowing Policy
- Safer Recruitment Policy

4. LEGAL DEFINITIONS

For the purpose of this policy:

- **Child/Children/Young Person:** The Children Act 2004 defines a child as a person under eighteen for most purposes.
- **Vulnerable adult(s)Adults at risk:** The Office of the Public Guardian defines a vulnerable adult as a person aged 18 or over who has a condition of the following type:
 - a substantial learning or physical disability
 - a physical or mental illness or mental disorder, chronic or otherwise, including addiction to alcohol or drugs
 - a significant reduction in physical or mental capacity
 - includes those who, because of mental health difficulties and/or physical health conditions and/or personal circumstances, may be vulnerable to abuse, exploitation, or significant harm.
- **Safeguarding:** is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn in terrorism-related activity.

- **Radicalisation:** is the process by which a person comes to support terrorism and extremist ideologies. A vulnerable learner or colleague may be more susceptible to being drawn towards or being targeted by those involved in extremist ideology.
- **Abuse:** A form of maltreatment of a child or vulnerable adult. Somebody may abuse or neglect a child or vulnerable adult by inflicting harm, or by failing to act to prevent harm. They may be abused by an adult or adults or child or children.

Physical Abuse:

Physical abuse may take many forms e.g. hitting, shaking, throwing, poisoning, burning or scalding, drowning or suffocating. It may also be caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child or vulnerable adult. This unusual and potentially dangerous form of abuse is now described as fabricated or induced illness.

Emotional Abuse:

Emotional abuse is persistent emotional ill treatment causing severe and persistent effects on the child or vulnerable adult's emotional development and may involve:

- conveying the message that they are worthless or unloved, inadequate, or valued only in so far as they meet the needs of another person
- Not giving the child or vulnerable adult opportunities to express their views
- Deliberately silencing them or 'making fun' of what they say or how they communicate
- Interactions that are beyond a child or vulnerable adults developmental capability as well as overprotection and limitation of exploration and learning, or preventing from participating in normal social interaction

- Seeing or hearing the ill-treatment of another
- Serious bullying (including cyberbullying), causing children or vulnerable adults to feel frightened or in danger
- exploitation or corruption of children or vulnerable adults
- Some level of emotional abuse is involved in most types of ill treatment, although emotional abuse may occur alone.

Sexual Abuse:

Sexual abuse involves forcing or enticing a child or vulnerable adult to take part in sexual activities, not necessarily involving a high level of violence, whether or not they are aware of what is happening. These activities may involve physical contact, including assault by penetration (for example rape or oral sex) and non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. This may also include non-contact activities, such as involving children or vulnerable adults in looking at, or being involved in the production of sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Sexual Harassment and Violence:

There are many different ways to describe people who have been subjected to sexual violence and/or sexual harassment and many ways to describe those who are alleged to have carried out any form of abuse. Sexual violence and sexual harassment can occur between two people of any age and sex from primary through to secondary stage and into further education. It can occur through a group of people sexually assaulting or sexually harassing a single person or group of people. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and face to face (both physically and verbally) and are never acceptable.

Neglect:

Neglect involves the persistent failure to meet basic physical and/or psychological needs, likely to result in serious impairment of the child or vulnerable adult's health and development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to; provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child or vulnerable adults emotional needs.

There are also specific issues which we expect our staff to be aware of, these include:

- Child sexual exploitation
- Forced marriage
- Domestic violence
- Female genital mutilation
- Radicalisation
- Self harm
- Bullying/cyberbullying
- Drugs
- Faith abuse
- Modern Slavery
- Gangs and youth violence
- Violence against women and girls
- Sexting
- Honour Based Violence
- Trafficking

5. RESPONSIBILITIES

We will seek to keep our learners safe by:

- Valuing them, listening to them and respecting them
- Appointing a Designated Safeguarding Lead (DSL), who will act as the Single Point of Contact (SPOC) for Prevent, as well as a team of Designated Safeguarding Officers.
- Adopting child protection and safeguarding practices, through procedures and a Code of Conduct for colleagues
- Ensuring that all colleagues are familiar with the policy and the procedures
- Developing and implementing an effective e-safety policy and related procedures
- Providing effective management for colleagues through supervision, support, training, and quality assurance measures.
- Screen prospective colleagues carefully and ensuring all necessary checks are made via a thorough recruitment and screening process, in line with Safer Recruitment guidance.
- Ensuring that all colleagues complete online training courses on Safeguarding and Prevent, within the first five days of starting with the organisation and updating any further CPD at least annually.
- Ensuring that all learners receive an induction and complete other mandatory online training within the agreed timescales.
- Recording and storing information professionally and securely.
- Ensuring that all Learners have 2 emergency contacts listed where reasonable.
- Sharing information about Safeguarding, Prevent and good practice with our colleagues and learners.
- Using our Safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving learners and their parents and carers appropriately.
- Using procedures to manage any allegations against colleagues or employers appropriately.

- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.
- Ensuring that we have effective complaints and whistleblowing measures in place.
- Ensuring that we provide a safe physical environment for our learners and colleagues, by applying health and safety measures in accordance with the law and regulatory guidance.
- Regularly review the policy, procedures and recording forms.

Colleagues

Adhering to this policy is mandatory and Safeguarding is the responsibility of all colleagues, those involved in working with young people and vulnerable adults.

To ensure the effective implementation of the Safeguarding and Prevent Policy, all colleagues must work in partnership to protect all young people and vulnerable adults engaged in Estio Training's recruitment, training, and support services.

It is the responsibility of each colleague to ensure they are aware of, and adhere to, this policy and the rules and procedures relevant to them.

Designated Safeguarding Lead

The Designated Safeguarding Lead has overall responsibility for Safeguarding and Prevent, including the following activities:

1. Ensuring that the policy and reporting procedure are monitored and reviewed in accordance with changes in related legislation and guidance.
2. Communicating the policy and reporting procedure to all colleagues and ensuring that they are provided with information, advice, and training on the protection of young people and vulnerable adults.
3. Acting as the main contact for the protection of young people and vulnerable adults.

4. Establishing and maintaining contacts with Local Authorities and the Police.
5. Completing risk assessments and ensuring these are signed off by the CEO.
6. Maintaining confidential records of reported cases and the action taken.
7. Maintaining up to date knowledge on Safeguarding and Prevent issues.
8. Managing the Safeguarding and Prevent Action Plan.

The Designated Safeguarding Lead is:

Chandra Wood: Learning Support Manager

chandra.wood@estio.co.uk

The Estio Executive Board oversees implementation of this policy and the Safeguarding and Prevent action plans.

6. PROFESSIONAL CONFIDENTIALITY, RECORDS AND MONITORING

All cause for concerns received by the Safeguarding team will be recorded internally both on an individual tracking form in line with our internal process, as well as a Safeguarding Log. This is managed by the Designated Safeguarding Lead for audit and reporting purposes.

In order to raise a cause for concern with the Safeguarding team, a cause for concern form should be completed and sent to safeguarding@estio.co.uk.

Learners can also self-refer and request support via the safeguarding@estio.co.uk inbox or alternatively by calling a DSO directly via telephone. Where email correspondence is received, and risk factor is low or medium, a response will be received within 1 working day. In cases of high risk,

communication will be established as soon as possible, with the DSO/DSL picking up the case with immediate effect, then following the steps laid out below in the management of such a case.

In accordance with GDPR, information contained within this log and within individual cause for concern forms will only be accessible to those individuals actively involved with the Safeguarding Team operations, or with Governance over Safeguarding. However, this data is also handled with “Keeping Children Safe in Education 2023” guidance which stipulates that “Fears about sharing information **must not** be allowed to stand in the way of the need to promote the welfare and protect the safety of children”. Therefore, should we be required to do so, the data contained within said documentation will be shared with relevant third parties such as LADO (Local Authority Designated Safeguarding Officer), Prevent Channel, the Police and any other organisations/parties that we are duty bound to report to in light of Safeguarding and Prevent concerns.

Escalation of “High Risk” Cause for Concerns logged

All Safeguarding cause for concerns are assigned a “Risk Factor” and recorded as Low, Medium or High-Risk cases. These are decided by the DSO (Designated Safeguarding Officer) and DSL (Designated Safeguarding Lead) for individual cases, and reviewed throughout, meaning that they can be subject to movement.

In the event that a “High Risk” cause for concern is logged, which indicates that an individual may be at serious risk of harming themselves or others, this will be immediately reported to the Executive Designated Safeguarding Lead and the Board. In the event this occurs, the following actions will take place:

- Accountable Designated Safeguarding Officer to inform DSL.
- DSL to inform Executive DSL.

- Notification to be sent to Estio Training CEO and Board.
- DSL to facilitate a conference call to discuss the matter in full and steps to be taken (if required) to be agreed.
- Accountable Designated Safeguarding Officer to document all actions and co-ordinate.
- Accountable Designated Safeguarding Officer to update DSL on actions appropriately until matter is closed.

Safeguarding Facets

The following aspects, but not exhaustive, of Safeguarding should be considered when working with learners:

- Sexual abuse or inappropriate relationships
- Physical and emotional abuse or neglect
- Female Genital Mutilation (FGM) It is mandatory to report cases of FGM in children.
- Forced Marriage
- Child Marriage
- Exploitation, including financial and sexual
- Online Safety
- Grooming behaviour
- Domestic violence
- Distribution of peer images/sexting
- Peer to Peer sexual harassment.
- Prevent Duty
- Bullying, including cyber bullying, bullying in the training centre or the workplace
- Victimisation
- Self harm

- Inappropriate taking of and/or sharing of unsolicited photographs (Up-skirting)
- Unsafe activities or environments
- Mental Health
- Serious crime, including knife crime and gang related activity
- Unregulated fostering arrangements and statutory requirements to inform authorities
- Child criminal and sexual exploitation
- County Lines
- Incel
- Trafficking
- Extremism.

Identifying Harm

Through our work with clients and learners, Estio colleagues are well placed to notice changes in behaviour and appearance which may be as a result of harm.

These could include:

- the learner discloses that they are being harmed or are at risk of harm
- **Absence** - missing work or not turning up to training
- **Changes in behaviour and character** – becoming quiet or loud, aggressive or withdrawn.
- **Changes in appearance**
- **Physical injuries** – cuts or bruises
- **Unexpected high value items** - including money that is unaccounted for, expensive clothing/ footwear or devices such as mobile phones
- **Contact with risky adults or environments**
- **Changes in emotional health** – crying, anxiety or low mood
- **Use of drugs**
- **Excessive alcohol consumption**
- **Self-harm**
- **Poor living conditions**

- **Withdrawing from certain activities** – reluctance to go online, sudden changes in use of technology.

It is important to stress that the existence of some of these characteristics is not a definitive sign that anything is wrong.

Identifying Radicalisation

Colleagues should also be vigilant to the signs of radicalisation. Radicalisation can be difficult to spot, but signs that may indicate that a learner or colleague is being radicalised include:

- not adhering to/upholding the British Values of; Democracy, Rule of Law, Individual Liberty and Respect, Tolerance of different faiths and beliefs, and those with none
- isolating themselves from family and friends and learning groups
- talking as if from a scripted speech
- unwillingness or inability to discuss their views
- a sudden disrespectful attitude towards others
- increased levels of anger
- increased secrecy, especially around internet use.

7. SAFER RECRUITMENT OF STAFF

Colleague Recruitment:

- Estio Training applies 'Safer Recruitment in Education' to all appointments that involve regulated activity. Regulated activity includes unsupervised activities relating to children and adults at risk vulnerable adults (e.g., teaching, training, instruction, care or supervision) which is carried out on a frequent basis and certain work which provides the opportunity for frequent contact with children or vulnerable adults.
- All applicants are therefore required to complete an application form. The application is included as part of the recruitment process as one of several

safeguards, designed to prevent unsuitable persons from gaining access to children and vulnerable adults. Candidates may attach their current CV with their application form. However, CVs will not be accepted without a fully completed application form, to ensure that the recruiting manager has full visibility of the applicant's employment history, including any gaps.

- The application form requires applicants to self-declare any convictions and consider if any pending investigations should be disclosed if they appear on the list of offences relevant to safeguarding children and vulnerable adults. The list is available at <https://www.gov.uk/government/publications/dbs-list-of-offences-that-will-never-be-filtered-from-a-criminal-record-check>
- If an application is successful but a conviction or other sanction was not disclosed, it could result in dismissal or disciplinary action. Any information provided will be completely confidential and will be considered only in relation to the job for which the applicant is applying.
- A structured interview schedule is used at interview. A question on safeguarding is included in the interview schedule.
- Any offer of employment will be subject to a satisfactory disclosure certificate from the Disclosure and Barring Service (DBS) and satisfactory references from the applicant's two most recent employers.
- All other processes can be found within the Safer Recruitment Policy

DBS checks

HR policies include appropriate safeguards including:

- DBS application form to be completed and submitted to HR with relevant supporting documentation prior to the employment or contract start date.
- Employment will not commence until all documentation required to complete a check has been submitted to HR and checked as complete.
- A risk assessment will be completed where the DBS contains disclosures.
- Ongoing checks will be completed on through the auto-renewal process, with a new check being completed every three years.

Colleague Training and Development

HR policies appropriate safeguards include:

- New colleagues will be required to complete an online learning module as part of the induction process.
- The Designated Safeguarding Lead and Deputy Lead will be required to complete certificated training for the role at least every two years. They will also be required to update their skills and knowledge at regular intervals, but at least annually to keep up with any developments relevant to their role.
- Requirement for colleagues to complete CPD at least annually and when there are changes to legislation, guidance or best practice.

Off-The-Job Training

Safeguarding will be promoted throughout the apprenticeship, including through the following:

- Induction – learners will be introduced to Safeguarding and Prevent and how to recognise and report a concern at induction
- e-learning – learners will be targeted to completed relevant e-learning, such as the 'Side by Side' modules as part of their course
- Off-the-job lessons/online sessions – topics relating to Safeguarding, Prevent and British Values will be embedded within off-the-job training. Opportunities to embed relevant topics will be highlighted in lesson plans
- Curriculum wrap-around activities will be planned and implemented across provision.
- Regular wellbeing checks – During Teaching, Learning and Mentoring activities, regular discussions around wellbeing will be conducted, with relevant referrals and support taking place where necessary.

Information

Learners will be provided with the Digital Apprenticeship Handbook at the start of their training. The handbook covers an introduction to Safeguarding, the Policy, Safeguarding team and how to report a concern, including through the safeguarding@estio.co.uk email address.

The handbook also contains signposting to organisations and support available for a range of situations, and how to access this support.

Employers will be provided with the 'Keeping Apprentices Safe' Handbook.

Remote workplace Visits and Reviews

Learner knowledge and understanding of issues relating to Safeguarding, the Prevent Duty and British Values will be covered as part of formal progress review process. The specific topics selected for discussion will be tailored to the life and work of the individual learner, so that these are covered in a way that is relevant to them. Objectives will be agreed to address any gaps in knowledge and understanding identified through the use of questioning or discussions about specific scenarios, case studies, topics or events.

Guidance and Support for Learners

Information relating to safeguarding is included in the Digital Apprenticeship Handbook and in induction materials. Advice and support are available through the Designated Safeguarding Lead or any of the Safeguarding Officers. In live group online sessions participants are reminded to be respectful of each other at all times, anyone who fails to engage respectfully is removed from the session.

Use and Monitoring of IT

IT equipment provided to both colleagues and learners is subject to monitoring of its use. Filters will be applied to restrict access to harmful context and prevent people from being drawn into extremist behaviour. Inappropriate use of IT will be reported to a Safeguarding Officer.

8. CODE OF CONDUCT FOR COLLEAGUES

Colleagues are expected to take the following steps to ensure that they do not put themselves in a position where an allegation of abuse can be made against them. Such steps include, but are not limited to:

- avoiding any unnecessary physical contact with learners
- avoiding unaccompanied journeys with learners
- avoiding inappropriate familiarity with learners
- always acting upon and recording allegations or reports made by learners
- always reporting potential concerns
- not inviting learners to socialise with them or visit them at home
- not engaging with learners on social media
- recognising that it is a criminal offence to engage in sexual activity with a person under the age of 18 when in a position of power.
- All sessions must always be recorded, should any safeguarding concerns be made apparent during the session and the coach is responsible for feeding back any safeguarding concerns regarding the participant to the Safeguarding Lead
- When on video call, Estio staff will where possible be in a neutral area where nothing personal or inappropriate can be seen or heard in the background. Only Estio accounts will be used to communicate via email or online platforms, never personal accounts.

Where colleagues are found not to be following the Code of Conduct further investigation will take place and the Disciplinary process will be initiated. Please refer to the disciplinary policy for further information.

In appropriate cases and in accordance with the law, Estio has the right to report to the appropriate authorities any concerns it has that a colleague or learner

ought to be included in a list of people who should be restricted from working with children and vulnerable adults.

9. HOW TO RESPOND AND REPORT

If you are made aware of any concerns or allegations, the following process should be followed:

- Remain calm and reassure the person that they have done the right thing in speaking up.
- Listen carefully and give the person time to speak.
- Do not voice an opinion.
- Do not ignore the concern, be judgmental or dismissive
- Explain that only professionals that need to know will be informed, but never promise confidentiality.
- Act immediately and don't try to address the issue yourself.
- Report the concern - alert a Safeguarding Officer to the concern directly in person/by telephone and then formally report the concern by email to safeguarding@estio.co.uk.
- Write a statement giving as much detail as possible, including date and time, what was said, any names or parties mentioned and how you responded.
This should be completed on the Cause for Concern form.
- Do not make assumptions, consult with persons not directly involved in the situation or make promises.
- The Designated Safeguarding Lead will ensure that the relevant procedures are followed and will inform HR about any allegations.
- The Designated Safeguarding Lead will inform the Local Authority Designated Officer (LADO) in the first instance to determine if there is a genuine case for concern and a need for further action.
- In matters relating to radicalisation the Designated Safeguarding Lead will refer the matter (or seek advice from) the Prevent Lead, who in turn, may seek advice from the Local Authority's Channel Panel Chair or Police Prevent Lead.

- If the report is passed to authorities such as the Police for investigation, the Designated Safeguarding Lead will act as the main liaison officer and will ensure that relevant colleagues are kept informed, such as HR where a colleague is concerned.

10. ALLEGATIONS OF ABUSE AGAINST MEMBERS OF STAFF

Allegations of abuse, or concerns raised against members of staff, will always be treated seriously and investigated and dealt with as per the above, in line with Keeping Children Safe in Education and associated governmental guidelines. The allegations need to be applied with common sense and judgement. All cases must be referred to the Designated Safeguarding Lead who will follow the Safeguarding & Prevent Procedures in the same way as for other safeguarding allegations. The Designated Safeguarding Lead will take the appropriate steps to ensure the safety of the apprentice, and any others who may be at risk. The Designated Safeguarding Officers will also inform The MD and Directors in order that training provider procedures may be followed, and an investigation is carried out. If the allegation or concern is against the Designated Safeguarding Lead, it should be reported to the MD. Where there is a complaint against a member of staff, the MD will be informed and involved. This may result in possibly criminal (police) investigations and/or a child/vulnerable adult's

protection investigation, carried out by Social Services. The outcomes of any investigation will result in the below:

Substantiated: There is sufficient evidence to prove the allegation.

Malicious: There is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive or cause harm to the person subject of the allegation.

False: There is sufficient evidence to disprove the allegation.

Unsubstantiated: There is insufficient evidence to either prove or disprove the allegation. The term, therefore, does not imply guilt nor innocence.

Unfounded: To reflect cases where there is no evidence or proper basis which support the allegation being made.

Low-level Concerns

A low-level concern means the allegations against that staff member do not meet the harms threshold and this person does not pose an immediate risk towards the students. Please refer to the Low Level Concerns Policy.

11. REPORTING CASES TO THE DISCLOSURE AND BARRING SERVICE (DBS)

Estio has a statutory duty to make reports and provide relevant information to the DBS where there are grounds for believing, following an investigation, that an individual is unsuitable to work with children or vulnerable adults, or may have committed misconduct. The responsibility for reporting cases to the DBS lies with the Designated Safeguarding Lead(s).

12. AMENDMENTS

Estio reserves the right to alter the terms and conditions of this policy as required at any time in the future.

13. DOCUMENT CONTROL

DATE OF REVIEW:	DATE OF NEXT REVIEW:
September 2023 September 2024	August 2025
VERSION:	POLICY OWNER:
6	Designated Safeguarding Lead

14. MAIN CONTACT AGENCIES

National police Prevent advice line:

[0800 011 3764](tel:08000113764) Concerns can be shared in confidence with specially trained officers.

Leeds Safeguarding Children Partnership

Safeguarding Duty Advice Team: 0113 3760336

Out of office hours: 01135350600

Make contact by telephone first to discuss any allegations or concerns

Prevent: prevent@leeds.gov.uk Telephone: 0113 5350810

Police Prevent Team: 0113 2413386

Manchester

Safeguarding: Manchester Contact Centre

Telephone: 0161 234 5001 (open 24 hours a day, seven days a week)

Email: mcsreply@manchester.gov.uk

Prevent:

Counter Terrorism Policing North West – 0161 856 6362

Local Authority Prevent team - prevent@manchester.gov.uk

Alternatively contact the police confidentially on the Anti-terrorist hotline 0800 789 321. Report your concerns to channel@gmp.police.uk

London

Safeguarding

Contact relevant Local Borough Safeguarding team.

Prevent: prevent@cityoflondon.police.uk

Telephone: [020 7601 2442](tel:02076012442)

Birmingham:

Safeguarding: Childrens Advice and Support Services (CASS)

Telephone: 0121 303 1888 (select option 2 then Option 2)

Mon - Thur 8:45 - 5:15, Fri 8:45 - 4:15

Out of hours (0121 675 4806)

Prevent Contact Name: Sean Arbuthnot

Email: sean.arbuthnot@birmingham.gov.uk

Designated Safeguarding

Lead: Chandra Wood

Chandrawood@bpp.com

**Deputy Designated
Safeguarding Lead**

Name: Pav Sharma

Email:

pavsharma@bpp.com

pav.sharma@estio.co.uk

**Deputy Designated
Safeguarding Lead**

Name: Vijay Mistry

Email: vijaymistry@bpp.com

Safeguarding Officer

Name: Jane Ridley

Email:

jane.ridley@estio.co.uk

janeridley@bpp.com

Safeguarding Officer

Name: David McKay

Email:

davidmckay@bpp.com

david.mckay@estio.co.uk

Safeguarding Officer

Name: Katie Cross

Email: Katiecross@bpp.com

Safeguarding Officer

Name: Cassie Ellingham

Email: cassieellingham@bpp.com

[Safeguarding Email: safeguarding@estio.co.uk](mailto:safeguarding@estio.co.uk)

