



Stable Futures

Safeguarding Policy

Introduction

Everyone who works with children or young people has a responsibility for keeping them safe.

Stable Futures is committed to the safeguarding of children and young people and this policy sets out the procedures governing the action to be taken in respect of children and vulnerable people within Stable Futures. Stable Futures expects all staff, (including students, temporary and bank staff) to show the same commitment and abide to all policies and procedures to safeguard children and young people at all times.

The aim of this policy is to safeguard and promote children and vulnerable people's welfare, safety and health by nurturing an honest, caring and supportive environment. The children and vulnerable people's well-being are paramount.

The primary aim of this policy is to contribute to the wellbeing of the children and vulnerable people by securing their protection from maltreatment, in partnership with parents, key professionals, advocates and other agencies. Safeguarding and promoting the welfare of children and vulnerable people is defined as:

- Protection from maltreatment;
- Preventing impairment of mental or physical health or development;
- Ensuring that children and vulnerable people grow up in circumstances consistent with the provision of safe and effective care, to enable them to fulfil their potential and enter adulthood successfully.
- Taking action to enable all children to have the best outcomes.

This policy is consistent with:

The legal duty to safeguard and promote the welfare of children and vulnerable people as described in:

- Working Together to Safeguard Children (2018)
- DCSF Safeguarding Disabled Children (2009)
- Section 10 Children's Act 2004
- Children's Act 2004
- The Children Act 1989
- Equality Act 2010
- Children and Families Act 2014
- The United Nations convention on the Rights of the Child 1992
- The Human Rights Act 1998
- Keeping Children Safe in Education 2019



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- The Children and Social Work Act 2017
- The Education Act 2002

Related Policies:

- Whistle blowing
- Managing allegations against staff
- E-safety
- Safer recruitment
- Anti- bullying

Main elements to the Safeguarding Policy:

- **Prevention:** ensures that Safeguarding is incorporated into every aspect of work. to create a positive atmosphere between staff and young people, where everyone feels safe. Through training and support we will enable all staff to be aware of legislation, guidance and issues related to Safeguarding and Child Protection.
- **Protection:** ensures that staff are trained and can respond promptly, effectively and sensitively to Child Protection concerns. Staff know what to do and who to contact in response to a safeguarding issue.
- **Support** (to young people and staff). We recognise that young people who have been abused or witnessed violence may have poor self-esteem or sense of worth and we will therefore offer appropriate support. We also recognise that staff involved in Child Protection issues may be affected and therefore will offer appropriate support. Also, Support when working with parents. We value and respect parents and aim to work closely with them to ensure appropriate communications and actions are carried out.
- **Safe Recruitment:** Stable Futures adheres to the Safer Recruitment guidance when recruiting all staff.

Safeguarding Principles

The following general principles guide us in safeguarding children and vulnerable adults:

- Everyone has the right to live free from abuse and neglect.
- Everyone has the right to be treated as an individual.
- Everyone has the right to be treated with respect and dignity, with a right to privacy.
- Everyone should have choice and control over their lives, with as much independence as is possible, and will help people maintain confidence and positive self-esteem.
- We will not tolerate abuse to anyone, not least a child or vulnerable adult.
- We will help young people safeguard themselves from abuse and neglect.
- We will keep the interests of service users at the centre of any safeguarding activity.
- where we can, we will keep the wishes of our service users at the centre of any safeguarding activity.
- We will make sure our service users are aware of this policy.
- Everyone has a responsibility to prevent, recognise and act on abuse and neglect.



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- We will promote an organisational culture of openness, so that staff, members and others (including young people), volunteers, etc. can raise their concerns, and know that they will be listened to, without worrying that something bad will happen as a result.

Definitions of abuse

These definitions are based on those from Department of Health Working Together to Safeguard Children 2006 and the No Secrets 2000 guidance for working with vulnerable adults. In some 14 instances the definition of the type of abuse is the same for children or adults, however, there are some exceptions, for example, financial abuse. Abuse can include:

1. Physical Abuse: may involve causing pain, injury or impairment, including: hitting, slapping, pushing, kicking, misuse of medication, restraint, or inappropriate sanctions, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, malnutrition, dehydration, sleep deprivation, or otherwise causing physical harm. Physical harm may also be caused when a parent or carer fabricates the symptoms of/deliberately induces illness in a person.
2. Emotional Abuse: is the persistent emotional maltreatment of a person such as to cause severe and persistent adverse effects on the person's emotional development. It may involve conveying to the person that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person, threats of harm, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks. This can also result from excessive over-protection and unrealistic pressure to succeed. It may feature age or developmentally inappropriate expectations being imposed on a person.
3. Sexual Abuse: involves forcing a child or vulnerable adult or enticing a child, or vulnerable adult to take part in sexual activities, including prostitution, whether or not the person is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape, buggery or oral sex) or non-penetrative acts. They may include non-contact activities, such as involving children or vulnerable adults in looking at, or in the production or, pornographic materials or watching sexual activities, or encouraging children or vulnerable adults to behave in sexually inappropriate ways.
4. Neglect, acts of omission and poor professional practice Neglect is the persistent failure to meet a child's or vulnerable adult's basic and/ or psychological needs, likely to result in the serious impairment of the individual's health or development. Neglect to a baby 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 and clothing, shelter including exclusion from home or abandonment, failing to protect a child or vulnerable adult from physical and emotional harm and danger, failure to ensure adequate supervision including the use of inadequate carers, or the failure to provide access to appropriate health, social care or educational services or the withholding of necessities of life, such as medication, adequate nutrition and heating. It may also include neglect of, or unresponsiveness to, a person's basic emotional needs.



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5. Financial or material abuse Includes theft, fraud exploitation, pressure in connection with wills, property of inheritance or financial transactions, or misuses/r misappropriation of property, possessions or benefits.
6. Discriminatory abuse Including racist, sexist, homophobic, that based on a person's disability, and other forms of harassment, slurs or similar treatment. Abuse of Disabled Children and Vulnerable Adults Disabled children and vulnerable adults with a disability are at increased risk of abuse and those with multiple disabilities are at even more significant risk both of abuse and neglect. This group of children and vulnerable adults may be particularly vulnerable to abuse for a number of reasons including: having fewer social contacts than others, receiving intimate personal care from a larger number of carers and having an impaired capacity to challenge abuse or communicate issues.
7. Bullying: is deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves. Institutional abuse Institutional abuse can take the form of any of the other types of abuse. It may take the form of isolated incidents of poor or unprofessional practice at one end of the spectrum, through to gross misconduct at the other.

Recognition of Child Abuse

All children and vulnerable people accessing Stable Futures are entitled to high standards of protection from harm. While Stable Futures is for all young people we recognise that many young people have underlying learning difficulties and we aim to ensure all young people no matter what their needs are safeguarded whilst in our care. We also recognise that young people may have social, emotional and mental health issues which will be safeguarded at all times.

Due to the nature of learning difficulty or social, emotional, and mental health barriers and previous traumas experienced by children and vulnerable people who access Stable Futures it may be very difficult for them to communicate allegations of abuse. Therefore, staff must be especially vigilant and aware of the categories and indicators of abuse. The main categories are physical abuse; sexual abuse; emotional abuse and neglect.

At Stable Futures we take into consideration each individual young person's communication needs and staff will have appropriate training when such needs are identified in a young person accessing Stable Futures. This may include staff training in Makaton, PECS, braille, BSL or another communication method.

The abuse of children and vulnerable people and particularly the sexual abuse of children and vulnerable people is a complex issue: young people are targeted, groomed, sexualised and seduced by highly sophisticated and oppressive adult behaviour. The victim is often made to feel guilty and responsible by the abuser for responding to his or her advances.

Abuse occurs in a range of circumstances. The child or vulnerable person may suffer abuse whilst away at school, in the home or in the community.



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Initially a situation may not seem serious, but it should be remembered that prompt help may prevent minor abuse escalating into something more serious. Staff can refer to the flow chart in each office to guide them on safeguarding issues.

The assessment of any harm or abuse should be multi - disciplinary and no one professional should take or have the responsibility of determining whether harm has occurred or not.

Therefore, it is important to discuss any concerns with your manager/ on call manager immediately.

Stable Futures provides training to all staff in Safeguarding. All staff regardless of role attend a full day Universal Safeguarding course during their induction. All staff receive a refresher course every year on Universal Safeguarding.

Self- Harm

Young people who are known to self-harm will have a self-harm protocol in place. Staff will be trained in self-harm and first aid and will support young people to understand their emotions and seek health coping mechanisms.

Self-harm as a broad term for many acts that cause personal harm, ranging from someone:

- Not looking after their needs properly emotionally or physically.
- Direct injury such as scratching, cutting, burning, hitting yourself, swallowing or putting things inside.
- Staying in an abusive relationship
- Taking risks too easily
- Eating disorders (anorexia, binge eating and bulimia)
- Addiction (for example, to alcohol or drugs).
- Suicide
- Attempted suicide

Children and young people often disclose a 'trigger' or circumstance that led them to begin self-harming, such as being bullied, or other incidences connected to isolating and mistreatment. Many triggers are connected to another important factor in a young person's life, that of family relationships and or in learning disabilities and children who lack understanding the frustration of a communication barrier may lead to self-harm behaviours.

Radicalisation and Extremism

At Stable Futures we value freedom of speech and the expression of beliefs/ideology as fundamental rights underpinning our society's values. Young people and staff have the right to speak freely and voice their opinions. However, free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.

Stable Futures seeks to protect children and young people against the messages of all violent extremism.



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Staff will be made aware at safeguarding training of the characteristics within children and families that may indicate radicalisation or warning indicators of those who may be vulnerable to radicalisation.

Staff will treat any radicalisation/extremism concerns in the same manner as safeguarding concerns and will follow the child protection and safeguarding procedures as outlined in this document. All staff complete their Prevent Duty training.

Prevention:

Processes which Stable Futures has in place to prevent harm coming to any child in our care:

- Universal Safeguarding training for all staff – refreshed yearly
- Supervision with a senior member of staff
- Monthly team meetings for reflection
- CPD and training on: CSE, radicalisation, county lines, allegations management, domestic violence, self-harm
- All staff are safer recruited (see below)
- Online safety is monitored using parental controls and monitoring by staff
- Young people are supported to understand how to keep themselves safe through regular consultation, and information being available to them at Stable Futures

Safer recruitment:

All Staff at Stable Futures are safer recruited this includes:

- Enhanced DBS check
- Two written references
- Right to work in the UK checks
- Full employment history
- Employment checks on all workplaces which involved children and young people
- Two types of verified ID
- Proof of address
- Interviewed by two interviewers
- Closely supervised and mentored by a Manager during induction
- Risk assessment for any disciplinarys on file from previous employers
- Appropriate skills, qualifications and experience

Internal recruitment includes:

- Interviewed by two interviewers
- Reference from line manager
- Up to date enhanced DBS check
- Appropriate skills, qualifications and experiences

Protection



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Reporting, Referral and Immediate Action

If a child/vulnerable person alleges abuse or a member of staff has cause to suspect a physical assault, serious intimidation, sexual assault, serious neglect or deprivation that person must immediately refer the matter to the DSL who will then contact LADO. Or if the person feels confident to report to LADO themselves this is encouraged. However, training and guidance on referring safeguarding matters to LADO are available in the office in each home/provision and as a part of their induction to the role.

If the staff member has referred to LADO in the first instance, they must inform the On-Call Manager and the Designated Safeguarding Lead (DSL) of the establishment unless that person is implicated in the allegation in which case the staff member can inform a different Manager in Amegreen/ Stable futures.

The designated safeguarding lead for Stable Futures is Rachel Redgwell and Kay King.

Staff will ensure the immediate safety of the child/children and vulnerable people and where necessary seek medical treatment without delay.

In liaison with the relevant LADO, Social Care and/or the Police to seek advice and support.

Dependent on the advice of the LADO, Social Care and/or the Police the DSL may inform the parents/ guardians. However, if the LADO, Social Care and/or the Police take the decision that the parents cannot be informed then Stable Futures DSL must comply with their decision.

Parents will be informed as soon as possible. Parents may not be informed until it is established that they are not involved in any way with the allegations of abuse.

Record the time, place, and detail of the incident.

Steps will be taken to offer the child/vulnerable person the support of a trusted adult throughout the process who will ensure in whatever way meets the child's/vulnerable person's specific needs that the child/vulnerable person understands as much as possible about the procedure, including where appropriate, that such issues cannot remain confidential.

The DSL will inform Ofsted/the LA where the child/vulnerable person is resident/Social Care and/or the Police immediately.

Abuse by a member of staff of a child or vulnerable person at Stable Futures where the alleged abuser is a staff member, the Director / DSL will discuss the situation with the police and social care. The Director /DSL will decide on the immediate action in respect of the member of staff. The Director /DSL / will inform the alleged abuser that he or she is suspended (without prejudice) until a child protection enquiry is completed. Once the employee is suspended, the disciplinary process will be 'frozen' until the child protection enquiry is completed. The Director / DSL in consultation with the LADO, Social Care and/or the Police:

- Will agree who is to inform those with parental responsibility, how and when;



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- Whether other members of staff might be implicated and what action should be taken in this respect.
- It must be recognised that there may be organised abuse by staff in a residential setting which may involve several, possibly senior members of staff.
- To ensure confidentiality, staff suspended from duty should not contact other staff members, or parents of children at Amegreen or Stable Futures, nor should staff members, parents at Stable Futures contact a member of staff suspended from duty, other than an identified senior member of staff who will ensure that the member of staff is kept informed of the process.

Following a concern been raised of Abuse by a member of staff of a child/vulnerable person not from Amegreen/ Stable Futures; If Stable Futures becomes aware that a member of staff is involved in an external Child Protection investigation he or she will be suspended until such time as the enquiry is completed.

Abuse by a child/young person; Where the alleged abuser is another child/young person, the Director / DSL will agree:

- Any immediate action required in respect of the alleged abuser particularly where the child/vulnerable person should reside bearing in mind the safety of the victim and the other children/vulnerable people living in the same house of the child
- How the alleged abuser's parents should be informed of the matter and be involved in these discussions/decisions unless to do so would prejudice the safety of the alleged victim/abuser/other child/vulnerable person and/or prejudice the conduct of the enquiry.
- Stable Futures has a local procedure to support meeting the needs of vulnerable young people, with unexplained bruising and that are non-verbal. The procedure is to support staff on recognising, reporting and escalating accordingly.

Managing Allegations:

Steps to follow if there has been an allegation of abuse from an adult working at Stable Futures to a young person accessing the provision:

- 1) Refer allegation to LADO
- 2) Report to on call manager and the DSL
- 3) Record what has been said in as much detail as possible
- 4) Staff member who is in question may be suspended from duties if on shift, if not their next shift may be delayed until LADO has an outcome for the home
- 5) The provision will internally investigate the situation
- 6) The staff member in question will not be a part of the investigation except to give a statement
- 7) The staff member in question will be offered support
- 8) The social worker/parent/guardian will be informed at the earliest point
- 9) The police may be informed if appropriate
- 10) After LADO has given an outcome and an internal investigation has been completed the young person and the staff member will be informed



11) The provision will develop an action plan with learning points

Staff are trained in managing allegations and the Manager will invite LADO to team meetings a couple of times a year to ensure all staff understand the LADO role and best practice.

Mandatory Reporting Duty FGM.

The Mandatory Reporting Duty commenced in October 2015. All staff must report to the police cases where they discover that an act of Female Genital Mutilation (FGM) appears to have been carried out. Staff should discuss any such case with the Designated Safeguarding Lead and involve children's social care as appropriate.

Abuse by a visitor or a member of child's family; Where the alleged abuser is a visitor to Stable Futures, a member of the child's/vulnerable person's family or any other person, the matter will be dealt with following the standard procedure outlined previously in this document. Where the alleged abuse is Domestic violence or Domestic Abuse the matter will be dealt with following the standard procedure outlined previously in this document.

Support

Responding to a child/vulnerable person who makes an allegation of abuse. If a child/vulnerable person say or in some way indicates that abuse has taken place:

- Listen and take seriously what the child/vulnerable person communicates.
- Record exactly what and how the child/vulnerable person communicates.
- Do not express disbelief, however incredible the story appears.
- Do not make any suggestions about what has taken place or how it came about, or question/vulnerable person the child except to clarify what he/she is saying.
- Allow a child/vulnerable person who is freely recalling significant events to continue but do not press for detail beyond what is minimally necessary to be clear that some form of abuse is being described.
- Do not ask a child/vulnerable person to repeat what has been communicated to anyone else before referring.
- Be calm and reassuring: this can be achieved in many ways, depending on the child's/vulnerable person(s) needs and stage of development.
- Don't make assumptions about the child's/vulnerable person's feelings.
- Avoid condemning the alleged abuser but do reassure the child/vulnerable person that he/she is not responsible for anything that may have happened despite what he/she may have been told.
- If appropriate communicate to the child/vulnerable person that these things have happened to other children/vulnerable people.
- Do not promise to keep the information secret. Make it clear that you must refer the matter on and to whom.



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- Communicate to the child/vulnerable person that there are people who can help.
- Do not assume that parents/carers are not involved in or party to the abuse.
- Write down what has been communicated immediately afterwards, describing the specific ways in which the information was communicated and what you said in response. Separate what has been communicated from the interpretation you place on it.
- Report to the Manager/on call manager or to the DSL if appropriate.
- Ongoing support should be given to young people who disclose abuse or other matters for safeguarding in the form of having consistent people around them who they can seek support from
- Outcome's should be shared with young people once the provision has obtained them

Treatment of abused children/vulnerable people

The individual Plan of any child/vulnerable person starting at, or returning to a Stable Futures, who has been subjected to significant harm, will reflect their individual specific needs. We recognise that children/vulnerable people who have been abused or witnessed violence may have poor self-esteem or sense of worth and we will therefore offer appropriate support.

Child Sexual Exploitation and Safeguarding

Children with learning disabilities are more vulnerable to Child Sexual Exploitation (CSE), and other abuse, than other children because they face additional barriers to their protection and to receiving support. However, all children and young people in care are vulnerable to child sexual exploitation for a variety of reasons including:

- Lack of role models for healthy relationships
- Seeking a sense of belonging
- Seeking relationships
- Learnt behaviours from those around them
- Lack of education on how to keep themselves safe
- Lack of parental boundaries
- Seeking independence

Sexual exploitation can be very difficult to identify in cases of children with additional needs especially those who have difficulties communicating. Warning signs can easily be mistaken for 'normal' teenage behaviour.

Young people who are being sexually exploited may:

- Go missing from home, care or education.
- Be involved in abusive relationships, intimidated and fearful of certain people or situations
- Hang out with groups of older people, or antisocial groups, or with other vulnerable peers
- Associate with other young people involved in sexual exploitation
- Get involved in gangs, gang fights, gang membership



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- Have older boyfriends or girlfriends
- Spend time at places of concern, such as hotels or known brothels
- Not know where they are, because they have been moved around the country
- Be involved in petty crime such as shoplifting
- Have unexplained physical injuries
- Have a changed physical appearance, for example lost weight.
- Have new items or belongings which they didn't buy themselves and cannot be accounted for by families or carers.
- Secrecy with devices such as mobile phones, general secrecy and withdrawal from engaging with others

Child sexual exploitation can also be online. Children can be groomed online. Groomers may take specific interest in children who present online as having low self-esteem.

At Stable Futures we understand that having technology is a normal part of being a child or a teenager however we aim to keep children safe from harm as far as practicable possible. This includes the following measures:

- Stable Futures does not normally use technology as a part of our learning plans as we primarily use nature, animals, vocational AQA qualifications and other holistic ways of learning however there may be times where technology is used – this will be supervised during planned activities, such as Numeracy and Literacy engagement via our IDL learning platform.
- Children having technology such as mobile phones, internet, tablets or laptops is risk assessed on an individual basis- Stable Futures has a 'no mobile policy', where all personal phones are locked in the staff office/ secure individual locker that staff have keys to.
- Access to internet is monitored in the provision using a parental control- 'The Circle'.
- Adults are in the provision daily, 7 days per week, during operational hours and available for young people to seek advice from
- Adults are vigilant to the signs of grooming and CSE whether this is online or offline
- Adults are trained in online safety, and CSE
- If adults feel a child is at risk devices will be checked with agreement from their social worker and parents if applicable
- The provision will adopt an open culture where young people feel safe to talk about what is going on in their lives
- The provision will consistently educate and inform young people in topics such as healthy relationships, signs of abuse, online safety, and appropriate behaviours for their age
- The provision will be aware of any previous history with CSE, online safety and unhealthy relationships the young people may have
- Risk assessment and plans will be regularly reviewed and remain relevant to the young person

Working with Families



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We believe that working in partnership with parents/carers is vital to the safeguarding and protection of children/vulnerable people. It is also key to the success of the child's/vulnerable person's journey at Stable Futures.

Parents are issued with information about Stable futures. This includes details of the Safeguarding Policy as well as guidance on complaints and how to raise an issue. The information allows parents to know key people and their area of responsibility within Stable Futures.

Sharing information – Child Protection information will only be shared by the appropriate lead to relevant parties, Any Safeguarding forms will be kept separately from their main file. Parental consent is not required for this data, since it is held to prevent harm to a child.

Safer Recruitment

Stable Futures ensures that all staff, including voluntary staff, are inspected in accordance with Safer Recruitment. (Separate policy available)

Names and contact chain

Below listed current names and contact numbers for those responsible for Safeguarding.

If you become aware of concerns that a child or adult is being abused, or if you have any concerns, you must report it to your line manager. If you think someone is being abused, don't assume that someone else is doing something about it. Your line manager will contact the relevant Safeguarding Officer.

If you need to contact Children's Services, use the phone numbers below:

Children's Services: 0845 603 5620

Monday - Thursday 8.30am to 5pm Fridays 8.30am to 4.30pm All other times and for Weekends and Bank Holidays please use the Out of Hours number

Out of hours: 0845 600 4555

Monday - Thursday 5pm to 8.30 am. Friday 4.30 pm to Monday 08.30 am. All day on Bank Holidays and Christmas Day. The helpline is staffed by social workers and other specialists who can deal with anything. If this line is engaged, you will be put through to an answerphone. Leave your name and number and your call will be returned as quickly as possible.

Where there are concerns or specific allegations about the conduct of a member of staff or a volunteer, the Registered Manager of the home or the Headteacher of the school, should contact the Local Authority Designated Officer (LADO) who is the single point of contact on such issues. It is the responsibility of the LADO to liaise with other agencies such as Human Resources or the police in appropriate cases.

If your concerns are about the Manager, you should contact the Directors/DSL who will liaise with LADO.



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This policy should be dealt with in line with the Whistle Blowing Policy and Management of Allegations against staff Policy.

The LADO should be advised of all cases where it is alleged that a person who works with children has:

- behaved in a way that has harmed, or may have harmed,
- a child has possibly committed a criminal offence against,
- or related to, a child; behaved towards a child or children in a way that indicated s/he is unsuitable to work with children.
- Behaved or may have behaved in a way that indicates that they may not be suitable to work with children. (KCSIE 2020) for schools and colleges

On the child's records will be the appropriate parental, placing Authority details and social worker (if applicable) details of who to contact.

Recording:

When recording concerns the following will be followed:

- All concerns will be recorded on ClearCare (secure electronic internal system) under safeguarding.
- Records will be factual.
- Records will be reported to the appropriate professionals in line with each type of safeguarding concern.
- Records will be completed within 24 hours of an incident/ concern being flagged
- Records of allegations against staff will be recorded on their profiles on ClearCare and records of actions taken will be also evidenced.

KEY CONTACTS

The key contacts for Safeguarding at Stable Futures are:-

Useful contacts

Key Personnel	Name (s)	Telephone No.
DSL	Emily Clayton	Emily.Clayton@amegreencs.co.uk 01183 347200 07795 342004



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Stable Future's named Prevent lead Deputy DSL	Alice Anstee	Alice.Anstee@amegreencs.co.uk 07727198196
Schools Mental Health Lead	Victoria Brown	Victoria.Brown@amegreencs.co.uk
Nominated Safeguarding Internal Quality Assurance	Laurence Baker	Laurence.Baker@amegreencs.co.uk
Children's Reception Team		01329 225379
Out of hours social care		0300 555 1373
Police	NPCC guidance	101 or in emergencies 999



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<p>Safeguarding advisors / Local Authority Designated Officers (LADOs)</p>	<p>Barbara Piddington Fiona Armfield Shona McMinn</p>	<p>HCC Safeguarding Unit Local Authority Designated Officer (LADO) Safeguarding Unit, Hampshire Children's Services Department, Clarendon House; Monarch Way; Winchester; SO22 5PW Tel: 01962 876364 Child.protection@hants.gov.uk <u>Hampshire</u> Fiona Armfield - 07540930259</p>
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As Stable Futures sits on border of West Berkshire- Parent company registered to West Berkshire

: Key Contacts within WBC Local Authority

Pan Berkshire Safeguarding Procedures: <http://berks.proceduresonline.com/>

	Name	Address	Telephone contact	Email
<p>Contact, Advice & Assessment Service (CAAS)</p>	<p>Duty Social worker</p>	<p>Council Offices West Street House West Street Newbury Berkshire RG14 1BD</p>	<p>Professionals only contact number: 01635 503190 Parents only Contact number: 01635 503090 or Emergency Duty Team (outside of office hours) Tel: 01344 786543 Fax: 01344 786535</p>	<p>child@westberks.gov.uk</p>



Prevent Officer Thames Valley Police	Prevent officer	Reading Police Station Castle Street Reading RG1 7TH	07800702319 01189636349	Preventreferrals@thamesvalley.pnn.police.uk
Building Communities Together Team Manager and PREVENT Lead, WBC	Susan Powell	CEO & support West Berkshire Council 20 Mill Lane Newbury RG14 5QU	(01635) 264703 07881 856801	susan.powell@westberks.gov.uk www.westberks.gov.uk
Service manager for early years, vulnerable learners and families	Avril Allenby	Council Offices West Street House West Street Newbury Berkshire RG14 1BD	01635 519044	Avril.Allenby@westberks.gov.uk
Principal Education Welfare and Safeguarding Officer, and PREVENT Link for Education	Melissa Perry	Council Offices West Street House West Street Newbury Berkshire RG14 1BD	01635 519788	EWSS@westberks.gov.uk
LADO West Berkshire			Fiona Goussard – 07384875650 – Fiona.goussard1@westberks.gov.uk	

Date Reviewed: 26.5.2022

Date of next review: 26.5.2023

Best Practice

Policy reissued to stable futures for review: 15.03.2023



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Date of next review: 15.03.2024

Policy reissued to stable futures for review: 15.03.2024- completed EC

Date of next review: 15.03.2025