Parenta Safeguarding Policy 2026-2027

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Working together for our children

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1. Introduction, Aim and Scope

1.1. This policy should be read within the context of the Safeguarding Strategy and alongside the Child and Vulnerable Adult Protection Policy and Procedures.

1.1.1. Keeping Children Safe in Education (KCSIE) September 2026 has informed this policy. All staff must read Part One as a minimum.

1.1.2. Annex B contains additional information about specific forms of abuse and safeguarding issues. This has been listed in Appendix One of this policy.

1.1.3. The Safeguarding of staff, learners and apprentices at Parenta is deemed to be the responsibility of all staff at Parenta and Safeguarding along with the associated elements of Child Protection and the Prevent agenda are integral to all activities associated with Parenta whether on or off site.

1.2. Aspects included under the 'umbrella' of Safeguarding and for which Parenta has a responsibility in supporting all learners and apprentices include:

Keeping staff, learners and apprentices safe within and outside of training and working environments.

Staff, learners and apprentices need to be aware of the safeguarding risks and threats that could cause them harm or injury.

KCSIE September 2026, Part One and Annex B outlines abuse and safeguarding issues that we all need to be aware of. The categories have been identified in Appendix 1 of Parenta's Child and Vulnerable Adult Protection Policy and Procedure policy.

In addition to these you must be aware of how to identify the signs of the abuse categories outlined in KCSIE and how to respond to and report them.

Parenta has raised awareness of the government Run, Hide, Tell campaign to further promote how to keep yourself safe within and outside training and work environments.

1.2.1. To support staff, learners and apprentices to keep themselves:

- Healthy (including wellbeing, mindfulness, nutrition, activity and exercise)
- Safe (Health & Safety, Critical Incident)
- Online-Safety (Internet, text, websites, safe filtering and monitoring, protection from synthetic/AI threats, safe from cyber bullying, grooming and radicalisation)

1.2.2. To ensure that staff and learners/apprentices

- Feel safe whilst undertaking training activities
- Know how to report instances of bullying and harassment and that reporting procedures are clear
- Know how to report abuse including sexual violence and sexual harassment, radicalisation and FGM Parenta

1.2.3. To educate learners and apprentices to understand and make informed decisions regarding

- Well-being
- Safety and safeguarding
- Reporting safeguarding, child protection and radicalisation concerns
- Extreme views
- British values
- Health, including sexual health
- Diet and activity
- Criminal activity
- Alcohol
- Drugs
- Relationships
- Hot topics
- National themes and campaigns

1.2.4. To assist and raise awareness of staff in understanding, managing and supporting

- The identification and reporting of abuse and safeguarding issues or concerns
- Contextual safeguarding: knowing the setting from which the individual comes and understanding the individual's vulnerabilities
- Learners or apprentices missing from education, care or home
- Child-on-child abuse, particularly sexual violence and sexual harassment (and illicit online image sharing)
- Special Education Needs and Disabilities
- Learners with Educational, Health and Care Plans
- Learners from ethnic minority backgrounds
- English for Speakers of Other Languages (ESOL) learners or apprentices
- Learners or apprentices with mental health issues (e.g., depression, anxiety, self-harm, emotional issues)
- Children in Care (CiC) care leavers and young carers
- Young people seeking asylum/Unaccompanied Asylum seekers
- Young Offenders/Rehabilitation of offenders
- Children and the court system
- Children of family members in prison
- Learners with Learning Difficulties and Disabilities (LLDD)
- Learners with any of the Protected Characteristics:

    - Age
    - Disability
    - Sexual Orientation
    - Gender
    - Gender Reassignment
    - Marriage and Civil Partnerships
    - Pregnancy and Maternity
    - Religion and Belief

1.2.5. To ensure that staff, learners and apprentices are fully aware of the requirements of

To ensure that staff, learners and apprentices are fully aware of the requirements of

- Safeguarding and keeping themselves safe
- Abuse and safeguarding issues and categories
- Child Protection (the reporting of abuse or neglect)

1.2.6. These are to be achieved through:

- A learner and apprentice induction programme that provides an effective introduction to safeguarding
- A learner and apprentice tutorial/review programme that embeds and reinforces all aspects of safeguarding
- A staff induction programme that provides an effective introduction to safeguarding
- A staff development programme that upskills staff in their understanding and application of safeguarding through all their activities.
- Parenta policies and procedures that promote and reinforce safeguarding for staff, learners and apprentices
- An area on SharePoint providing information for staff
- A Prevent Duty course to educate and inform learners and apprentices
- Themed events and activities, which may include external speakers
- Learner and apprentice resources, including handbooks and sessions on:
    - Safeguarding
    - Online-Safety
    - Respect

2. Personnel Responsible for Safeguarding

Designated Safeguarding and Prevent Leads

Lisa Roper

Designated Safeguarding Officers

Charlie Gordon
Kirsty Taylor
Lee Jones

Referral to Designated Officer of the Local authority (LADO)

Lisa Roper

Safer Recruitment

Head of HR

3. Safeguarding Training

3.1. Safeguarding training for all staff includes:

- Mandatory safeguarding, Child Protection and Prevent training
- Induction for new staff will include: safeguarding, Child Protection and Prevent training that is renewed every two years
- Annual safeguarding updates will occur through bulletins, presentations, and/or training
- Refresher online training for the mandatory titles takes place annually
- To undertake Equality, Diversity and Inclusion training at induction and annually updated (monitored and recorded by HR)
- To undertake additional training as required in response to changes in policies or procedures and individual roles
- All mandatory training will be monitored by HR and line managers
- Delivering focused topic-specific training in monthly team meetings
- By sharing resources and support materials through our tutor resource portals and intranet
- Through sharing regular Safeguarding updates

3.2. Other training will include:

- DSL and DSO training refreshed every two years, all to attend annual updates
- Managers and HR are responsible for interviewing to attend Safer Recruitment training every three years
- Annual Governor update and awareness training

3.3. All staff are required to ensure that they are familiar with Parenta policies and procedures related to Safeguarding, including:

- Refer to the Safeguarding Strategy for the safeguarding and associated policies

3.4. Assessor/Tutors and Regional Training Managers are responsible for knowing their learners and apprentices and to identify if they are at risk with particular reference to 1.21, 1.2.2 and 1.2.5 above.

Training will support the following responsibilities:

3.4.1. Learners and apprentices at risk of not completing their course are deemed to be 'at risk' – this does not infer a risk of physical danger but relates to being at risk of dropping out of their course or not succeeding. Assessor/Tutors should ensure that all staff teaching or in contact with 'at risk' learners e.g. Specialist Skills Tutors or Recruitment are informed of the needs of the learner or apprentice and appropriate strategies for managing those learners to maximise their opportunity for success

3.4.2. Where staff are not clear of strategies for managing 'at risk' learners or apprentices it is their responsibility to seek support and to undertake appropriate training to address their skills need through the continuous development programme or by reporting the training need to their line manager

3.5. Training for our learners:

We will train learners by:

- Ensuring that Safeguarding and Prevent is covered in Month 1 of learning
- Expecting all learners to complete the Gov.uk Prevent Training module at the start of the programme
- By completing a dedicated themed module on Safeguarding and Legislation in Theme 1 of our Delivery Plan
- By sharing resources and support material through our e-portfolio platform and our website
- Through Safeguarding discussions in reviews

4. Pastoral Responsibility

4.1. All staff are responsible for ensuring the safety and well-being of all learners and apprentices and other colleagues. However, Assessor/Tutors have a specific responsibility for the safeguarding of learners and apprentices within their cohort group.

In line with their job role, they should ensure that:

A person may also be deemed at a higher risk of a safeguarding issue affecting them due to other factors. This is termed contextual safeguarding. Examples of areas to consider are:

- Poor numeracy and literacy skills, or specific learning need
- English not a first language
- Unsupportive employer
- Under-represented group
- Acting as a carer for another family member
- Background in offending or is showing signs of being drawn into anti-social or criminal behaviour, including gang involvement and association with organised crime groups, has a disability or social need
- Has special educational needs (whether or not they have a statutory Education, Health and Care Plan)
- Lives 'In Care' or has recently transitioned out of Care
- Is a young carer
- Is frequently missing/goes missing from care or from home
- Is within a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse or generally unsupportive
- A number of groups of learners have been identified as being more vulnerable, and each has proportionate measures in place in order to ensure the learners are fully supported. These include learners on an EHCP's and in care learners

They know their learners and apprentices through:

- Understanding the importance of Contextual Safeguarding and learn about the background of the learners and apprentices. Consider the family and home life, social setting and social groups, location and environment in which they live and threats posed by external factors
- Examination of application, recruitment and enrolment documentation
- Understanding of initial assessment
- Recognising behaviour and individual character traits
- Identifying when the behaviours change
- Discussing why they are 'missing' from education, possibly home or care, as there may be an underlying safeguarding issue behind the absence

They ensure that the following is in place in response to the above:

- Completed ILP and past history as appropriate for the individual
- Sharing of information as appropriate between colleagues to get a complete 'picture' of the learner or apprentice's life

- Meeting are held with learners or apprentices to establish reasons behind behaviour changes and any absences or times when they have gone missing from training or work
- Individual risk assessments as appropriate
- Recommendation for change of course if appropriate
- Additional Learning Support and EHCP information

They ensure that learners and apprentices are fully supported by:

- Informing all Assessor/Tutors of support needs
- Ensuring that support mechanisms are effectively supporting individuals to overcome barriers
- Inform relevant parties where they are less effective, e.g. external organisations and support groups, parents/guardians, ALS team
- Using one-to-one tutorials effectively to support achievement on course and overcome barriers to learning

4.2. Learner and apprentice induction

All learners and apprentices must have Safeguarding included in their Induction Programme and be made aware of:

- Parenta policies related to safeguarding
- Their responsibility for their own and others' safety
- How to report any instances related to Safeguarding, Child Protection or radicalisation or contact with extremist groups

5. Information Sharing, Data Protection and GDPR in Respect of Children, Young People and Vulnerable Adults and Staff

- Guidance is available on Sharepoint to support staff in understanding issues around sharing information about young people and vulnerable adults and the Confidentiality Policy
- All sharing of information must comply with the Data Protection Act and GDPR 2018
- Sharing of information with regard to safeguarding falls outside of the General Data Protection Regulations when child protection and safeguarding issues are involved.
- If in any doubt about sharing information, staff must consult the designated safeguarding lead. 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 and vulnerable adults
- Records are retained in a secure location on the Parenta server, where only safeguarding personnel can gain access. These records may be shared with third parties on a need to know basis, such as the Local Safeguarding Partnerships, Local Authority Designated Person, social services or the police. Records relating to safeguarding and the protection of children and vulnerable adults must be retained for 30 years, this is in case they are required for legal action in the future. Safeguarding allegations relating to staff must be retained until the individual reaches retirement age or for 10 years, whichever is the longest

6. Curriculum Responsibilities

6.1. Employer

6.1.1. All places of employment must complete the health and safety checklist with the Training Advisor to ensure that the safety of learners, apprentices and Parenta staff is maintained. Learners, apprentices and employers must be familiar with the requirements of safeguarding and health and safety within the workplace.

6.1.2. All employers are issued with guidance on Safeguarding, Child Protection, Prevent, British Values and Equality, Diversity and Inclusion in order to ensure that Parenta maintains its commitment to safeguarding learners and apprentices when engaged in training related activities.

The guidance outlines what is meant by Safeguarding and Equality, Diversity and Inclusion and the safeguarding measures that should be put in place and who to contact at Parenta regarding safeguarding, Child Protection or radicalisation concerns or questions.

7. Safe Recruitment

Parenta has clear procedures which must be followed by all managers employing staff.

These are outlined in the Safer Recruitment Policy and comply with the safeguarding statutory guidance outlined in KCSIE.

7.1. Contractors, visiting guest lecturers/speakers and volunteers

Parenta will in the case of these groups make judgements of risk when offering contracts. The individual making these arrangements is responsible for ensuring that in the case of:

7.1.1. Contractors: will be supervised or there will be a DBS in place depending on the contractor work.

7.1.2. Visiting Lecturers: Guest speakers may be referred to as visiting lecturers. They will be covered by the External Speaker's Policy and supervised by their Parenta host.

7.1.3. Regular guests, where appropriate will be DBS checked and follow Parenta's safeguarding policies.

7.1.4. Volunteers should not be left unaccompanied with learners or apprentices at any time.

7.1.5. If volunteers are working for Parenta and for the purpose of safeguarding, volunteers should be treated as employees and must be DBS checked and a reference obtained

8. Induction of Staff

All staff undergo an induction programme co-ordinated centrally through Human Resources. All staff are required to undertake Safeguarding training, Child Protection training, Prevent training and Equality, Diversity and Inclusion GDPR training as part of their induction programme. It is the responsibility of the line manager of every new staff member to confirm completion of this training prior to confirming their appointment at the end of their probationary period.

9. If You Have a Safeguarding Concern What Should You Do?

Any safeguarding concerns or learner/apprentice disclosures should be reported to the DSO/ DSL as soon as possible. If you feel that a learner or apprentice is at immediate risk or are unsure you can telephone the DSL on 01622 585588 and follow up with the safeguarding report form (please see form and body map in the Safeguarding Handbook or can be found on Sharepoint) or submit the safeguarding report form in the first instance to safeguarding@parenta.com. The Child and Vulnerable Adult Protection Policy and Procedures can be found on Sharepoint under company documents.

10. Dealing with Allegations of Misconduct Against Staff Under Safeguarding and Child Protection

All allegations must be reported to the Designated Safeguarding Lead or HR as soon as a staff member is aware of an allegation. Parenta has a legal duty to report concerns within one working day to the Designated Officer of the Local Authority (LADO). The member of staff may be suspended if it is considered that they or anyone else is at risk, or if there is a good reason to believe the continued attendance of the staff member cannot be permitted.

11. Allegations of Abuse Against Members of Staff

Staff are required to conduct themselves in an appropriate and professional manner, at all times. Under no circumstances are staff to put themselves in a vulnerable or compromising situation.

In the event of an allegation against another member of staff, the procedures for dealing with a disclosure must be followed. In the event of the allegation being made against the designated safeguarding lead, the disclosure must be reported to HR or the CEO.

Allegations against a member of staff is linked to the Disciplinary policy and procedures set by HR in the Colleague handbook. Learners have their own Code of Conduct that is given out at their induction and explained by the Assessor.

The following definitions should be used when determining the outcome of allegation investigations:

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;
- **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 or innocence

In the first instance, the designated safeguarding lead will immediately discuss the allegation with HR. The purpose of an initial discussion is for the DSL and HR to consider the nature, content and context of the allegation and agree a course of action. The DSL and HR may need to provide or obtain relevant additional information, such as previous history, whether the child or their family have made similar allegations previously and the individual's current contact with children. There may be situations when the DSL or HR will want to involve the police immediately, for example, if the person is deemed to be an immediate risk to children or there is evidence of a possible criminal offence. Where there is no such evidence, the DSL should discuss the allegations with HR in order to help determine whether police involvement is necessary.

11.1. Suspension of staff

In the event of an allegation being made against a member of staff, that member of staff will be immediately suspended from their duties, pending the results of an investigation. This suspension does not carry any implication of guilt, and none should be inferred.

This action will be made in accordance with the company's disciplinary procedures and the Colleague Handbook. These procedures will be strictly adhered to during and after the investigation. Investigations will be carried out by HR.

Abuse of Learners, apprentices or staff is deemed to be 'Gross Misconduct' by Parenta and would result in the accused being dismissed if an appropriate investigation reveals reasonable evidence of abuse.

For further support and guidance the local LADO should be contacted to provide support and advice on allegations against staff.

12. Allegations of Abuse Made Against Other Learners/Apprentices (Child on Child abuse)

We recognise that learners/apprentices are capable of abusing their peers. Abuse will never be tolerated or passed off as "banter" or "part of growing up".

Most cases of learners/apprentices hurting other learners/apprentices will be dealt with under our learner code of conduct, but this safeguarding policy will apply to any allegations that raise safeguarding concerns. This might include where the alleged behaviour:

- Is serious, and potentially a criminal offence
- Could put learners/apprentices at risk
- Is violent
- Involves learners/apprentices being forced to use drugs or alcohol
- Involves sexual exploitation or sexual abuse, such as indecent exposure, sexual assault, or sexually inappropriate pictures or videos (including sexting/ nudes)

12.1. If a learner/apprentice makes an allegation of abuse against another learner/apprentice:

Child-on-child abuse can be defined as "any form of physical, sexual, emotional and financial abuse, and coercive control, exercised between children and within children's relationships (both intimate and non-intimate)."(Firmin, C. 2017. Abuse Between Young People: A Contextual Account).

Child-on-child abuse can take various forms, such as (KCSIE, 2026):

- Bullying (including cyber-bullying, prejudice-based and discriminatory bullying);
- Abuse in intimate and personal relationships between peers;
- Physical abuse, which can include hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
- Sexual violence and sexual harassment
- Consensual and non-consensual sharing of nudes and semi-nude images and/or videos (including AI-generated imagery/deepfakes)
- Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or engage in sexual activity with a third party;
- Upskirting;
- Initiation or hazing-type violence and rituals

All staff should be alert to the well-being of learners and to signs of abuse, and should engage with these signs, as appropriate, to determine whether they are caused by child-on-child abuse. However, staff should be mindful of the fact that the way(s) in which learners will disclose or present with behaviour(s) as a result of their experiences will differ. Signs that a learner may be suffering from child-on-child abuse can also overlap with those indicating other types of abuse:

- failing to attend work, disengaging from learning or struggling to carry out tasks to the standard ordinarily expected;
- physical injuries;
- experiencing difficulties with mental health and/or emotional wellbeing;
- becoming withdrawn and/or shy; experiencing headaches, stomach aches, anxiety and/or panic attacks; lack of sleep or sleeping too much;
- broader changes in behaviour including alcohol or substance misuse;
- changes in appearance and/or starting to act in a way that is not appropriate
- abusive behaviour towards others

If a learner is in immediate danger, or at risk of significant harm, a referral to children's social care (if the pupil is aged under 18) and/or the police should be made immediately. Anyone can make a referral. Where referrals are not made by the DSL, the DSL should be informed as soon as possible that a referral has been made. If a member of staff thinks for whatever reason that a learner may be at risk of or experiencing abuse by their peer(s), or that a learner may be at risk of abusing or may be abusing their peer(s), they should discuss their concern with the DSL without delay so that a course of action can be agreed.

If a learner speaks to a member of staff about child-on-child abuse that they have witnessed or are a part of, the member of staff should listen to the child and use open language that demonstrates understanding rather than judgement.

The DSL will discuss the concerns or allegations with the member of staff who has reported them and will, where necessary, take any immediate steps to ensure the safety of the learner/all learners affected. DSLs should always use their professional judgement to determine whether it is appropriate for alleged behaviour to be dealt with internally and, if so, whether any external specialist support is required. In borderline cases, the DSL may wish to consult with children's social care and/or any other external agencies to determine the most appropriate response.

As a part of our safeguarding ethos, we:

- Seek to be aware of the level and nature of the risk to which any learner is, or might be, exposed
- Apply an approach which takes account of safeguarding matters and context
- Take a contextual whole-organisation approach to preventing and responding to child-on-child abuse concerns
- Regard the implementation of this policy as a preventative measure, aiming not simply to react to
- allegations or incidents of child-on-child abuse
- Recognise the importance of this issue as critical to our learners' welfare, happiness, and development, Parenta promotes an open culture of reporting such concerns
- Inform the designated safeguarding lead (DSL) and record the allegation, but do not investigate it
- The DSL will contact the local authority designated Safeguarding board and follow its advice, as well as the police, if the allegation involves a potential criminal offence
- The DSL will put a risk assessment and support plan into place for all involved – both the victim(s) and those against whom the allegation has been made – with a named person they can talk to if needed
- The DSL will contact the children and adolescent mental health services (CAMHS), if appropriate

12.2. We will minimise the risk of child-on-child abuse by:

- Challenging any form of derogatory or sexualised language or behaviour
- Being vigilant to issues that particularly affect different genders – for example, sexualised or aggressive touching or grabbing towards female learners/apprentices, and initiation or hazing type violence with respect to male learners/apprentices

- Ensuring our curriculum helps to educate learners/apprentices about appropriate behaviour and consent
- Ensuring staff are trained to understand that a learners/apprentices harming a peer could be a sign that the individual is being abused themselves, and that this would fall under the scope of this policy

13. Whistle Blowing

A whistle blower is a worker who is concerned about a wrongdoing and reports this. This will usually be something they have seen at work - though not always. The wrongdoing that is disclosed must be in the public interest. This means it must affect others, e.g. the general public.

Whistle blowers are protected by law.

The following are examples of when it may be appropriate to whistle blow:

- a criminal offence, eg fraud
- someone's health and safety is in danger
- risk or actual damage to the environment
- a miscarriage of justice
- the company is breaking the law, eg doesn't have the right insurance
- you believe someone is covering up wrongdoing

Personal Grievances are not counted as whistle blowing

Staff who suspect malpractice within their workplace or a workplace that they visit must report their concerns to either the designated safeguarding lead or HR. This is called "whistleblowing". The Public Interest Disclosure Act came into force in 1999 and gives statutory protection to staff who legitimately make a disclosure in the public interest which relates to:

- Crime
- Failure to comply with legal obligations
- Miscarriages of justice
- Health & safety threat
- Damage to the environment

Not reporting malpractice is considered misconduct and may lead to disciplinary action.

It is the responsibility of Parenta to ensure that any reports are thoroughly investigated and findings recorded. If the report actually relates to their manager, then a SLT member, HR should be approached. If the concern is regarding a learner, apprentice or their work place, it should be discussed with Parenta in the first instance, which could be the assessor and/or designated safeguarding lead or officer and not the workplace manager. If the staff member/learner/apprentice who has made the report feels victimised or does not believe that their concerns have been taken seriously, they are encouraged to raise the issue with HR. Any malicious reports that are made by a staff member will lead to disciplinary action. We will also look to refer whistleblowing to local safeguarding board.

Staff should be able to report their concerns to the designated safeguarding lead or officer without feof repercussions. Each member of staff should know and understand the whistle blowing procedures. All disclosures will be treated in confidence, and the whistle blower will be protected by law.

A whistle blower is someone employed by the company who has seen wrongdoing and feels unsafe practices are being followed, putting them or others at risk.

When a person is whistle blowing, the same procedures will be followed as set out in reporting safeguarding concerns section 8 of the safeguarding policy. If you do not feel this is being handled correctly, you can use the complaints or grievance policy with HR.

For advice and guidance on whistle blowing you can use this helpline from the NSPCC contact the Whistleblowing Advice Line call 0800 028 0285 or email help@nspcc.org.uk.

14. Safeguarding Across Different Locations

Parenta delivers training nationally and at the learner's and apprentice's places of work.

14.1. Parenta head office is located in Rochester Kent. Very few learners or apprentices will need to attend head office as their training is delivered at their place of work.

14.2. Local threats in the South East include:

Drugs. In the South East and these locations, the drug of choice is cannabis. Learners and apprentices are made aware of the dangers of placing themselves in situations which make them vulnerable to dealers, groomers or gangs. Local gangs operate in the South East and across county borders to avoid detection.

Extreme Far Right Wing Groups, such as Britain First and animal activists are the two main threats in the South East with regard to terror attacks. Learners, apprentices and staff are aware of the Run, Hide and Tell government agenda through the critical incident training. Staff, learners and apprentices have received training on the Prevent agenda.

Devon & Cornwall

Far Right Extremism is the largest risk to the Prevent agenda in this area. Other priorities that may impact upon learners, include domestic abuse, anti social behaviour, drug related crime and hate crime.

14.3. Threats in the rest of the country

Please see Appendix Two.

14.4. Visiting places of work: Mobile phones and cameras

Staff must ensure that all mobile phones and photographic equipment is either surrendered at the main office when visiting an early years setting or left out of sight in their vehicles. Staff are allowed to bring their personal phones to work for their own use, but will limit such use to non-contact time when learners or apprentices are not present. Staff members' personal phones will remain in their bags or cupboards during contact time with learners or apprentices.

Staff will not take pictures of learners or apprentices on their personal phones or cameras.

We will follow GDPR regulations and Data Protection Act 2018 when taking and storing photos and recordings for use at Parenta and will gain the learners and apprentices consent to do so.

14.5 Safeguarding Boards

Links to local safeguarding partnership boards can be found here: https://www.safecic.co.uk/scb-england

15. Internet Use

At Parenta we embrace new technologies and social media throughout all aspects of our business. This links with our internet, email and social media policies.

We encourage the use of technology in order to enhance skills and promote achievement. Due to the accessibility and the variety of technologies available, we need to be aware of potential risks and challenges associated with such use.

This can be achieved through a variety of measures, including security, training and guidance and the implementation of our associated policies, such as Safeguarding, Anti-bullying or harassment and Code of Conduct.

All staff should be aware of the company policies about safe practice and usage of the internet, and the consequences of their actions if these are not abided by.

All access to websites and use of Parenta equipment is monitored by IT department. If trust is abused or inappropriate material has been researched without prior permission, such as extremist material or sites, disciplinary action will be taken. We will also promote resources for staying safe online or when using the internet.

15.1. IT/social media policy for learners/apprentices

We encourage all learners/apprentices to engage with social media and IT as part of their qualification. We encourage all learners/apprentices to research information to support the development of their knowledge and understanding for good practice, legislation and policies. Learners and apprentices are encouraged to use websites, Facebook, Pinterest, LinkedIn and Instagram. All our systems, such as the emails, website, Facebook and LinkedIn, are all monitored for the published content.

All our assessors/tutors will support their learners or apprentices with safe websites to carry out the research. All materials would be checked before to ensure that the information required for their qualification is available on those sites, as this will help guide the learners/apprentices to the best or most appropriate information.

Any offensive comments by learners or apprentices will be investigated. The posts will be removed immediately as we operate zero tolerance and this could jeopardise the learners or apprentices place on the course. If a learner or apprentice views offensive posts or material on our website or in any of the recommended resources or information they must report this to their assessor or the designated safeguarding lead/officer immediately for it to be removed.

We operate an e-portfolio system that is monitored and supported by an outside agency.

All emails, text messages, or contact through the website is monitored by Marketing.

All emails and text messages to assessors through the electric portfolio are monitored and any offensive or abusive messages will be removed and investigated. As we operate zero tolerance this could jeopardise the learners or apprentices place on the course.

All our systems carry virus and security checkers.

All learners/apprentices are encouraged to learn how to keep themselves safe online. This is done through our review process where we cover topics including cyber security, virus checking and how to identify secure websites. We also look at this in some of the units in their qualifications.

16. Deaths in Work or Training

16.1. Death of a Child or Young Person

- Parenta will work with the LSCP to ensure that there is a rapid response and will work in partnership with other relevant professionals to ensure full support in any enquiry into and evaluation of any unexpected death of a child

Reporting and Managing a Child Death

Parenta will notify the LSCP of any death of a child.

For Kent, follow the link below to complete your Form A within 24 hours.

https://www.ecdop.co.uk/kent/live/public or telephone 03000 42 47 45

For all other boards, please follow the link below:
https://www.safecic.co.uk/your-scb-acpc/55-free-downloads-and-safeguarding-links/61-safeguarding-children-board-links

16.2. Death of an Employee

In the event of a death in the workplace or during working hours the police must be called immediately on 999. HR and the Health and Safety Officer must be informed and they will contact the Health and Safety Executive:

HSE Incident Contact Centre
0345 300 9923
Monday to Friday, 8:30am to 5pm

Accident recording procedures must be followed- please see the health and safety policy.

17. Lone Working

Office staff may be required to spend periods of time alone in the office, in these events, staff should take all necessary precautions to keep themselves safe, including:

- Locking all doors and windows - being mindful of an emergency escape route in case of fire, etc.
- Having all appropriate emergency contact numbers and a telephone to hand.
- If walking alone, to or from a vehicle, ensure that the vehicle is parked in a well-lit area that is as close as possible.

Parenta in turn, will participate by:

- Minimising the occurrence of lone working
- Providing panic alarms for general use if desired.

17.1. Mobile/field staff are expected to keep regular contact by phone with the head office / local office and must be contactable during working hours. All electronic shared diaries must be up to date and the location must be clearly identifiable.

If an employee knows they will not be contactable for a period of time, such as their being no signal on their mobile phone, as a result if working in an isolated area, they should pre-warn their line manager of the expected duration of this and if any necessary special arrangement should be made. These may include utilising the workplace land telephone line.

Employees should also advise on-site staff of their whereabouts at all times, particularly when meeting new employers, learners or customers.

If you are visiting a workplace at night or in a dangerous area, please telephone your line manager to inform them that you will be travelling to this place, notify them of your arrival and when you have safely arrived either back at head office or home if you are a remote worker.

17.2. Using Public Transport

When using public transport, please be aware of the people around and your environment. If at any time you do not feel safe, leave the area and find somewhere safe to contact head office. Please ensure that you have planned your journey, and keep to populated and well-lit areas. If you have to wait for buses or trains, wait in lit areas and, where possible, with others so that you are not on your own. Please ensure that your Oyster and/or fares are ready and that you are not trying to find cash whilst waiting, as this could make you vulnerable. Please keep all your processions hidden and carefully stored so as not to draw attention to yourself. If you must use your mobile, keep it close with a firm grip and find a secure place to use it. Again, please be aware of the environment and the people around you.

When walking, please keep to lit areas, and plan your route before starting your journey. If you are using your car, please ensure that you park in well-lit areas of a car park or on street areas. Be aware of your environment when getting out of the car of returning to it. Think about your personal belongings when getting in or out of the car.

For more information on personal safety, please visit:
https://www.saga.co.uk/magazine/money/spending/consumer-rights/2016/staying-safe-on-public-transport

18. Additional Safeguarding Measures of Parenta

Learners and Apprentices with criminal convictions are risk assessed prior to starting the course.
External speakers are risk assessed by the invitees and a log is held to ensure staff at Parenta are aware who is on site.

18.1. Lanyards and site security at head office

All staff must wear lanyards onsite for identification purposes. All visitors must be announced prior to their visit, using the visitors@parenta.com email address- this informs anyone who has access to open the front door, who will be attending on any given day. All visitors must sign in at the waiting area and be escorted into the rest of the building.

Appendix One

KCSIE September 2026, Annex B

As outlined in part one of KCSIE, where staff have a concern about a learner's/apprentice's/child's welfare, they should act immediately.

They should follow the policy on Child and Vulnerable Adult Protection Policy and Procedures and speak to a DSL.

Specific forms of abuse outlined in Annex B. refer to Annex B for further information.

List of abuse/safeguarding issues includes, but is not limited to

- Child abduction and community safety incidents
- Children and the Court System
- Children missing from education
- Children with family members in prison
- Child sexual exploitation (CSE)
- Child criminal exploitation (County lines)
- Domestic abuse
- Homelessness
- So-called 'honour-based' violence Preventing radicalisation
- Child-on-child abuse, sexual violence and sexual harassment between children in schools and colleges
- Child abduction and community safety incidents
- Cybercrime
- Mental Health
- Serious Violence
- So-called 'honour-based' abuse (FGM and Forced Marriage)

Additional advice and support

Within Annex B there is a list of abuse/safeguarding issues with links to the relevant guidance and advice. These include:

- Abuse: Child abuse, Faith Abuse, Relationship abuse, Domestic abuse
- Child abduction and community safety incidents
- Bullying and Cyberbullying
- Children in the Courts: Advice for 12-17 year olds
- Children missing: Missing from care, home or education
- Children with family members in prison:
- Child Exploitation: county Lines, child sexual exploitation (CSE) and trafficking
- Drugs
- Health and well-being: Fabricated or Induced Illness, Mental health

- Homelessness
- On-line: Sexting
- Private Fostering
- Radicalisation: Prevent Duty and Hate
- So-called 'Honour Based Violence': Female Genital Mutilation, Forced marriage
- Violence: Gangs and youth violence, Gender Based Violence Against Women, Sexual violence and sexual harassment (Child on child abuse)

Appendix Two

Regional Safeguarding and Prevent Regional Risks

North Team Region

The North team covers a broad area demographically. The areas that the North Team cover are as follows:

- West Midlands
- Staffordshire
- Cheshire
- Lancashire
- Derbyshire
- Greater Manchester
- Leicester
- Liverpool
- Nottinghamshire
- South Yorkshire
- West Yorkshire

We have identified safeguarding risks and threats for all of these areas using the local police commissioner's priorities and local police projects, alongside information form the local safeguarding partnerships and local crime statistics. Crime statistics show a high risk of **Violence and Sexual Offences.** This is closely followed in all areas by **Anti-Social Behaviour.**

Looking into **Violence and Sexual Offences**, the Police identify the following under this category:

Violence:

- Minor assaults (such as pushing and shoving)
- Harassment and abuse (that result in no physical harm) through to wounding and homicide

Sexual offences:

- Rape
- Sexual assault and unlawful sexual activity against adults and children
- Sexual grooming
- Indecent exposure.

Violence and Sexual Offences:

Learners and apprentices are made aware of all risks in their demographic region. They are reminded at every progress review by their assessor, and a discussion takes place each time as a standard part of the review. Learners and apprentices are actively involved in research surrounding safeguarding themselves, colleagues and children and are routinely asked how they are keeping themselves and others safe. They undertake extensive training on safeguarding adults and children so that they have a complex understanding of what violence and sexual offences are and how to stay safe and ensure that others are also kept safe. They are reminded of different situations which can make them vulnerable, such as walking alone at night, joining large public crowds, using public transport late at night, all the way through to meeting with people met through the internet, being aware of who they are conversing with online and using privacy settings on social media accounts.

Looking into **Anti-Social Behaviour**, the Police identify the following under this category:

- Nuisance, rowdy or inconsiderate neighbours
- Vandalism, graffiti and fly-posting
- Street drinking
- Environmental damage, including littering, dumping of rubbish and abandonment of cars
- Prostitution related activity
- Begging and vagrancy
- Fireworks misuse
- Inconsiderate or inappropriate use of vehicles

Learners and apprentices are made aware of all risks in their demographic region. They are championed as being role models to children and parents and, therefore, as part of their employability training, are actively encouraged to continue this behaviour outside of their working hours. Each learner and apprentice is taught about British Values in depth, and this contributes to them being aware of citizenship and how to make a difference in the community. This informs them of what is and what isn't acceptable behaviour. Again, progress reviews are the optimal time for them to be reminded by their assessor as they talk about how they have improved their own employability skills as well as discussing their own personal development and welfare.

Prevent Risks

Learners, apprentices and staff are aware of the Run, Hide and Tell government agenda through the critical incident training. Staff, learners and apprentices have received training on the Prevent agenda.

County Priorities

These are used to educate staff, learners and apprentices and help to inform programme delivery and provide localised knowledge and understanding to support the learner or apprentice.

West Midlands

80% of the risk is from Islamic Extremism and 20% from Far Right extremism such as banned Far Right Groups. Other priorities include gang related crime, knife crime, cybercrime, child sexual exploitation and domestic abuse.

Staffordshire
Both far right and Islamic extremism are priorities. Problems with Hate Crime and anti-social behaviour are an issue.

Cheshire
In this area, there is work to reduce domestic violence and ongoing work to decrease knife crime.

Lancashire
Anti-social behaviour is a significant issue, with young adults being drawn into it. Local priorities also include the disruption and dismantling of organised crime (often related to drugs) and tackling domestic abuse and sexual violence.

Derbyshire
Drug-related crime is a high priority.

Greater Manchester
There are concerns over links to far-right extremism and football. Project Kraken aims to raise awareness of maritime threats, looking out for suspicious activity that could be terrorist related. Project Pegasus focuses on the smuggling of people, drugs, firearms or terrorist related smuggling. Hate crime is an issue, and so is county lines crime. Grooming of children for sexual exploitation has been a concern in the area.

Leicester
Islamic extremism is a priority on the Prevent Agenda. Hate crime is also a risk. The Young Adults project aims to reduce the number of 16-24 year olds drawn into criminal activity and who re-offend, by looking at ways to profile and try to prevent it in the first instance. Knife crime prevention and a 'night-time economy strategy' aiming to reduce incidents of violence and make streets safer are also local priorities.

Liverpool
Knife crime prevention and gang-related crime are high priorities. Domestic violence remains a priority. Initiatives such as Operation Castle seek to reduce acquisitive crime (theft/burglary).

Nottinghamshire
Modern slavery and human trafficking have been issues in Nottinghamshire. Knife crime, particularly for young adults, is a high priority.

South Yorkshire
Protecting vulnerable people and tackling anti-social behaviour

West Yorkshire
Grooming children for sexual exploration and human trafficking has been a focus in West Yorkshire. There has also been an increase in the possession of weapons.

Central Team Region

The Central East Team cover the following areas:

- Suffolk
- Berkshire, Buckinghamshire and Oxfordshire
- Northamptonshire
- Hertfordshire
- Norfolk
- Wiltshire
- Warwickshire
- Gloucestershire
- Avon and Somerset

We have identified safeguarding risks and threats for all of these areas using the local police commissioner's priorities and local police projects, alongside information from the local safeguarding children boards, and local crime statistics.

Suffolk

Radicalised or extreme Animal Rights Activist groups are a concern in Suffolk, as is drug and substance misuse.

Berkshire, Buckinghamshire and Oxfordshire

Hate Crime is a priority. Middle Eastern terrorist groups are on the local Prevent Agenda. FGM, domestic and sexual abuse are priorities. Grooming children for sexual exploitation has been on the agenda in Oxfordshire.

Northamptonshire

Modern slavery and human trafficking have been issues in Nottinghamshire. Knife crime, particularly for young adults, is a high priority, as is grooming, modern slavery and human trafficking.

Hertfordshire

Modern slavery and human trafficking are a priority in this area, as is hate crime. Alcohol and drug misuse, missing children and domestic abuse are also concerns.

Norfolk

Antisocial behaviour is the main concern in Norfolk, with additional issues surrounding drug and alcohol related crime.

Cambridgeshire

The Troubled Families Project is a main focus, concentrating on families that are involved in crime, absenteeism from education and antisocial behaviour. Anti-social behaviour is the key priority area along with drug related crimes including county lines.

Avon & Somerset
Antisocial behaviour, domestic violence, and drug-related crime remain top risks in this area.

Gloucestershire
Knife crime, gang crime and sexual exploitation/violence against women and girls are priorities in this area.

Warwickshire
Priorities include domestic abuse, cybercrime (including grooming and bullying) and alcohol and drug related crime.

Wiltshire
Priorities include the Supporting Families Programme, which aims to tackle absenteeism from education, involvement in crime and antisocial behaviour. Newer priorities include drug-related gang concerns, in particular in rural areas.

London and Essex Team Region
The London and Surrounding Areas Team cover the following areas:
- London - All Boroughs
- Essex
- Surrey
- Middlesex

We have identified safeguarding risks and threats for all of these areas using the local police commissioner's priorities and local police projects, alongside information from the local safeguarding children boards, and local crime statistics.

London and Essex Team Region

The London and Surrounding Areas Team cover the following areas:
- London - All Boroughs
- Essex
- Surrey
- Middlesex

We have identified safeguarding risks and threats for all of these areas using the local police commissioner's priorities and local police projects, alongside information form the local safeguarding children boards and local crime statistics.

The City of London and Metropolitan Police cover these boroughs:
Barking and Dagenham • Barnet • Bexley • Brent • Bromley • Camden • Croydon • Ealing • Enfield • Greenwich • Hackney • Hammersmith and Fulham • Haringey • Harrow • Havering • Hillingdon • Hounslow • Islington • Royal Borough of Kensington and Chelsea • Kingston upon Thames • Lambeth • Lewisham • Merton • Newham • Redbridge • Richmond upon Thames • Southwark • Sutton • Tower Hamlets • Waltham Forest • Wandsworth • City of Westminster • Central London (City of London Police)

The main areas for concern and issues that are of high priority include:

- Violence to women and girls
- Sexual violence to women and girls
- Sexual exploitation
- Online grooming
- Knife crime
- Gang-related crime
- Hate crime
- Human trafficking and modern slavery
- Islamic extremism
- Far right extremism
- Domestic abuse
- Antisocial behaviour
- Drug misuse and related crime

Essex

Areas of priority include antisocial behaviour, domestic violence, gang-related crime, and organised crime (including cross-country borders issues), sexual violence, drug and alcohol related crime and online grooming.

Surrey

Areas of priority include antisocial behaviour, drug and alcohol misuse, knife crime, gang related crime, crimes against women and girls.

Appendix Three

Reporting arrangements

Concerns continue to be reported through the normal channels. Staff will continue to follow the Safeguarding procedure and advise the safeguarding leads immediately about concerns they have about any learner, whether in training or not. Where a learner is expected and does not arrive for a planned session, the delivery team should make contact with the learner. If contact is not possible, then the employer must be informed. The Training Delivery team will attempt a range of methods to contact the learner/employer (Teams, Call, Email, Emergency Contact, etc).

Risk online

Learners will be using the internet often during this period as we use online approaches to deliver training or support. Staff will be aware of the signs and signals of risks online and apply the same safeguarding practices as when learning in setting.

Parenta will follow guidance for safe remote learning and understand the expectations for professional conduct. Staff have discussed the risk that professional boundaries could slip during this exceptional period and have been reminded of the expectations for professional conduct and the importance of using Parenta systems to communicate with learners. Staff are aware of safeguarding considerations for livestreaming prior to delivering any livestreamed sessions (backgrounds, appearance tc). Learners and Employers have received information about keeping safe online through communication campaigns in Emails and the Parenta Magazine. Additional resources to support Remote Learning, Mental Health and Well-being updates have been regularly updated on the Parenta website.

Free additional support for staff in responding to online safety issues can be accessed from the UK Safer Internet Centre. https://www.saferinternet.org.uk/helpline/professionals-online-safety-helpline

Appendix Four

LADO Contact List

To view and download the LADO contact list and filter for your specific area, please use the following link: http://www.parenta.com/wp-content/uploads/2026/02/LADO-Contact-Details-List.xlsx

Local Authority	LADO Email Address	LADO Phone Number	Prevent Email address	Prevent Phone Number
Barking and Dagenham	lado@lbbd.gov.uk	020 8227 3934	prevent@lbbd.gov.uk	020 8227 3000
Barnet	john-paul.brookes@barnet.gov.uk	020 8359 4488	prevent@barnet.gov.uk	020 8359 2000
Barnsley	georgegilmore@barnsley.gov.uk	01226 772400	prevent@barnsley.gov.uk	01226 770 770
Bath & NES	trina.shane@bathnes.gov.uk	01225 477000	prevent@bathnes.gov.uk	01225 394 041
Bedford Borough	Lado@bedford.gov.uk	01234 276693	prevent@bedford.gov.uk	01234 267 422
Bexley	LADO@bexley.gov.uk	020 3045 5440	prevent@bexley.gov.uk	020 8303 7777
Birmingham	cass@birminghamchildrenstrust.co.uk	0121 303 1888	prevent@birmingham.gov.uk	0121 303 1111
Blackburn and Darwen	lado@blackburn.gov.uk	01254 585184	prevent@blackburn.gov.uk	01254 585260
Blackpool	lado@blackpool.gov.uk	01253 477541	prevent@blackpool.gov.uk	01253 477111
Bolton	jean.kilgallen@bolton.gov.uk	01204 337474	prevent@bolton.gov.uk	01204 333 333
Bournemouth Christchurch and Poole (BCP)	lado@bcpcouncil.gov.uk	01202 451451	prevent@bcpcouncil.gov.uk	01202 123 456
Bracknell Forest	mairead.panetta@bracknell-forest.gov.uk	01344 354014	prevent@bracknell-forest.gov.uk	01344 352 000
Bradford	frank.hand@bradford.gov.uk	01274 437915	danielle.king@bradford.gov.uk	07788 264 621
Brent	brent.lado@brent.gov.uk	020 8937 3139	prevent@brent.gov.uk	020 8937 1234
Brighton and Hove	nigel.hancock@brighton-hove.gov.uk	01273 295055	prevent@brighton-hove.gov.uk	01273 290 000
Bristol	lado@bristol.gov.uk	0117 903 7795	prevent@bristol.gov.uk	0117 922 2500
Bromley	LADO@bromley.gov.uk	020 8461 7669	prevent@bromley.gov.uk	020 8313 4000
Buckinghamshire	secure-LADO@buckinghamshire.gov.uk	01296 382070	prevent@buckinghamshire.gov.uk	01296 395000
Bury	lado@bury.gov.uk	0161 253 5678	prevent@bury.gov.uk	0161 253 5000
Calderdale	john.murray@calderdale.gov.uk	01422 393884	prevent@calderdale.gov.uk	01422 393333

Cambridgeshire	rebecca.boswell@cambridgeshire.gov.uk	01223 727967	prevent@cambridgeshire.gov.uk	0345 045 5200
Camden	LADO@camden.gov.uk	020 7974 4556	prevent@camden.gov.uk	020 7974 4444
Central Bedfordshire	LADO@centralbedfordshire.gov.uk	0300 300 8142	prevent@centralbedfordshire.gov.uk	0300 300 8301
Cheshire East	LADO@cheshireeast.gov.uk	01606 271536	prevent@cheshireeast.gov.uk	0300 123 5500
Cheshire West	LADO@cheshirewestandchester.gov.uk	0151 337 4670	prevent@cheshirewest.gov.uk	0300 123 8123
City of london	LADO@cityoflondon.gov.uk	020 7332 1215	prevent@cityoflondon.gov.uk	020 7601 2442
Cornwall	LADO@cornwall.gov.uk	01872 326536	prevent@cornwall.gov.uk	0300 123 4101
Coventry	LADO@coventry.gov.uk	024 7697 5483	prevent@coventry.gov.uk	024 7683 3333
Croydon	LADO@croydon.gov.uk	020 8726 6000	prevent@croydon.gov.uk	020 8726 6000
Cumbria	neil.spence@cumbria.gov.uk	01900 325 453	prevent@cumbria.gov.uk	0300 303 2704
Darlington	janet.turner@darlington.gov.uk	01325 406050	prevent@darlington.gov.uk	01325 405000
Denbighshire	lado@denbighshire.gov.uk	01824 712200	prevent@denbighshire.gov.uk	01824 706000
Derbyshire	adrienne.williams@derbyshire.gov.uk	01629 532169	prevent@derbyshire.gov.uk	01332 293111
Devon	ladosecure-mailbox@devon.gov.uk	01392 384964	prevent@devon.gov.uk	01392 383000
Doncaster	LADO@dcstrust.co.uk	01302 732653	prevent@doncaster.gov.uk	01302 736000
Dorset	LADO@dorsetcouncil.gov.uk	01305 221122	prevent@dorset.gov.uk	01305 221000
Dudley	allegations@dudley.gov.uk	01384 813061	prevent@dudley.gov.uk	01384 811000
Durham	LADO@durham.gov.uk	03000 268888	safedurhampartnership@durham.gov.uk	03000 263593
Ealing	LADO@ealing.gov.uk	020 8825 8364	prevent@ealing.gov.uk	020 8825 5000
East Riding	dave.finan@eastriding.gov.uk	01482 396999	prevent@eastriding.gov.uk	01482 393939
East Sussex	LADO@eastsussex.gov.uk	01273 481588	prevent@eastsussex.gov.uk	01273 481000
Essex	tamsyn.basson@essex.gov.uk	0333 013 9793	prevent@essex.gov.uk	0345 603 7627

Gateshead	joannawhite@gateshead.gov.uk	0191 433 3431	prevent@gateshead.gov.uk	0191 433 3000
Gloucestershire	nigel.hatten@gloucestershire.gov.uk	01452 426994	prevent@gloucestershire.gov.uk	01452 425000
Greenwich	LADO@royalgreenwich.gov.uk	020 8921 4477	prevent@royalgreenwich.gov.uk	020 8854 8888
Hackney	LADO@hackney.gov.uk	020 8356 4569	prevent@hackney.gov.uk	020 8356 3000
Hammersmith and Fulham	lado@lbhf.gov.uk	020 8753 6610	prevent@lbhf.gov.uk	020 8748 3020
Hampshire	lado@hants.gov.uk	01329 225379	prevent.referrals@hants.gov.uk	01329 225 379
Haringey	janet.lindo@haringey.gov.uk	020 8489 1406	prevent@haringey.gov.uk	020 8489 1000
Harrow	paulette.lewis@harrow.gov.uk	020 8736 6435	prevent@harrow.gov.uk	020 8863 5611
Hartlepool	phil.curtis@hartlepool.gov.uk	01429 401844	community.safety@hartlepool.gov.uk	01429 266522
Havering	lado@havering.gov.uk	01708 431653	prevent@havering.gov.uk	01708 434343
Herefordshire	LADO@herefordshire.gov.uk	01432 260535	prevent@herefordshire.gov.uk	01432 260000
Hillingdon	jaltenor@hillingdon.gov.uk	01895 250410	prevent@hillingdon.gov.uk	01895 250111
Hounslow	sally.phillips@hounslow.gov.uk	020 8583 3061	prevent@hounslow.gov.uk	020 8583 2000
Hull	Jacquie.Edhouse@hullcc.gov.uk	01482 613372	Hullprevent@hullcc.gov.uk	01482 300300
Islington	LADO@islington.gov.uk	020 7527 8066	prevent@islington.gov.uk	020 7527 2000
Kent	kentchildrenslado@kent.gov.uk	03000 410888	jess.harman@kent.gov.uk	03000 410 000
Knowsley	lorna.schlechte@knowsley.gov.uk	0151 443 4311	prevent@knowsley.gov.uk	0151 489 6000
Lambeth	esimcock@lambeth.gov.uk	020 7926 4526	prevent@lambeth.gov.uk	020 7926 1000
Lancashire	LADO.Admin@lancashire.gov.uk	01772 536694	prevent@lancashire.gov.uk	0300 123 6701
Leeds	LADO@leeds.gov.uk	0113 378 9687	prevent@leeds.gov.uk	0113 222 4444
Leicester	Lado-allegations-referrals@leicester.gov.uk	0116 454 2440	prevent@leicester.gov.uk	0116 454 1000
Leicestershire	CFS-LADO@leics.gov.uk	0116 305 4141	prevent@leics.gov.uk	0116 305 0001

Lewisham	LewishamLADO@lewisham.gov.uk	020 8314 3114	prevent@lewisham.gov.uk	020 8314 6000
Lincolnshire	sheridan.dodsworth@lincolnshire.gov.uk	01522 554246	prevent@lincolnshire.gov.uk	01522 552222
Liverpool	paul.fillis@liverpool.gov.uk	0151 233 2791	prevent@liverpool.gov.uk	0151 233 3000
Luton	LADO@luton.gov.uk	01582 548069	prevent@luton.gov.uk	01582 546000
Manchester	mcscreferrals@manchester.gov.uk	0161 234 5001	prevent@manchester.gov.uk	0161 234 5000
Medway	lado@medway.gov.uk	01634 331065	sally.green2@kent.gov.uk	01634 333 333
Merton	lado@merton.gov.uk	020 8545 3187	prevent@merton.gov.uk	020 8274 4901
Middlesborough	middlesbroughlado@middlesbrough.gov.uk	01642 726004	prevent@middlesbrough.gov.uk	01642 245432
Milton Keynes	LADO@milton-keynes.gov.uk	01908 254307	prevent@milton-keynes.gov.uk	01908 691691
Newcastle	LADO@newcastle.gov.uk	0191 277 4636	prevent@newcastle.gov.uk	0191 278 7878
Newham	lado@newham.gov.uk	020 3373 3800	prevent@newcastle.gov.uk	0191 278 7878
Norfolk	LADO@norfolk.gov.uk	01603 223409	prevent@norfolk.gov.uk	0344 800 8020
North East Lincolnshire	lado@nelincs.gov.uk	01472 326118	prevent@lincolnshire.gov.uk	01472 313131
North Lincolnshire	lado@northlincs.gov.uk	01724 298293	prevent@northlincs.gov.uk	01724 297 000
North Somerset	LADO@n-somerset.gov.uk	01275 888801	jo.mercer@n-somerset.gov.uk	01934 426880
North Tyneside	LADO@northtyneside.gov.uk	0345 2000 109	prevent@northtyneside.gov.uk	0191 643 2000
North Yorkshire	lado@northyorks.gov.uk	01609 798005	prevent@northyorks.gov.uk	01609 780780
Northamptonshire	LADO@nctrust.co.uk	01604 362993	prevent@northamptonshire.gov.uk	0300 126 1000
Northumberland	Carol.Glasper@northumberland.gov.uk	01670 623979	prevent@northumberland.gov.uk	01670 620000
Nottingham	Tina.Wright@nottinghamcity.gov.uk	0115 8765501	prevent@nottinghamcity.gov.uk	0115 8763300
Nottinghamshire	LADO@nottscc.gov.uk	0115 8041272	prevent@nottscc.gov.uk	0300 500 8080
Oldham	LADO@oldham.gov.uk	0161 770 8083	prevent@oldham.gov.uk	0161 770 1582

Oxfordshire	lado.safeguardingchildren@oxfordshire.gov.uk	01865 810603	prevent@oxfordshire.gov.uk	01865 792 422
Peterborough	LADO@peterborough.gov.uk	01733 864038	prevent@peterborough.gov.uk	01733 864180
Plymouth	LADO@plymouth.gov.uk	01752 308600	prevent@plymouth.gov.uk	01752 668000
Portsmouth	LADO@portsmouthcc.gov.uk	023 9288 2500	prevent@portsmouthcc.gov.uk	0845 671 0271
Reading	LADO@brighterfuturesforchildren.org	0118 937 3641	prevent@reading.gov.uk	0118 937 3747
Redbridge	Lado@redbridge.gov.uk	020 8708 5350	prevent@redbridge.gov.uk	020 8554 5000
Redcar and Cleveland	RedcarMACH@redcar-cleveland.gov.uk	01642 130 700	prevent@redcar-cleveland.gov.uk	01642 771500
Rochdale	lado@rochdale.gov.uk	0300 3030350	prevent@rochdale.gov.uk	01706 924614
Rotherham	LADO@rotherham.gov.uk	01709 823914	prevent@rotherham.gov.uk	01709 382121
Rutland	lado@rutland.gov.uk	01572 758 454	prevent@rutland.gov.uk	01572 758 407
Salford	LADO@salford.gov.uk	0161 603 4350	prevent@salford.gov.uk	0161 793 2500
Sandwell	Sandwell_LADO@sandwellchildrenstrust.org	0121 569 4770	prevent@sandwell.gov.uk	0121 569 3000
Sheffield	LADO@sheffield.gov.uk	0114 273 4855	prevent@sheffield.gov.uk	0114 273 4567
Shropshire	SSCPbusinessunit@shropshire.gov.uk	0345 678 9021	prevent@westmercia.police.uk	01386 591815
Slough	LADO@slough.gov.uk	01753 474053	prevent@slough.gov.uk	01753 875362
Solihull	lado@solihull.gov.uk	07795 128638	prevent@solihull.gov.uk	0121 788 4300
Somerset	LADO@somerset.gov.uk	0300 123 2224	LMacready@somerset.gov.uk	07887 955440
South Gloucestershire	LADO@southglos.gov.uk	01454 866000	prevent@southglos.gov.uk	01454 868007
South Tyneside	LADO@southtyneside.gov.uk	0191 424 5010	prevent@southtyneside.gov.uk	0191 424 4049
Southampton	LADO@southampton.gov.uk	023 8083 3004	Community.safety@southampton.gov.uk	023 8083 3951
Southend	LADO@southend.gov.uk	01702 215007	prevent@southend.gov.uk	01702 215000
Southwark	Eva.Simcock@southwark.gov.uk	020 7525 0689	prevent@southwark.gov.uk	020 7525 1921

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Stockport	LADO@stockport.gov.uk	0161 474 5657	prevent@stockport.gov.uk	0161 474 3131
Stockton	LADO@stockton.gov.uk	01642 527704	prevent@stockton.gov.uk	01642 393939
Stoke	LADO@stoke.gov.uk	01782 235100	prevent@stoke.gov.uk	01782 234234
Suffolk	LADO@suffolk.gov.uk	0300 123 2044	prevent@suffolk.gov.uk	01473 260000
Sunderland	LADO@togetherforchildren.org.uk	0191 561 3901	prevent@sunderland.gov.uk	0191 520 5550
Surrey County Council	LADO@surreycc.gov.uk	0300 123 1650	prevent@surrey.police.uk	01483 571212
Sutton	LADO@sutton.gov.uk	020 8770 5000	prevent@sutton.gov.uk	020 8770 5000
Swindon	LADO@swindon.gov.uk	01793 463126	prevent@swindon.gov.uk	01793 463000
Tameside	LADO@tameside.gov.uk	0161 342 4398	prevent@tameside.gov.uk	0161 342 8355
Telford	LADO@telford.gov.uk	01952 385883	prevent@telford.gov.uk	01952 380000
Thurrock	LADO@thurrock.gov.uk	01375 652866	prevent@thurrock.gov.uk	01375 652652
Torbay	LADO@torbay.gov.uk	01803 208542	prevent@torbay.gov.uk	01803 201201
Tower Hamlets	LADO@towerhamlets.gov.uk	020 7364 0677	prevent@towerhamlets.gov.uk	020 7364 5000
Trafford	LADO@trafford.gov.uk	0161 912 5024	prevent@trafford.gov.uk	0161 912 2000
Wakefield	LADO@wakefield.gov.uk	01924 302155	prevent@wakefield.gov.uk	01924 306000
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West Sussex	LADO@westsussex.gov.uk	0330 222 3339	prevent@westsussex.gov.uk	01243 777100
Wigan	LADO@wigan.gov.uk	01942 486042	prevent@wigan.gov.uk	01942 244991
Wiltshire	LADO@wiltshire.gov.uk	01225 713945	prevent@wiltshire.gov.uk	0300 456 0100
Wirral	LADO@wirral.gov.uk	0151 666 4582	prevent@wirral.gov.uk	0151 606 2000
Wokingham	LADO@wokingham.gov.uk	0118 974 6141	prevent@wokingham.gov.uk	0118 974 6000
Wolverhampton	LADO@wolverhampton.gov.uk	01902 550646	prevent@wolverhampton.gov.uk	01902 551155
Worcestershire	LADO@worcestershirechildrenfirst.org.uk	01905 846221	prevent@westmercia.police.uk	01386 591815
Wrexham	LADO@wrexham.gov.uk	01978 292039	prevent@wrexham.gov.uk	01978 292000
York	LADO@york.gov.uk	01904 551783	prevent@york.gov.uk	01904 551550

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