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# 8POINT8 TRAINING

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## SAFEGUARDING POLICY

Document Ref	POL-707-V2.2
Created By	David Ravensdale (Head of Training)
Release Date	23/07/2023



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## 1. Introduction

This policy has been developed to bring together the key principles of Safeguarding, the Prevent Duty, Equality, Diversity and Health and Safety. 8point8 Training is fully committed to safeguarding and we accept responsibility for the wellbeing and safety of our learners/apprentices and staff.

This policy has been created with reference to 'Working Together to Safeguard Children (2018) and Keeping Children Safe in Education (2023).

8point8 Training acknowledges that it is the duty of our workforce to uphold fundamental British Values and to safeguard the welfare of all by creating an environment that protects them from harm and reduces any potential risks of being exposed to violence, extremism, exploitation, or victimisation.

8point8 Training operates a culture of openness and transparency and embeds the principles of the 5R's:

- Recognise the signs and indications of abuse
- Respond as soon as possible
- Record everything you have heard, was said or any actions seen
- Report ensure you report the concern/incident Refer to the DSL

Staff and learners/apprentices are asked to ensure that they read and understand the contents of this policy and that they remain aware of its contents and act accordingly. A copy of this policy can be accessed by learner/apprentices via their e-portfolio system, staff have access to this policy via SharePoint.

### 1.1 Related Files / Documents

Reference	Document Title
POL-203	8point8 Group Recruitment Policy
POL-209	8point8 Group Whistleblowing Policy
POL-302	8point8 Group Internet and Email Policy
POL-701	Equality and Diversity Policy
POL-704	Complaints Policy

POL-705	GDPR Data Protection Policy
POL-706	Prevent Duty Policy

## 2. Statement of Intent and Scope

Name	Role	Contact Details
Hannah Parkin	Designated Safeguarding Lead	<a href="mailto:hannah.parkin@8point8training.com">hannah.parkin@8point8training.com</a>
David Ravensdale	Safeguarding Officer	<a href="mailto:david.ravensdale@8point8training.com">david.ravensdale@8point8training.com</a>

### **8point8 Training's Safeguarding Email contact: [support@8point8training.com](mailto:support@8point8training.com)**

8point8 Training has a statutory duty to safeguarding and promoting the welfare of children, young people, and adults at risk of harm. Safeguarding and promoting the welfare of children is defined as “protecting children from maltreatment; preventing impairment of children’s health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes” (Keeping Children Safe in Education)

The aim of the 8point8 Training Safeguarding Policy is to provide a caring, friendly, and safe environment for all our staff and learners/apprentices so that they can learn and work in a relaxed and secure atmosphere.

The aims of the policy are to:

- Teach learners/apprentices how to keep safe and recognise behaviour that is unacceptable
- Identify the expectations of staff and to promote their understanding and responsibilities relating to safeguarding legislation and statutory guidance
- Ensure relevant and effective safeguarding practices are in place and staff are appropriately trained to carry out practices
- Promote awareness to staff of the need to safeguard children, vulnerable adults and all people and to raise awareness of different types of abuse
- Ensure that the fundamental rights and needs of our learners/apprentices are observed

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- Ensure staff and learners/apprentices are protected from abuse regardless of sex, race, disability, age, sexual orientation, religion or belief, gender
  - Take suspicions and allegations of abuse including risks of radicalisation extremely seriously and to respond to concerns in a timely manner and with consideration
  - Provide guidelines for staff in handling matters relating to actual or suspected child abuse
  - Prevent the risk of abuse by ensuring procedures and standards are in place  
Ensure staff act professionally
  - To ensure that the fundamental rights and needs of our applicants, learners and apprentices are observed
  - Deter potential, unsuitable individuals from applying to 8point8 Training by demonstrating our attentiveness and vigilance in relation to safeguarding through our website, job advertisements and safer recruitment process
  - Reject anyone where we have doubts about suitability
  - Work in partnership and in accordance with external organisations
  - Have a DSL in place to advise on and manage any concerns and referrals
  - Ensure sensitive personal data will be processed in accordance with the requirements of GDPR

### 3. Definitions or Indications

Throughout this policy, reference is made to 'children, young adults, vulnerable adults and adults at risk from harm.

**Children and young adults** - this term is used to mean those under the age of 18

**Vulnerable adults** – as defined in section 59 of the Safeguarding Vulnerable Groups Act 2006 and/or those persons aged 18 and over who by reason of mental or any other disability, age or illness are, or may be, unable to look after or to protect themselves against harm or exploitation.

**Adults at risk of harm** - are defined as people aged 18 years or over who may need or receive community care services by reason of mental health or other disability, age or illness and who may be unable to take care of themselves or protect themselves against significant harm or exploitation (No Secrets, Department of Health. March 2000).

It is important that people are protected from all forms of abuse or potential harm. Abuse may be, but not limited to:

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- Sexual abuse (inappropriate behaviour or relationship) including rape, indecent exposure, sexual harassment, teasing or innuendo or sexual acts to which the adult has not consented or was pressured into consenting
  - Physical abuse including assault, hitting, slapping, pushing, restraint, or inappropriate physical sanctions
  - Emotional abuse including threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation
  - Neglect including ignoring medical, emotional, or physical care needs
  - Female Genital Mutilation
  - Exploitation including theft, fraud, sexual, forced marriage, forced labour through modern slavery and/or human trafficking
  - Grooming (eg for a sexual, criminal or radicalisation intent)
  - Domestic violence
  - Bullying, including cyber bullying
  - Victimisation
  - Self-harm such as neglecting to care for personal hygiene, health or surroundings

Vulnerable adults and are considered vulnerable if they are:

- Substantially dependent upon others in performing basic physical functions, or their ability to communicate with other providing services, or to communicate with others, is severely impaired
- Living in in sheltered housing or residential accommodation, such as a care home or a residential special school
- Receiving any form of health care or domiciliary care in their own home
- Detained in a prison, remand centre, young offender institution, secure training centre or attendance centre or under the powers of the Immigration and Asylum Act
- In contact with probation services
- Receiving a welfare service
- Receiving a service or participating in an activity which is specifically targeted at people with age-related needs, disabilities or prescribed physical or mental health conditions
- Receiving direct payments from a local authority in lieu of social care services
- In need of assistance in the conduct of their own affairs

A person may be deemed at risk of a safeguarding issue due to other factors such as:

- Poor numeracy and literacy skills, or specific learning need

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- English is 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 in to antisocial or criminal behaviour
  - 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

## **4. Roles and Responsibilities**

### **4.1 Executive Team/ Senior Management Team**

The Executive and Senior Management Team ensures safeguarding processes and procedures are robust and consistently applied, policies and procedures are updated, implemented, and followed, and sufficient time and training resources are allocated to all employees and associates of 8point8 Training.

### **4.2 Designated Safeguarding Lead**

The Designated Safeguarding Lead (DSL) is responsible for the overall management of safeguarding issues and reports to the SMT and Boards on any issues that arise. The DSL deals with concerns over learners/apprentices' welfare, signposts and offers guidance, carries out investigations where appropriate and coordinates escalation processes liaising with external bodies such as local multi-agency safeguarding partnerships where cases of suspected abuse or allegations are raised.

The DSL is not entitled to give formal legal advice but is able to obtain such advice from experts and maintains links with local multi-agency safeguarding partners, informing and advising on legislation changes and current safeguarding themes.

The DSL monitors the support@ inbox and ensure all concerns are dealt with a timely and appropriate manner.

If necessary, the DSL will refer details of the circumstances to the Independent Safeguarding Authority dealing with suspicious or allegations of abuse.

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The Designated Safeguarding Lead has a key duty to take lead responsibility for raising awareness across all employees relating to the welfare of children and young people.

Our Designated Safeguarding Lead is Hannah Parkin: fully supported by our experienced safeguarding team who are also available to support all individuals experiencing safeguarding or prevent concerns.

#### **4.4 Trainers, Assessors and Mentors**

Trainers, assessors, and mentors check the safety and welfare of learners/apprentices at each visit/communication. They must be aware of safeguarding indicators and if there is a suspected safeguarding concern follow organisational reporting procedures.

#### **4.5 Support Teams**

Support teams are mindful of indicators and if a safeguarding concern is identified follow organisational reporting procedures

### **5. Reporting a Safeguarding Concern**

#### **5.1 If a learner/apprentice raises a concern/allegation:**

If a learner/apprentice has a concern over their own personal welfare and wellbeing, listen to and record all information on AP40 – Safeguarding Incident Form, making no judgement or assumptions. Take any actions required to secure the immediate safety of the child or the adult at risk. Ask the learner/apprentice's consent to refer the concern to the DSL. If the learner's safety and/or wellbeing are at risk and they do not give consent for the matter to be referred to the DSL, escalate if you believed the matter would deteriorate if additional support and guidance was not sourced. The DSL will then decide the appropriate course of action and record this in the AP-40 Safeguarding Incident Form. If a referral is to an external organisation/agency is appropriate the DSL will complete the AP41- Safeguarding Escalation Form .

#### **5.2 If an employer/family member or other person reports a concern:**

Listen and record the details as per section 5.1 learner reporting process. Retain the contact details of the person making the report.

Be mindful of confidentiality, as all learners/apprentices aged 16 and above, and of employed status are deemed to be adults. No follow up information should be passed on to those who have raised the concern without the learner/apprentice's consent.

#### **5.3 If a learner/apprentice has a concern/allegation about a member of staff:**



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If a learner/apprentice have a concern regarding a member of staff they should contact the DSL directly or speak to a member of SMT. Follow protocol outlined in section 5.1 and internal reporting processes POL-209 Whistleblowing Policy

#### **5.4 Observing a safeguarding issue taking place within the employer's setting**

If a member of staff observes a safeguarding concern on an employer's premises, they should take action to stop the activity immediately, and inform the individual involved of the concern, ask them to remove themselves from the area and report to the designated manager. Take action to secure the safety of the person at risk. Be mindful of differences between poor practice and a safeguarding issue and apply action(s) appropriately. Record all information on AP40 – Safeguarding Incident and refer to the DSL who will then decide the appropriate course of action.

#### **5.5 If a learner reports unsafe practices or safeguarding issues within their working/learning environment.**

Advise the learner to follow employer in-house reporting or whistle blowing procedures and offer support and intervention if required, follow reporting procedures outlined in 5.1.

### **6. Reporting FGM**

Female Genital Mutilation (FGM) is illegal in England and Wales under the FGM Act 2003 ("the 2003 Act"). It is a form of child abuse and violence against women. FGM comprises all procedures involving partial or total removal of the external female genitalia for non-medical reasons. The FGM mandatory reporting duty is a legal duty provided for in the FGM Act 2003 (as amended by the Serious Crime Act 2015). The legislation requires regulated health and social care professionals and teachers in England and Wales to make a report to the police where, in the course of their professional duties, they either: - Are informed by a girl under 18 that an act of FGM has been carried out on her; or - Observe physical signs which appear to show that an act of FGM has been carried out on a girl under 18 and they have no reason to believe that the act was necessary for the girl's physical or mental health or for purposes connected with labour or birth.

For the purposes of the duty, the relevant age is the girl's age at the time of the disclosure/identification of FGM (i.e. it does not apply where a woman aged 18 or over discloses, she had FGM when she was under 18). Complying with the duty does not breach any confidentiality requirement or other restriction on disclosure which might otherwise apply. The duty is a personal duty which requires the individual professional

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who becomes aware of the case to make a report; the responsibility cannot be transferred. The only exception to this is if you know that another individual from your profession has already made a report; there is no requirement to make a second.

Reports under the duty should be made as soon as possible after a case is discovered, and best practice is for reports to be made by the close of the next working day, unless any of the factors described below are present. You should act with at least the same urgency as is required by your local safeguarding processes. A longer timeframe than the next working day may be appropriate in exceptional cases where, for example, a professional has concerns that a report to the police is likely to result in an immediate safeguarding risk to the child (or another child, e.g. a sibling) and considers that consultation with colleagues or other agencies is necessary prior to the report being made.

If you think you are dealing with such a case, you are strongly advised to consult the DSL as soon as practicable, and to record and maintain records AP-40/AP41.

## **7. Safe Recruitment and Selection**

8point8 Training comply with the best practice in the recruitment and training of its staff, in line with legislative requirements. POL-203 Recruitment Policy supports this document. We will ensure safeguarding considerations are incorporated into every stage of the recruitment process. Applicant identities are checked at interview and all job offers are subject to appropriate references being supplied. Individual's criminal convictions are checked on appointment, as appropriate to the job role, via Enhanced DBS Disclosure and used in the interim with additional supervision and monitoring in place. Confirmation of DBS checks are confirmed soon after appointment with 3 yearly renewals in place.

8point8 Training carries out the following checks:

- Standard DBS (administrative non-teaching staff who do not come into contact with learners/apprentices)
- Enhanced DBS (all staff who are in direct contact with learners/apprentices)

### **7.1 Learner DBS checks**

We have a duty to ensure that learners/apprentices understand what a DBS check is and if it is required for their role. The employer is ultimately responsible for ensuring anyone they employ has the necessary checks in place. However, we do support

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employers to engage with the Disclosure and Barring Service to fully understand their role and responsibility.

## **8. Induction and Training**

All staff receive on-going training and awareness, information, advice and guidance to assist them to understand individual responsibilities and have a responsibility to participate in mandatory safeguarding training and maintain their professional development with annual refresher training.

8point8 Training will ensure that:

- All new staff develop their understanding of the signs and indicators of abuse, neglect, bullying and/or harassment within the twelve-week induction period via appropriate certificated training in safeguarding
- All staff will have access to training resources and ongoing legislative updates
- All staff receive annual safeguarding refresher training
- All staff know how to respond to an individual that discloses a safeguarding concern

## **9. Records**

8point8 Training will keep clear, comprehensive records of any disclosures and/or allegations of abuse. The company will comply with the requirements of the Data Protection Act 1998, which allows for disclosure of personal data where this is necessary to protect the interests of a learner. It is therefore important that employees record precisely what has been alleged, using the words of the complainant and use accurate quotation. It should also, if felt appropriate, include factual observations about the observable physical and emotional state of the individual sharing their concerns. Information should be accessible only to those who need to access it as part of further investigation and action taken to resolve a complaint or allegation.

## **10. Confidentiality**

All matters relating to welfare and safeguarding issues are highly confidential. We will only disclose any information internally or to an external organisation on a 'need to know' basis only. All records and referral letters will be electronic and kept on a secure server accessible only by the Designated Safeguarding Lead (DSL) and Safeguarding Officer. There must not be any record printed or stored on a hard drive or memory stick. All communication (verbal or written) must be classified as Confidential.

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## **11. Safeguarding through Teaching, Learning and Assessment**

We are committed to promoting awareness of learner/apprentice safeguarding issues and throughout our training and learning by:

- Providing development opportunities for staff to ensure that they can recognise the signs and symptoms of possible physical abuse, emotional abuse, sexual abuse and neglect
- Providing development opportunities for staff to ensure that they can recognise the signs of radicalisation and extremism and are aware of the reporting procedures
- Ensuring that any relevant history of the learner/apprentice, particularly in relation to potential indicators of abuse or neglect is recorded confidentially within their records and the DSL is informed. This includes learners/apprentices that are participating in off-site activities
- Working closely with employers to ensure that they have appropriate and effective safeguarding and prevent policies and procedures in place
- Integrating safeguarding and wellbeing sessions to all apprentices
- Offering safeguarding and wellbeing sessions to all employers free of charge
- Monthly newsletters sent to staff, apprentices and their employers

## **12. Supporting Employees**

8point8 Training recognise that employees who have become involved with a child or vulnerable person who has suffered harm, or appears to be likely to suffer harm, may find the situation stressful and upsetting. We will support employees by providing them with the opportunities to discuss their anxieties with the Mental Health and Wellbeing first aider, Human Resources or a person of choice, there is also confidential access to an external agency. Time will be given to access support networks.

### **12.1 How Employees Can Protect Themselves against Allegations of Abuse:**

Avoid personal and social contact with learners/apprentices and minimise the risk of any situation arising in which misunderstandings can occur

#### **DO NOT:**

- Engage in flirting, innuendo, suggestive remarks, discriminatory comments or make suggestions
- Issue or threaten any form of physical punishment
- Engage in any sort of sexual relationship with a learner
- Photograph or film learners/apprentices for which no prior consent

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- Keep photograph or film on personal devices
  - Send any audio and/or visual material that has inappropriate content for learners/apprentices
  - Invite, or allow a learner who you have met through your work to your home or another location where the purpose is one of friendship or an intimate relationship
  - Do things of a personal nature for learners/apprentices that they can do for themselves
  - Dismiss an allegation of any sort relating to a learner's welfare or delay the reporting of an allegation.
  - Withhold any disclosure should they suspect abuse
  - Spend excessive amounts of time alone with learners/apprentices, away from others
  - Make unnecessary physical contact with learners/apprentices, there may be occasions where physical contact is unavoidable, contact should only take place with consent of the individual
  - Do not arrange to meet a learner outside of working hours unless it is with consent of a the SMT
  - Give or receive gifts and/or substances such as drugs, alcohol, cigarettes, e-cigarettes from or to a learner
  - Steal, or condone someone else's stealing, regardless of the value of the stolen item

**DO:**

- Work in a room where you can be visibly seen
- Plan activities that involve more than one other person being present, or at least within sight and hearing of others. If it is unavoidable always ensure your line manager knows where you are, with whom and why
- Be aware of the procedures for reporting concerns or incidents and be familiar with the contact details of the DSL
- Treat all learners/apprentices equally
- Ensure allegations or disclosures by a learner are taken seriously and reported
- Never befriend or chat to learners/apprentices on private social network sites
- Always use professional language when writing, phoning, emailing or using social media to communicate with learners/apprentices
- Be aware that learners/apprentices can develop infatuations (crushes) towards colleagues working with them. If this is happening, tell your line manager and

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then respond to the situation in a way that maintains the dignity of all concerned

- Act as a role model
- Set and monitor appropriate boundaries and relationships when working with learners/apprentices based on openness, honesty and respect for them
- Respect a learner's right to personal privacy but never agree to keep any information relating to the harm of a learner confidential.
- Provide support to a learner making a complaint
- Report any concerns without delay and record all the facts

### **12.2 Allegations Against Employees**

Allegations against a member of staff is treated seriously and investigated immediately. Internal disciplinary and grievance procedures for managing allegations against employees shall be follow in this instance.

## **13. Whistleblowing**

Everyone has the right and the responsibility to raise concerns, about the behaviour of staff, or learners/apprentices, which may be harmful to those in their care and will receive appropriate support when doing so. Staff, and learners/apprentices are encouraged to share any concerns they may have so that problems can be identified, dealt with and resolved quickly without prejudice to their own position

Further information on Whistleblowing can be found in the POL-209 Whistleblowing Policy.

## **14. IT Usage**

### **14.1. Staff**

All members of Staff at 8point8 Training have access to the internet via their work computing equipment. This internet usage may be checked at regular intervals as per POL-302 Internet and Email Policy, to understand not only how often the internet is being used but also what it is being used for. It is the policy of 8point8 Training that accessing any material via the internet including any information stored on a computer, whether the information is contained on a hard drive, USB pen or in any other manner which is deemed as inappropriate is a disciplinary offence with the potential for instant dismissal depending on the severity.

### **14.2. Learners**

Apprentices or Learners who use 8point8 Training property to access the internet are also subject to regular checks and will be made aware before using the equipment of

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the rules which apply around inappropriate behaviour. All members of staff must ensure their learners are aware of good practice in online safety.

## 15. Visitors




Visitors to the premises must sign in and out of the visitor book and wear a red visitors lanyard and badge which must be returned upon leaving the premises and where possible present verification ID. Visitors must be always accompanied on site.

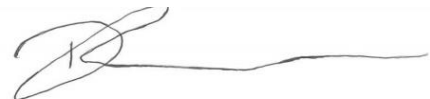
## 16. Changes to this Policy

8point8 Training will review this policy at regular intervals and we reserve the right to update or amend it at any time and from time to time. We will circulate any modified policies.

## 17. Review of this Document

This document will be reviewed by Jenny Atkinson (Training Manager) 12 months from the date of implementation and then every 12 months thereafter, unless minor adjustments are required in the interim.

Version	Release Date	Release Notes	Author	Signed
1.0	01/09/2020	Initial Release	Jenny Atkinson	
2.0	01/10/2021	Updated full document	Jenny Atkinson	
2.1	06/05/2022	Updated related files and documents, Added additional useful links	Jenny Atkinson	

2.2	23/7/2023	Updated Safeguarding Officer and Reviewed against KCSIE 2023	David Ravensdale	
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## Annex 1 - Safeguarding Area List

### Independent Safeguarding Authority.

<https://www.gov.uk/government/organisations/independent-safeguarding-authority>

Mental Health & Safeguarding Signposting


### Bedfordshire

<b>Drugs &amp; Alcohol:</b> <a href="#">Drug and alcohol support   Central Bedfordshire Council</a> 	<b>Anxiety:</b> <a href="#">Bedfordshire Wellbeing Service   East London NHS Foundation Trust (elft.nhs.uk)</a> 	<b>Safeguarding:</b> <a href="#">Social care and health   Bedford Borough Council</a> 
<b>Depression:</b> <a href="#">Workshop groups - Bedfordshire Wellbeing Service</a> 	<b>Stress:</b> <a href="#">Get started - Bedfordshire Wellbeing Service</a> 	<b>Abuse:</b> <a href="#">Report a crime   Bedfordshire Police (beds.police.uk)</a> 



## Cheshire

### Drugs & Alcohol:

<https://www.changegrowlive.org/drug-alcohol-service-cheshire-east>



### Anxiety:

<https://www.cheshireeast.gov.uk/livewell/health-matters/health-conditions/mental-health/mental-health.aspx>



### Safeguarding:

<https://www.cheshireccg.nhs.uk/about/safeguarding/ccg-safeguarding-team/>



### Depression:

<https://www.cwp.nhs.uk/services-and-locations/services/central-cheshire-wellbeing-hub/>



### Stress:

<https://livewellservices.cheshireeast.gov.uk/Services/4328/Combat-Stress>



### Abuse:

<https://www.cheshire.police.uk/>



## County Durham

### Drugs & Alcohol:

[Drugs and alcohol support - Durham County Council](#)



### Anxiety:

<https://www.durham.gov.uk/adultmentalhealthsupport>

Now You're Talking

### Safeguarding:

[Concerned about someone - report neglect or abuse - Durham County Council](#)



### Depression:

<https://www.tevv.nhs.uk/services/community-mental-health-adults-durham-darlington/>



Tees, Esk and Wear Valleys  
NHS Foundation Trust

### Stress:

<https://www.cddft.nhs.uk/our-services/division-of-clinical-supportservices/cancer-informationand-support/health-and-wellbeing/emotional-wellbeing.aspx>



### Abuse:

[Home \(durham.police.uk\)](http://durham.police.uk)



**DURHAM**  
CONSTABULARY

## Derbyshire

### Drugs & Alcohol:

[Alcohol and drugs support - Derbyshire County Council](#)



### Anxiety:

<https://www.derbyshirehealthcareft.nhs.uk/services/helpline-and-support-service>



### Safeguarding:

[Safeguarding \(derbyandderbyshireccg.nhs.uk\)](#)



### Depression:

<https://www.livelifebetterderbyshire.org.uk/services/mental-wellbeing/mental-wellbeing.aspx>



### Stress:

<https://www.derbyshire.gov.uk/social-health/health-and-wellbeing/mental-health-and-wellbeing/emotional-health-and-wellbeing/emotional-health-and-wellbeing.aspx>



### Abuse:

[Home | Derbyshire Constabulary](#)



DERBYSHIRE  
CONSTABULARY



## Essex

### Drugs & Alcohol:

<https://www.livewellcampaign.co.uk/livewell/articles/alcohol-and-drugs-support/>

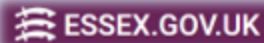


### Anxiety:

<https://www.livewellcampaign.co.uk/new-every-mind-matters-campaign-launches-to-support-nations-mental-health-as-half-of-adults-say-they-are-more-worried-during-this-current-lockdown-than-in-march-2020/>

### Safeguarding:

<https://www.essex.gov.uk/report-abuse-or-neglect>



### Depression:

<https://www.neessexccg.nhs.uk/therapy-for-you>



### Stress:

[https://mnessexmind.org/how-we-can-help/help-for-adults/counselling/private-counselling/?gclid=CjwKCAjwx46TBhEiwArA\\_DiMRvtcus0Mw3TgOTAjbD8OMfl-0kP6iHesb7\\_6dCYkZCD0He8mrSLBoCafsQAvD\\_BwE](https://mnessexmind.org/how-we-can-help/help-for-adults/counselling/private-counselling/?gclid=CjwKCAjwx46TBhEiwArA_DiMRvtcus0Mw3TgOTAjbD8OMfl-0kP6iHesb7_6dCYkZCD0He8mrSLBoCafsQAvD_BwE)



### Abuse:

<https://www.essex.police.uk/>



## Gloucestershire

### Drugs & Alcohol:

[Drug and alcohol recovery service - Gloucestershire's Office of the Police and Crime Commissioner \(gloucestershire.pcc.gov.uk\)](https://www.gpc.org.uk/recovery-service-gloucestershire)



### Anxiety:

<https://www.ghc.nhs.uk/our-teams-and-services/letstalk/>



### Safeguarding:

[Safeguarding : NHS Gloucestershire CCG](https://www.nhs.uk/healthcare/safeguarding)



### Depression:

<https://talk2gether.nhs.uk/>

**0800 073 2200**  
in Gloucestershire

### Stress:

<https://www.ghc.nhs.uk/conditions/stress/>



### Abuse:

[Home | Gloucestershire Constabulary](https://www.goucestershireconstabulary.com/home)



## Greater Manchester

### Drugs & Alcohol:

[Adult & Young People's Drug & Alcohol Service - Manchester \(changegrowlive.org\)](https://www.changegrowlive.org/)



Adult and Young People's Drug and Alcohol Service  
Manchester

### Anxiety:

<https://www.gmmh.nhs.uk/coronaviruswellbeing/>



### Safeguarding:

[Manchester Safeguarding Boards \(manchestersafeguardingpartnership.co.uk\)](https://manchestersafeguardingpartnership.co.uk/)



### Depression:

<https://www.manchestermind.org/our-services/wellbeing-hub/>



### Stress:

<https://www.nhs.uk/services/service-directory/self-help-services-manchester-stress-management-workshop/N10878018>

**Manchester Stress**

### Abuse:

[Home | Greater Manchester Police \(gmp.police.uk\)](https://gmp.police.uk/)



## Kent

### Drugs & Alcohol:

[Alcohol and drug support - Kent County Council](#)

Kent County Council 

### Anxiety:

<https://www.kentandmedwayccg.nhs.uk/mental-wellbeinginformation-hub/anxious-or-stressed>

  
**Kent and Medway**  
Clinical Commissioning Group

### Safeguarding:

[Report abuse - Kent County Council](#)

**Kent County Council**  
kent.gov.uk 

### Depression:

<https://www.kent.gov.uk/social-care-and-health/health/releasethe-pressure>

Kent County Council 

### Stress:

<https://www.kentandmedwayccg.nhs.uk/mental-wellbeing-information-hub/anxious-or-stressed>

Text KENT or MEDWAY to 85258  
or phone 0800 107 0160 for free  
confidential support at any time.

### Abuse:

[Home | Kent Police](#)

 **Kent Police**



## Lancashire

**Drugs & Alcohol:**

[Alcohol and drugs - Lancashire County Council](#)



**Anxiety:**

<https://www.lancashire.gov.uk/health-and-social-care/your-health-and-wellbeing/mentalhealth/>



**Safeguarding:**

[Safeguarding - Lancashire County Council](#)

**Safeguarding**

**Depression:**

<https://www.lscft.nhs.uk/Mindsmatter>



**Stress:**

<https://www.lscft.nhs.uk/mindsmatter2-information-for-gp-and-health-professionals>



**Abuse:**

[Lancashire Constabulary - Lancashire Police | Report a Crime Online | Crime Prevention Advice | Local News](#)



## Leicestershire

### Drugs & Alcohol:

[Alcohol and drugs  
\(leicester.gov.uk\)](http://leicester.gov.uk)



### Anxiety:

<https://www.rflifelinks.co.uk/mental-wellbeing-leicester-and-leicestershire/>



### Safeguarding:

<https://www.leicestershire.gov.uk/safeguarding1>



### Depression:

<http://leicestershirecounselling.co.uk/services/anxiety-and-depression/>



### Stress:

<https://www.leicestershire.gov.uk/adult-social-care-and-health/mental-health/mental-health-information-advice-and-support>



### Abuse:

[Home | Leicestershire  
Police \(leics.police.uk\)](http://leics.police.uk)



## Northamptonshire

### Drugs & Alcohol:

[Northamptonshire Drug And Alcohol Service - Children, families and education](#)



### Anxiety:

<https://www.northamptonshire.gov.uk/councilservices/children-families-education/SEND/local-offer/forums-and-support-networks/2600-anxiety-uk>

### Safeguarding:

<https://www.northlincs.gov.uk/people-health-and-care/>

**NORTHLINCS.GOV.UK**

### Depression:

<https://www.nhft.nhs.uk/IAPT>



### Stress:

<https://northamptonshirehcp.co.uk/2020/02/https-www-northamptonshirehcp-co-uk-2020-02-local-services-sth-and-wellbeing/>

### Abuse:

[Home | Northamptonshire Police \(northants.police.uk\)](#)



## Northumberland

### Drugs & Alcohol:

[Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust \(cntw.nhs.uk\)](https://www.nhs.uk/service/Clinics/Overview/DefaultView.aspx?id=111199)



### Anxiety:

<https://www.nhs.uk/service/Clinics/Overview/DefaultView.aspx?id=111199>



### Safeguarding:

<https://www.northumbria.nhs.uk/quality-and-safety/keeping-patients-safe/safeguarding/#cb3843cd>



### Depression:

<https://www.tynesidemind.org.uk/>



### Stress:

<https://www.northumberlandccg.nhs.uk/how-to-seek-mental-health-support-in-northumberland/>



### Abuse:

Home : [Northumbria Police](#)



## Nottinghamshire

### Drugs & Alcohol:

[Nottinghamshire | Change Grow Live](#)



Drug and Alcohol  
Support for People  
and their Families  
Nottinghamshire

### Anxiety:

[Welcome to Nottinghamshire Mind - for better mental health](#)



mind Nottinghamshire

### Safeguarding:

[Multi-Agency Safeguarding Hub \(MASH\) | Nottinghamshire County Council](#)



Nottinghamshire  
County Council

### Depression:

[Nottingham Specialist Depression Service \(nottinghamshirehealthcare.nhs.uk\)](#)



Nottinghamshire Healthcare  
NHS Foundation Trust

### Stress:

[Mental Health Support - Find the right service to help you and your mental health. \(nottinghamshirehealthcare.nhs.uk\)](#)

### Abuse:

[Report a crime online | Nottinghamshire Police](#)



NOTTINGHAMSHIRE  
POLICE  
PROUD TO SERVE

## South Yorkshire

### Drugs & Alcohol:

[Drug & Alcohol Rehab South Yorkshire: UKAT & NHS Services \[Apr 2022\]](#)



### Anxiety:

<https://www.southwestyorkshire.nhs.uk/>



### Safeguarding:

<https://www.yorkshiresport.org/what-we-do/safeguarding/south-yorkshire-contacts/>



### Depression:

<https://www.southwestyorkshire.nhs.uk/service-users-and-carers/in-crisis/>



### Stress:

<https://www.southwestyorkshire.nhs.uk/>



### Abuse:

[Home - SYP \(southyorkshire.police.uk\)](#)



## Staffordshire

### Drugs & Alcohol:

[Drugs - Staffordshire County Council](#)



### Anxiety:

<https://www.staffordshireconnects.info/kb5/staffordshire/directory/service.page?id=pZnACjRC3yc>



### Safeguarding:

<https://www.staffordshire.gov.uk/Children-and-early-years/Childcareproviders-and-professionals/Safeguarding.aspx>

**Safeguarding**

### Depression:

<https://www.staffordshire.gov.uk/Advicesupport-and-care-for-adults/Keeping-well-and-staying-healthy/Mental-health.aspx>

### Stress:

<https://staffsandstokewellbeing.nhs.uk/>



### Abuse:

[Home | Staffordshire Police](#)



## Teesside

**Drugs & Alcohol:**

[Drugs and Alcohol  
\(redcar-cleveland.gov.uk\)](https://redcar-cleveland.gov.uk)



**Anxiety:**

<https://www.impactonteesside.com/support/low-intensity/>



**Safeguarding:**

<https://teesvalleyccg.nhs.uk/our-work/safeguarding/>



**Depression:**

<https://www.insightiapt.org/locations/tees/>



**Stress:**

<http://www.middlesbroughandstocktonmind.org.uk/services-support/impact-on-teesside.aspx>



**Abuse:**

[Home | Cleveland Police](#)





## Warwickshire

### Drugs & Alcohol:

[Drug and alcohol services - Warwickshire Pathways – Warwickshire County Council](#)



Warwickshire County Council

### Anxiety:

<https://cwmind.org.uk/about-anxiety/>



Mind Coventry and Warwickshire

### Safeguarding:

[safeguardingwarwickshire.co.uk](https://safeguardingwarwickshire.co.uk)



Warwickshire Safeguarding

### Depression:

<https://www.nhs.uk/Services/clinics/Services/Service/DefaultView.aspx?id=342023>



### Stress:

<https://www.warwickshire.gov.uk/mentalhealth>



Warwickshire County Council

### Abuse:

[Home | Warwickshire Police](#)



Warwickshire  
**POLICE**

## West Midlands

### Drugs & Alcohol:

[Drug & Alcohol Service - Birmingham | Change Grow Live](#)



### Anxiety:

<https://www.bsmhft.nhs.uk/our-services/birmingham-healthy-minds/>



### Safeguarding:

<https://www.safeguardingwarwickshire.co.uk/safeguarding-adults/i-work-with-adults/west-midlands-regional-safeguarding-information-hub>



### Depression:

<https://birminghammind.org/>

**Talking Space**

### Stress:

<https://www.bsmhft.nhs.uk/our-services/birmingham-healthy-minds/stress/>



### Abuse:

[Home | West Midlands Police \(west-midlands.police.uk\)](#)



## West Yorkshire

### Drugs & Alcohol:

[Leeds and York Partnership NHS Foundation Trust - Home](https://www.leedsandypartnershipnhs.uk/)  
([leedsandypartnershipnhs.uk](https://leedsandypartnershipnhs.uk/))



### Anxiety:

<https://www.leedsth.nhs.uk/staffhealthandwellbeingssupportnetwork/mental-wellbeing/external/leeds-mental-wellbeing-service/>

### Safeguarding:

<https://www.westyorkshire.police.uk/EveryonesBusiness>

Safeguarding is everyone's business.

### Depression:

<https://www.leedscommunityhealthcare.nhs.uk/our-services-a-z/leeds-mental-wellbeing-service/what-we-offer/talking-therapies/>

### Stress:

<https://www.leedsmind.org.uk/>



### Abuse:

[Home page | West Yorkshire Police](#)

