

SAFEGUARDING POLICY

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Policy statement

Baltic Apprenticeships is committed to ensuring all learners under 18 (and those aged 18, 19 and 20 who have been looked after by a local authority at any time after attaining the age of 16, or have a learning disability) and adults at risk are kept safe, healthy and free from harm whilst attending learning programmes. Baltic Apprenticeships informs all learners of the processes to follow if they have any concerns.

All staff who have regular contact with learners are Disclosure and Barring Service (DBS) checked prior to commencement of employment. Baltic Apprenticeships staff recruitment procedures require information about past convictions and pending cases, taking up appropriate references, and checking previous employment histories.

Mandatory Safeguarding Training is completed by all staff working with learners.

This policy is mandatory for staff, volunteers and agency workers. Safeguarding is everyone's responsibility.

Reasons for this Policy

This policy exists to ensure that Baltic Apprenticeships implements appropriate arrangements and processes to ensure that its staff have the right resources, skills and training to protect children, young people and adults at risk from harm.

Legal Framework

This Policy and associated procedures has been drawn up on the basis of law and guidance that seeks to protect children, namely:

- Children Act 1989 and 2004
- Working Together to Safeguard Children July 2018
- Keeping Children Safe in Education September 2020
- Counter Terrorism and Security Act 2015
- Care Act 2014
- Equality Act 2010
- Data Protection Act 2018



The Directors and Senior Management Team takes seriously all statutory responsibilities to safeguard and promote the welfare of children; and to work together with other agencies to ensure adequate arrangements are in place to identify, assess and support those young learners who are suffering harm.

Linked Policies

- Preventing Extremism and Radicalisation
- Bullying & Harassment
- Health and Safety
- Equality & Diversity
- Whistleblowing
- Pre-Employment (Recruitment)
- IT Acceptable Use

Definitions

Legislation specifically relates to children and adults at risk as defined below, however Baltic Apprenticeships is committed to the safeguarding of all learners and the term learners is therefore used throughout this policy.

Definitions – Safeguarding Children

Safeguarding and promoting the welfare of children is defined in Keeping children Safe in Education (2020) as:

- Protecting children from maltreatment
- Preventing impairment of children's health or development
- Ensuring that children grow up in circumstances consistent with the provisions of safe and effective care and
- Taking action to enable all children to have the best outcomes

Definitions – Safeguarding Adults

An adult at risk of abuse or neglect is defined as someone who has needs for care and support, who is experiencing, or at risk of, abuse or neglect and as a result of their care needs - is unable to protect themselves. For the purposes of this policy, an adult is a person, aged 18 years and over who is at a greater risk of suffering abuse or neglect because of physical, mental, sensory, learning or cognitive illnesses or disabilities; and substance misuse or brain injury.

The Care Act 2014 describes safeguarding as a means of protecting an adult's right to live in safety, free from abuse and neglect. It further states that it is about people and organisations



working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult's wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action.

Safeguarding Issues

Safeguarding actions may be needed to protect learners from the following safeguarding issues and explanations and definitions can be found within **Appendix A** of this Policy.

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Bullying including Cyberbullying
- Children and the Court System/Family Members in Prison
- Children Missing from Education
- Child Sexual Exploitation (CSE)
- Child Trafficking and Modern Slavery
- Child Criminal Exploitation - County Lines
- Domestic Abuse
- Drugs
- Fabricated or Induced Illness
- Faith Abuse
- Gender-based Violence / Violence against Women and Girls (VAWG)
- Honour Based Violence
- Female Genital Mutilation (FGM)
- Forced Marriage
- Breast Ironing
- Mental Health
- Private Fostering
- Radicalisation
- Relationship Abuse
- Sexual Violence & Sexual Harassment
- Sexting (Youth Produced Sexual Imagery)
- Trafficking
- Upskirting
- Youth Violence

Peer on Peer Abuse

It is important to recognise that learners are capable of abusing their peers and be aware that safeguarding issues can manifest themselves via peer on peer abuse.



Peer on peer abuse is abuse young people may experience from their peers who are the same or a similar age and under the age of 18 years.

Peer on peer abuse can take various forms and can include the following safeguarding issues:

- Bullying (including cyberbullying)
- Child Sexual Exploitation
- Gender-based Violence
- Initiation/hazing type violence and rituals
- Physical Abuse
- Relationship Abuse
- Sexual Violence and Sexual Harassment
- Sexting (Youth Produced Sexual Imagery)
- Upskirting
- Youth and Serious Youth Violence

Staff need to be aware that abuse is abuse and should never be tolerated or passed off as 'banter' or 'part of growing up' and to recognise that there is a gendered nature of peer on peer abuse in that it is more likely that girls will be victims and boys the perpetrators

Baltic Apprenticeships will take any concerns of this nature very seriously and concerns should be raised in the same way as any other concerns to the Safeguarding Team.

For Adult Safeguarding, the Care Act 2014 sets out the different types and patterns of abuse and neglect for adults at risk as:

- Physical Abuse
- Psychological Abuse
- Financial/Material Abuse
- Sexual Abuse
- Organisational Abuse
- Neglect
- Discriminatory Abuse
- Domestic Violence
- Modern Slavery
- Self-Neglect



Responsibilities

Responsibility for Implementing the Policy - The Managing Director:

- i. Has overall responsibility for the implementation of this Policy across Baltic Apprenticeships.
- ii. Has overall responsibility for liaison with the local authority or other agencies regarding allegations made against staff including any allegations concerning the Designated Staff.

Management responsibilities - Baltic Managers have a responsibility to:

- Embrace a whole Baltic Apprenticeships approach to promoting and safeguarding the welfare of young people or adults at risk.
- Ensure staff are aware of the policy and procedures and that they receive appropriate training and support to undertake their roles effectively.
- Ensure this policy is implemented within their departments

Staff responsibilities - All Baltic staff have a responsibility to:

- Be aware of and implement the Baltic Apprenticeships policy on Safeguarding Young People and Adults at Risk.
- Promote a safeguarding ethos; provide a secure and supportive environment for all learners.
- If they work with young people or adults at risk undertake staff development appropriate to their role.
- In accordance with Keeping Children Safe in Education (2020) "Safeguarding and promoting the welfare of young people is **everyone's** responsibility. **Everyone** who comes into contact with young people and their families and carers has a role to play in safeguarding young people. In order to fulfil this responsibility effectively, all professionals should make sure their approach is child-centred. This means they should consider, at all times, what is in the **best interests** of the young person".
- All staff should be prepared to identify young people who may benefit from early help.

Additional staff responsibilities – impact of Covid-19

We recognise that the Coronavirus pandemic, particularly during the lockdown period has led to the following:



1. 87% increase in social media usage during lockdown.
2. Rise of Conspiracy theories
3. Significant increase in terrorist & extremist group propaganda activity on social media
4. Black Life Matters protests have produced right wing extremist counter protests
5. Protests regarding individual rights and freedoms
6. Raised concerns regarding domestic abuse
7. Raised concerns regarding online grooming with groomers engaging with people on unmoderated Social Media platforms.
8. Challenges to people's mental health wellbeing

Staff have been made aware of these concerns and are encouraged to take a "professional curiosity" with regard to the welfare of our learners and ask more proactive questions about their activities pre and post lockdown.

Designated Staff responsibilities

The Designated Staff responsible for safeguarding adults:

Designated Person – Ian Barrett, Director of Support Services Contact 07713 114730

Safeguarding Officer - Andrew Kidger Contact 07598 227520

Safeguarding Officer – Debbie Park Contact 07714 765475

The Designated Staff are responsible for:

- Promoting a whole Baltic Apprenticeships approach to safeguarding the welfare of adults at risk
- Advising on induction and staff development arrangements for Baltic Apprenticeships staff
- Liaising with Baltic Apprenticeships management, the local authority and other agencies in relation to policies, procedures and individuals
- Gathering and reviewing information concerning cases of suspected abuse or allegations, making referrals to the relevant agencies
- Contributing to strategy discussions as appropriate
- Maintaining confidential records relating to safeguarding issues



- Liaising with the Director of Support Services to inform him of any issues and on-going investigations.
- Reporting to the Board to ensure that the policy is updated and reviewed annually.

Care Act 2014 Responsibility (Local Authorities)

Baltic Apprenticeships recognizes its duties to:

- i. Safeguard adults who have needs for care and support.
- ii. Safeguard adults who are experiencing, or are at risk of; abuse or neglect.
- iii. Safeguard adults unable to protect themselves from either the risk of, or the experience of abuse or neglect.
- iv. Promote well-being
- v. Adhere to Local Authority Multi-Agency Policy and Procedures
- vi. Comply with the Care Act Statutory Guidance 2017, Chapter 14 Safeguarding.

Safeguarding Referral Process (Escalation)

Staff responsibility

All staff have a responsibility to our learners to deal with concerns or disclosures about their wellbeing including actual or suspected abuse. The following process applies to any learner.

Scenarios

Scenario 1: Concerns

A member of staff has concerns about a learner due to their appearance, behaviour, expressed opinions or events they describe.

Scenario 2 Learner Disclosure

A member of staff has a learner who wants to disclose and discuss an event or act that has happened to them, this may include acts of abuse, bullying, neglect, harm and/or grooming.

Where a member of staff has concerns or learners make a disclosure their account must be taken seriously and listened to and a full record should be made as soon as possible.



Confidentiality

Promises of confidentiality should not be given to learners as concerns and disclosures maybe referred to external agencies.

The Referral Process (escalation)

1. All staff have Safeguarding responsibilities and must raise a concern with the Safeguarding Officer immediately either by phone or in person.
2. Staff must escalate any safeguarding concerns they have regarding a learner, including welfare to the Safeguarding Officers. The basis of a concern can be wide ranging and can include:
 - the identification of a potential indicator of abuse
 - disclosed evidence of abuse by the learner
 - a welfare concern due to a personal disclosure by the learner to the member of staff
 - observation of a behaviour
3. The Safeguarding Officer records the details of the disclosure on the Safeguarding Concern / Disclosure Form.
4. The Safeguarding Officer immediately completes an investigation and updates the referral source of the outcome within 24 hours of the referral.
5. The outcome decision lies with the Safeguarding Officer based on the facts presented and Legislative requirements.
6. Outcome decisions include:
 - a. Local Authority Child Protection Referral
 - b. Referral to the Police
 - c. Referral to Channel
 - d. Signposting to an external source of support
 - e. No escalation action but monitor the incident, disclosure or concern
7. In the event that the outcome is to refer to an external body, as a national provider we will access current referral details from the relevant Local Authority website and follow the detailed referral process. This would be submitted with 24 hours of the outcome decision.



8. The Safeguarding Officer will update the Safeguarding Concerns document and records any action required and undertaken.

The Safeguarding Officers will maintain all Safeguarding Reports in a designated secure area with restricted access.

In the event of learner disclosure the staff member can offer the learner the opportunity to speak directly to the Safeguarding Officer as an alternative to themselves. The Safeguarding Officer will follow the process above.

In the event a member of staff discovers that an act of Female Genital Mutilation appears to have been carried out on a girl under the age of 18 the staff member must report this to the police.

Concerns regarding staff members conduct including suspicion or allegation of abuse.

Any suspicion or allegation of abuse by a member of staff must be reported to one of the Designated Safeguarding Officers who will communicate and report to HR for investigation. In addition a referral will be made to the Local Authority Designated Officer who will conduct investigation under County Durham Safeguarding Board's procedures.

Making Protected Disclosures (Whistle Blowing Policy POL008)

Baltic Apprenticeships has arrangements in place for staff to make "protected disclosures" (or whistle blowing). These are set out in the Baltic Apprenticeships Staff Handbook (HR30) which is discussed and issued to individuals on appointment to the company. Staff should report concerns in confidence to their line manager. Where a member of staff is not satisfied with the explanation given, they can take it up with the appropriate organisation or body such as the Police or Social Services. Where an incident needs to be disclosed in respect of a learner's welfare, or suspected abuse it should be reported to one of the designated contacts for implementing the Baltic Apprenticeships Safeguarding policy.

The NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday and Email: help@nspcc.org.uk.



Staff Training

All staff will receive safeguarding training:

- All staff complete mandatory online safeguarding training as part of induction
- Staff may receive additional face to face training either through attendance at external training (Darlington Baltic Apprenticeships CPD, North East Learning Provider Network), and/or speakers at company communication day events.
- Refresher training for all staff is mandatory for all Trainers and Assessors every 3 years.
- All staff will receive updates via email, bulletins and at staff meetings.
- Designated Safeguarding Leads will attend specialist training as required for this role either with a professional training organisation eg Safe and Equal or Darlington LSCB.

Local Safeguarding Contact Details

Appendix B details North East contact details. Safeguarding officers will identify country wide contacts when safeguarding concerns are raised dependent upon the learners geographical location.

Policy Review

The Safeguarding Young People and Adults at Risk Policy will be reviewed annually or when there is a change to legislation or guidance.

- Promoting equality and diversity -



APPENDIX A

Definitions

Staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases, multiple issues will overlap with one another.

Abuse: a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. They may be abused by an adult or adults or by another child or children.

Physical abuse: a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child from participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.



Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. (Peer on Peer Abuse)

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

Specific Safeguarding Issues

Bullying, including Cyberbullying

Bullying is defined as 'the persistent intentional harming of another person with an unequal power relationship'. (*Bullying Intervention Group*).

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either emotionally or physically.

Bullying differs from banter because there is a deliberate intention to hurt or humiliate, there is an unequal power balance and it is usually persistent or systematic.

Examples of bullying can include:

- Verbal – threatening or intimidating behaviour, name calling, put downs and sexual and racist remarks.
- Physical – kicking, punching, hitting, spitting, biting, tripping someone up and damaging belongings or Baltic Apprenticeships work.
- Coercion – threats or forcing someone to do what they do not want to do.
- Emotional – rejection or isolating tactics, staring or threatening looks, playing on



fears or sensitivities, remarks about personal appearance.

- Indirect – lies and rumour spreading, talking behind a person's back, using chatrooms or websites to spread or invite hatred.
- Cyberbullying – an aggressive and intentional act carried out by a group or individual, using electronic forms of contact repeatedly over time.
- Prejudice-driven bullying – when bullying is driven by negative attitudes towards another group of people or because the victim is seen as 'different' in some way. This can become more severe over time and can lead to hate crime. It can be related to race, religion or culture, special educational needs or disabilities, appearance or health conditions, sexuality or gender, perceived sexual orientation and any so-called perceived differences

Children and the Court System and Children with Family Members in Prison

It is possible that some learners may be required to give evidence in criminal courts, either for crimes committed against themselves or for crimes they have witnessed. Giving evidence in court is distressing for anyone and learners may need to access support and assistance with this process.

It may be that learners may have a parent in prison or sent to prison. These learners are at risk of poor outcomes including poverty, stigma, isolation and poor mental health. Learners may need to access support to help to mitigate the negative consequences of this.

Child Missing from Education

A young person going missing from education is a potential indicator of abuse or neglect. Baltic Apprenticeships staff should follow Baltic Apprenticeships' procedures for dealing with learners that go missing from education, particularly on repeat occasions, to help identify the risk of abuse and neglect, including sexual exploitation, and to help prevent the risks of their going missing in future.

It is essential that all staff are alert to signs to look out for and the individual triggers to be aware of when considering the risks of potential safeguarding concerns such as travelling to conflict zones, FGM and forced marriage. Any concerns should be referred to a member of the Safeguarding Team.

As Baltic Apprenticeships is providing education for young people of compulsory school age Baltic Apprenticeships will work collaboratively with the relevant local authority in order to share information about the attendance and/or absences of that child.



Child Criminal Exploitation: County Lines

Criminal exploitation of children is a geographically widespread form of harm that is a typical feature of county lines criminal activity: drug networks or gangs groom and exploit children and young people to carry drugs and money from urban areas to suburban and rural areas, market and seaside towns. Key to identifying potential involvement in county lines are missing episodes, when the victim may have been trafficked for the purpose of transporting drugs and a referral to the National Referral Mechanism should be considered.

Like other forms of abuse and exploitation, county lines exploitation:

- can affect any child or young person (male or female) under the age of 18 years;
- can affect any vulnerable adult over the age of 18 years;
- can still be exploitation even if the activity appears consensual;
- can involve force and/or enticement-based methods of compliance and is often accompanied by violence or threats of violence;
- can be perpetrated by individuals or groups, males or females, and young people or adults; and
- is typified by some form of power imbalance in favour of those perpetrating the exploitation. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, cognitive ability, physical strength, status, and access to economic or other resources.

Child Sexual Exploitation (CSE)

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact: it can also occur through the use of technology. Like all forms of child sex abuse, child sexual exploitation:

- can affect any child or young person (male or female) under the age of 18 years, including 16 and 17 year olds who can legally consent to have sex;
- can still be abuse even if the sexual activity appears consensual;



- can include both contact (penetrative and non-penetrative acts) and non-contact sexual activity;
- can take place in person or via technology, or a combination of both;
- can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence;
- may occur without the child or young person's immediate knowledge (e.g. through others copying videos or images they have created and posted on social media);
- can be perpetrated by individuals or groups, males or females, and children or adults. The abuse can be a one-off occurrence or a series of incidents over time, and range from opportunistic to complex organised abuse; and
- is typified by some form of power imbalance in favour of those perpetrating the abuse. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources.

Some of the following signs may be indicators of child sexual exploitation:

- children who appear with unexplained gifts or new possessions;
- children who associate with other young people involved in exploitation;
- children who have older boyfriends or girlfriends;
- children who suffer from sexually transmitted infections or become pregnant;
- children who suffer from changes in emotional well-being;
- children who misuse drugs and alcohol;
- children who go missing for periods of time or regularly come home late; and
- children who regularly miss school or education or do not take part in education.

Child Trafficking and Modern Slavery

Child trafficking is child abuse. It is defined as recruiting, moving, receiving and harbouring children for the purpose of exploitation. It is a criminal offence under **Modern Slavery** legislation. A child is any person under the age of 18, and children cannot consent to being exploited.



Children can be trafficked into and out of the UK, and within the UK itself. They can be trafficked by parents, extended family members, known adults from a child's community or by strangers. Trafficking often involves organised international networks of criminal gangs.

Child trafficking is child abuse. It requires a child protection response and multi-agency working, irrespective of the child's immigration status or whether they have engaged in criminal activity.

Children can be exploited through:

- sexual exploitation
- criminal activity (e.g. cannabis cultivation, street crime, moving drugs, benefit fraud, immigration fraud)
- domestic servitude
- labour exploitation (e.g. restaurants, nail bars, agricultural work, factories)
- illegal adoption
- forced marriage
- unreported private fostering arrangements (for any of the above exploitative purposes).

This is not an exhaustive list and children are often exploited in more than one way.

Domestic Abuse

The cross-government definition of domestic violence and abuse is:

Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:

- psychological
- physical
- sexual
- financial
- emotional

Exposure to domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result. Domestic abuse affecting young people can also occur within their personal relationships, as well as in the context of their home life.



Drugs

The term 'drugs' is used to refer to all drugs:

- All illegal drugs (those controlled by the Misuse of Drugs Act 1971)
- All legal drugs, including alcohol, tobacco, and volatile substances
- All over-the-counter and prescription medicines.

Baltic Apprenticeships has a strict no-tolerance policy to illegal drugs and alcohol. This means that all incidents will trigger the disciplinary process. Learners under the influence or in possession of them will be suspended whilst the matter is investigated.

Learners making disclosures about their own drugs misuse will be made aware of the support that is available from Baltic Apprenticeships through the Safeguarding and Welfare Officers and through external support agencies.

Fabricated or Induced Illness

Fabricated or induced illness (FII) is a rare form of child abuse. It occurs when a parent or carer, usually the child's biological mother, exaggerated or deliberately causes symptoms of illness in the child. In fabricated or induced illness, the parent may present the child as ill when they are healthy, deliberately induce symptoms of illness, manipulate test results, or exaggerate or lie about symptoms.

Some of the indicators of fabricated or induced illness, include:

- the medical history doesn't make sense
- treatment is ineffective
- the symptoms disappear when the carer isn't around, and
- they can be seen repeatedly by different professionals looking for different things.

In all cases, the child's normal life is restricted. Cases of fabricated or induced illness are very complex. Where fabricated and induced illness is suspected, referrals should be made without alerting the child's carer.

Faith Abuse

Faith abuse is child abuse linked to faith or belief.

Abuse can be separated into five different areas:

- abuse as a result of a child being accused of being a 'witch'
- abuse as a result of a child being accused of being possessed by 'evil spirits'
- ritualistic abuse which is prolonged sexual, physical and psychological abuse
- satanic abuse which is carried out in the name of 'satan' and may have links to cults



- any other harmful practice linked to a belief or faith

The forms of abuse that follow fall into the four main categories below:

Physical Abuse - this can involve ritualistic beating, burning, cutting, stabbing, semi-strangulating, tying up the child, or rubbing chilli peppers or other substances on the child's genitals or eyes.

Emotional Abuse - emotional abuse can occur in the form of isolation. A child may not be allowed near or to share a room with family members, and threatened with abandonment. The child may also be persuaded that they are possessed.

Neglect - in situations of neglect, the child's family and community may have failed to ensure appropriate medical care, supervision, education, good hygiene, nourishment, clothing or warmth.

Sexual Abuse - children who have been singled out in this way can be particularly vulnerable to sexual abusers within the family, community or faith organisation. These people exploit the belief as a form of control or threat.

Child abuse linked to faith or belief is not confined to one faith, nationality or ethnic community. Examples have been recorded worldwide across various religions including Christians, Muslims and Hindus.

The number of known cases suggests that only a small minority of people who believe in witchcraft or spirit possession go on to abuse children.

Abuse may happen anywhere, but it most commonly occurs within the child's home.

Gender-based Violence / Violence against Women and Girls (VAWG)

Violence Against Women and Girls (VAWG) is the term given to all forms of violence and abuse experienced disproportionately by women and girls, or experienced by them because of their gender and this term covers includes other specific safeguarding issues defined within this policy.

Gender-based violence and violence against women can include:

- Physical, sexual and psychological violence occurring in the family, within the general community or in institutions, including: domestic abuse, rape, incest and child sexual abuse.



- Sexual harassment and intimidation at work and in the public sphere; commercial sexual exploitation, including prostitution, pornography and trafficking.
- Dowry related violence.
- Female genital mutilation.
- Forced and child marriages.
- 'Honor' crimes.
- Commercial sexual exploitation including activities such as pornography, prostitution, stripping, lap dancing, pole dancing and table dancing.
- Sexual harassment and stalking.

Homelessness

Being homeless or being at risk of becoming homeless presents a real risk to a student's welfare.

Indicators that a family may be at risk of homelessness include household debt, rent arrears, domestic abuse and anti-social behaviour, as well as the family being asked to leave a property.

Baltic Apprenticeships recognises that in some cases 16 and 17 year olds could be living independently from their parents or guardians, for example through their exclusion from the family home, and will require a different level of intervention and support.

The Homelessness Reduction Act 2017 places a new legal duty on English councils so that everyone who is homeless or at risk of homelessness will have access to meaningful help including an assessment of their needs and circumstances, the development of a personalised housing plan, and work to help them retain their accommodation or find a new place to live. The following factsheets summarise the new duties. The new duties shift focus to early intervention and encourage those at risk to seek support as soon as possible, before they are facing a homelessness crisis.

<https://www.gov.uk/government/publications/homelessness-reduction-bill-policy-factsheets>



Honour Based Violence (HBV)

So-called 'honour based violence' encompasses crimes which have been committed to protect or defend the honour of the family and/or the community, including Female Genital Mutilation (FGM), forced marriage and practices such as breast ironing. All forms of so-called HBV are abuse (regardless of the motivation) and should be handled and escalated as such. If in any doubts, staff should speak to one of the Safeguarding Team.

Female Genital Mutilation (FGM)

Female Genital Mutilation (FGM) comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long-lasting harmful consequences. Although the age of learners at Baltic Apprenticeships is such that they are not necessarily in the high risk category for FGM, a student may disclose that she is at risk of FGM, has suffered FGM or that a sister or family member is at risk. Baltic Apprenticeships staff need to be alert to the possibility of a girl being at risk of FGM, or already having suffered FGM. The new mandatory reporting duty for FGM, introduced via the Serious Crime Act 2015, came into effect on 31 October 2015. This duty requires Baltic Apprenticeships to report known cases of FGM in under 18 year olds to the police.

Forced Marriage

when someone is made to feel like they're bringing shame on their family). Financial abuse (taking wages or not giving money) can also be a factor.

A lack of full and free consent can be where a person does not consent or where they cannot consent (if they have learning disabilities, for example). Nevertheless, some communities use religion and culture as a way to coerce a person into marriage.

An arranged marriage is not the same as a forced marriage. In an arranged marriage, the families take a leading role in choosing the marriage partner, but both parties are free to choose whether to enter into the marriage or not.

Forcing a person into a marriage is a crime in England and Wales. A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage. The pressure put on people to marry against their will can be physical (including threats, actual physical violence and sexual violence) or emotional and psychological (for example,

Breast Ironing

Breast Ironing, also known as "Breast Flattening", is the process whereby young pubescent girls' breasts are ironed, massaged and/or pounded down through the use of hard or heated objects in order for the breasts to disappear or delay the development of the breasts entirely. It is believed that by carrying out this act, young girls will be protected from



harassment, rape, abduction and early forced marriage and therefore be kept in education. Much like Female Genital Mutilation (FGM), Breast Ironing is a harmful cultural practice and is classified as physical abuse.

Mental Health

Mental health problems can include depression, anxiety, eating disorders, self-harm, suicidal tendencies and the potential risk of harming others.

Baltic Apprenticeships' Staff will ensure the most appropriate support is provided to help learners with any difficulties they may be experiencing that could have a negative impact on their Baltic Apprenticeships life. Learners can seek support for various issues such as:

- Relationship problems.
- Family break-up/divorce.
- Depression.
- Study problems.
- Anger Management.
- Self-harming behaviours.
- Feeling dissatisfied with life or self.
- Domestic Violence/Abuse (past/present).
- Stress/Anxiety.
- Bereavement.
- Low self-confidence / self-esteem.
- Issues with drugs or alcohol.
- Suicidal thoughts.

Private Fostering

Private fostering is when a child up to the age of 16 (or 18 if the child has a disability) is placed for more than 28 days in the care of someone who is not a close relative, guardian or someone with parental responsibilities.

Baltic Apprenticeships must notify the relevant local authority of a privately fostered arrangement that comes to their attention, to allow the local authority to check the arrangement is suitable and safe for the child.

Preventing Radicalisation



The Prevent Duty, introduced as part of the Counter-Terrorism and Security Act 2015. Came into effect for key bodies including schools, health bodies and police on 1 July 2015. The duty commenced for higher and further education institutions from the 18 September 2015. The aim of the Prevent Strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. In the Act this has simply been expressed as the need to have "due regard to the need to prevent people from being drawn into terrorism". This includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit.

Learners are vulnerable to extremist ideology and radicalisation. Similar to protecting learners from other forms of harms and abuse, protecting them from this risk is part of Baltic Apprenticeships's safeguarding approach.

Where deemed appropriate, Baltic Apprenticeships will seek external support for learners through referrals to the Channel Programme. This programme aims to work with the individual to address their specific vulnerabilities and prevent them becoming further radicalised.

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What is Extremism?

Extremism is defined in the national Prevent Strategy as any vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces. Prevent covers international and domestic terrorist threats, and includes the activities of far right groups, and animal rights groups.

What is Radicalisation?

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

There is no single way of identifying whether a person is likely to be susceptible to an extremist ideology. Background factors combined with specific influences such as family and friends may contribute to a person's vulnerability. Similarly, radicalisation can occur through many different methods (such as social media) and settings (such as the internet).

The following indicators identify factors that may suggest a young person or their family may be vulnerable to being drawn into extremism:

- Identity crisis - distance from culture religious heritage and uncomfortable with their place in the society around them.
- Personal crisis - family tensions, sense of isolation, adolescence low self-esteem, disassociation from existing friendship groups and becoming involved with a new and different group of friends searching for answers to questions about identity, faith and belonging.



- Personal circumstances e.g. migration, local community tensions, events affecting Country and region of origin, alienation from UK values having a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy, unmet aspirations, perceptions of injustice feeling of failure, rejection of civic life, criminality, experiences of imprisonment, poor resettlement, reintegration, previous involvement with criminal groups.

The process of radicalisation is different for every individual and can take place over an extended period or within a very short time frame. Potential indicators of radicalisation are listed below:

- Use of inappropriate language
- Possession or accessing violent extremist literature
- Behavioural changes
- The expression of extremist views
- Advocating violent actions and means
- Association with known extremists
- Articulating support for violent extremist causes or leaders
- Using extremist views to explain personal disadvantage
- Joining or seeking to join extremist organisations
- Seeking to recruit others to an extremist ideology

What is Channel?

Channel is a key element of the Prevent Strategy. It is a multi-agency approach to protect people at risk from radicalisation using collaboration between local authorities, statutory partners, the police and local community to:

- Identify individuals at risk of being drawn into terrorism.
- Assess the nature and extent of that risk.
- Develop the most appropriate support plan for the individual concerned.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by learners or staff will always be challenged and where appropriate will be dealt with in line with the Student Disciplinary Policy and the Code of Conduct for staff.

Staff should use their professional judgement and discuss with a Designated Safeguarding Person if they have any concerns. Once assessed, and if appropriate, this will be referred in to the Channel Panel Process as per the flowchart below on the following page.

Baltic Apprenticeships has an identified single point of contact (SPOC) in relation to Prevent which is the Vice Principal Staff and Learners and the Designated Safeguarding Lead and any concerns discussed with any member of the Safeguarding Team will be passed on and referred if appropriate.

To ensure compliance with the Prevent duty, all staff must make sure that they:



- Undertake training in the Prevent duty as identified by Baltic Apprenticeships to ensure they have an understanding of the factors that make people vulnerable to being drawn into terrorism and that they are able to recognise this vulnerability and are aware of what action to take.
- Exemplify British/Community Values into their work and practice and that opportunities in the curriculum are used to promote these values to learners.

Youth Produced Sexual Imagery (Sexting)

Making, possessing and distributing imagery of someone under 18, which is indecent, is illegal. This includes imagery created by under 18s themselves. The relevant legislation is contained in the Protection of Children Act 1978 (England and Wales) as amended in the Sexual Offences Act 2003 (England and Wales).

Specifically, it is an offence to possess, distribute, show and make images of children. The Sexual Offences Act 2003 defines a child, for the purposes of indecent images, as anyone under the age of 18.

The latest guidance from the UK Council for Child Internet Safety (UKCCIS) introduces the phrase 'youth produced sexual imagery' instead of 'sexting'. (August 2016). This guidance refers to sexual imagery and not indecent imagery as indecent is subjective and has no specific definition in law.

The type of incidents covered by this guidance are:

- A person under the age of 18 creates and shares sexual images of themselves with a peer under the age of 18.
- A person under the age of 18 shares sexual imagery created by another person under the age of 18 with a peer under the age of 18 or an adult.
- A person under the age of 18 is in possession of sexual imagery created by another person under the age of 18.

The sharing of sexual imagery of people under 18 by adults constitutes child sexual abuse and this should be reported to the police.

Handling Incidents

1. All incidents involving youth produced sexual imagery should be reported to the Safeguarding Team.
2. An initial review meeting will be held and subsequent interviews with the young people involved, if appropriate.



3. Parents should be informed at an early stage and involved in the process unless there is good reason to believe that involving parents would put the young person at risk of harm.
4. At any point in this process if there is a concern that a young person has been harmed or is at risk of harm, a referral should be made to children's social care and/or the police immediately.

An immediate referral to the police and/or children's social care will be made at this initial stage if:

1. The incident involves an adult.
2. There is reason to believe that a young person has been coerced, blackmailed or groomed, or if there are concerns about their capacity to consent, for example due to a learning difficulty.
3. What is known about the imagery suggests the content depicts sexual acts which are unusual for the young person's development age or are violent.
4. The imagery involves sexual acts and any child in the imagery is under 13.
5. There is reason to believe that a young person is at risk of harm owing to the sharing of imagery, for example, the young person is presenting as suicidal or self-harming.

If none of the above apply Baltic Apprenticeships may decide to respond to the incident without involving the police or children's social care. Although the sharing of sexual imagery is illegal, the National Police Chief's Council (NPCC) is clear that 'youth produced sexual imagery should be primarily treated as safeguarding issue' and the law was also created to protect children and young people and not to criminalise them.

The decision to respond to the incident without involving the police or children's social care will be made when the Designated Safeguarding Lead is confident that there is enough information to assess the risks to the young people involved and that the risks can be managed within Baltic Apprenticeships's pastoral support and disciplinary policy.

Relationship Abuse

Relationship abuse is a pattern of abusive and coercive behaviors used to maintain power and control over a former or current intimate partner. Abuse can be emotional, financial,



sexual or physical and can include threats, isolation, and intimidation. Abuse tends to escalate over time.

The term 'relationship abuse' includes other specific safeguarding issues defined within this policy.

Sexual Violence and Sexual Harassment

Context

Sexual violence and sexual harassment can occur between two children of **any** age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

The information below covers children of **all ages**, from the primary through secondary stage and into Baltic Apprenticeships. For the purposes of this advice, a child is anyone under the age of 18. Whilst the focus of the advice is on protecting and supporting children, Baltic Apprenticeships will of course protect any adult learners and engage with adult social care, support services and the police as required.

Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment. Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and offline (both physical and verbal) and are never acceptable. It is important that **all** victims are taken seriously and offered appropriate support. Staff should be aware that some groups are potentially more at risk. Evidence shows girls, children with SEND and LGBT children are at greater risk.

Staff should be aware of the importance of:

- making clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up;
- not tolerating or dismissing sexual violence or sexual harassment as "banter", "part of growing up", "just having a laugh" or "boys being boys"; and
- challenging behaviours - (potentially criminal in nature) as dismissing or tolerating such behaviours risks normalising them.

Sexual Violence

It is important that staff are aware of sexual violence and the fact children can, and sometimes do, abuse their peers in this way. When referring to sexual violence we are referring to sexual offences under the Sexual Offences Act 2003 as described below:

Rape: A person (A) commits an offence of rape if: he intentionally penetrates the vagina, anus or mouth of another person (B) with his penis, B does not consent to the penetration and A does not reasonably believe that B consents.



Assault by Penetration: A person (A) commits an offence if: s/he intentionally penetrates the vagina or anus of another person (B) with a part of her/his body or anything else, the penetration is sexual, B does not consent to the penetration and A does not reasonably believe that B consents.

Sexual Assault: A person (A) commits an offence of sexual assault if: s/he intentionally touches another person (B), the touching is sexual, B does not consent to the touching and A does not reasonably believe that B consents.

What is Consent?

Consent is about having the freedom and capacity to choose. Consent to sexual activity may be given to one sort of sexual activity but not another, e.g. to vaginal but not anal sex or penetration with conditions, such as wearing a condom. Consent can be withdrawn at any time during sexual activity and each time activity occurs. Someone consents to vaginal, anal or oral penetration only if s/he agrees by choice to that penetration and has the freedom and capacity to make that choice.

- a child under the age of 13 can never consent to any sexual activity;
- the age of consent is 16;
- sexual intercourse without consent is rape.

Sexual Harassment

When referring to sexual harassment we mean 'unwanted conduct of a sexual nature' that can occur online and offline. When we reference sexual harassment, we do so in the context of child on child sexual harassment. Sexual harassment is likely to: violate a child's dignity, and/or make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment.

Whilst not intended to be an exhaustive list, sexual harassment can include:

- sexual comments, such as: telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names;
- sexual "jokes" or taunting;
- physical behaviour, such as: deliberately brushing against someone, interfering with someone's clothes (schools and Baltic Apprenticeships should be considering when any of this crosses a line into sexual violence - it is important to talk to and consider the experience of the victim) and displaying pictures, photos or drawings of a sexual nature; and
- online sexual harassment. This may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence.

It may include:



- non-consensual sharing of sexual images and videos;
- sexualised online bullying;
- unwanted sexual comments and messages, including, on social media; and
- sexual exploitation; coercion and threats.

Baltic Apprenticeships will manage any reports of child on child sexual violence and harassment in line with the DfE guidance 'Sexual Violence and Sexual Harassment between Children in Schools and Baltic Apprenticeships' May 2018.

Upskirting

Upskirting typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm. It is now a criminal offence.

Youth Violence

Youth violence, serious or otherwise, may be a function of gang activity. However, it could equally represent the behaviour of a young person acting individually in response to his or her particular history and circumstances.

Serious youth violence can be defined as any offence of the most serious violence or weapon enabled crime, where the victim is aged 1-19, e.g. murder, manslaughter, rape, wounding with intent and causing grievous bodily harm.

Youth violence can be defined in the same way, but also includes assault with injury offences.



Types of Abuse and Neglect - Care Act 2014

Physical Abuse	Financial or Material Abuse
Including assault, hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions.	Including theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.
Sexual Abuse	Psychological Abuse
Including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting.	Including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks.
Modern Slavery	Discriminatory Abuse
Encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.	Including forms of harassment, slurs or similar treatment; because of race, gender and gender identity, age, disability, sexual orientation or religion.



Organisational Abuse	Neglect and Acts of Omission
Including neglect and poor care practice within an institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in one's own home. This may range from one off incidents to on-going ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.	Including ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, care and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.
Self-Neglect	Domestic Abuse
This covers a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding.	Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can be, but not limited to: psychological, sexual, financial and emotional.



APPENDIX B

Safeguarding External Contacts - Local Authority

Children's/Adult Social Care	Office hours	Out of Hours / Emergency Duty Team	Email
<u>Durham</u>			
First Contact	03000 267 979	03000 267 979	firstcontact-gcsx@durham.gcsx.gov.uk
Adult Safeguarding	03000 267 979	03000 267 979	Safeguardingadults@durham.gov.uk
<u>Darlington</u>			
The Children's Access Point	01325 406222	01642 524552	childrensaccesspoint@darlington.gcsx.gov.uk
Adult Safeguarding	01325 406111	01642 524552	ssact@darlington.gcsx.gov.uk
<u>Gateshead</u>			



Children's/Adult Social Care	Office hours	Out of Hours / Emergency Duty Team	Email
Gateshead Council's Children's Social Care Adult Safeguarding	0191 433 2653 0191 433 7033	0191 477 0844 0191 433 7033	R&Aduty@gateshead.gov.uk R&Aduty@gateshead.gcsx.gov.uk R&Aduty@gateshead.gov.uk.cjsm.net adultsocialcaredirect@gateshead.gov.uk
<u>Hartlepool</u> The Hartlepool and Stockton-on-Tees Children's Hub Adult Safeguarding	01429 284284 01429 284284	01642 524552 0870 240 2994	childrenshub@hartlepool.gov.uk dutyteam@hartlepool.gcsx.gov.uk
<u>Middlesbrough</u> First Contact Team Adult Safeguarding	01642 130700 01642 726004	01642 524 552 08702 402994	southteesmach@redcar.cleveland.gov.uk socialservices@middlesbrough.gov.uk



Children's/Adult Social Care	Office hours	Out of Hours / Emergency Duty Team	Email
<u>Newcastle</u>			
Initial Response Service	0191 277 2500	0191 278 7878	edt@newcastle.gov.uk
Adult Safeguarding	0191 278 8377	0191 278 7878	-
<u>North Yorkshire</u>			
Multi Agency Screening Team (MAST)	01609 780780	01609 780780	Children&families@northyorks.gov.uk Children&families@northyorks.gcsx.gov.uk
Adult Safeguarding	01609 780780	01609 780780	social.care@northyorks.gov.uk social.care@northyorks.gcsx.gov.uk
<u>North Tyneside</u>			



Children's/Adult Social Care	Office hours	Out of Hours / Emergency Duty Team	Email
The Front Door Service	0345 2000 109	0191 200 6800	MASCT@northtyneside.gov.uk
Adult Safeguarding	0191 200 6800	0191 200 6800	-
<u>Northumberland</u>			
First Contact	01670 536000	0345 6005252	Childrenstriage@northumberland.gov.uk
Safeguarding Adults	01670 536 400	0345 600 5252	Socialcare@northumbria.nhs.uk
<u>Redcar & Cleveland</u>			
The First Contact Team	01642 771500	08702 402994	southteesmach@redcar.cleveland.gov.uk
Adult Safeguarding	01642 771500	08702 4029940	firstcontact@redcar-cleveland.gcsx.gov.uk
<u>South Tyneside</u>			



Children's/Adult Social Care	Office hours	Out of Hours / Emergency Duty Team	Email
Children's Referral and Assessment Team	0191 424 5010	0191 456 2093	-
Safeguarding Adults	0191 424 5010	0191 456 2093	adultsocialcare@southtyneside.gov.uk
<u>Stockton-on-Tees</u>			
The Hartlepool and Stockton-on-Tees Children's Hub	01642 130700	01642 524 552	childrenshub@hartlepool.gov.uk
Adult Safeguarding	01642 527764	08702 402994	FirstContactAdults@stockton.gov.uk
<u>Sunderland</u>			
Children's Safeguarding	0191 520 5560	0191 520 5552	safeguarding.children@sunderland.gcsx.gov.uk
Safeguarding Adults			



Children's/Adult Social Care	Office hours	Out of Hours / Emergency Duty Team	Email
	0191 548 4015	0191 548 4015	safeguarding.adults@sunderland.gcsx.gov.uk



External Services Contacts

Team	Office Numbers	Other Numbers	Email
The Prevent Team - Channel Co-ordinator	01642 302028 or 01642 301412	Police: 101/999 National Anti-Terrorism hotline: 0800 789 321	prevent.contest@cleveland.pnn.police.uk
HALO Project Support for victims of Honour Based Violence, forced marriage and FGM Vanguard Suite 307a Broadcasting House Middlesbrough TS1 5JA	01642 683045	08081 788 424	info@haloproject.org.uk
My Sisters Place Domestic Violence Service 123 Borough Road	01642 241864	01642 256036 (Counselling)	hello@mysistersplace.ac.uk



Team	Office Numbers	Other Numbers	Email
Middlesbrough TS1 3AN			
Harbour Domestic Violence Service 15 Whitburn Street Hartlepool TS24 7QR	03000 20 2525 (24 hours)	01642 861788 (Middlesbrough Refuge 24hr)	info@myharbour.org.uk
EVA Women's Aid Redcar High Street 86 High Street Redcar TS10 5QZ	01642 490677	01642 297000 (Victim Support)	info@eva.org.uk
SARC - Sexual Assault Referral Centre 13 Trinity Mews North Ormesby Middlesbrough	01642 516888		-



Team	Office Numbers	Other Numbers	Email
Roseberry Park Hospital Crisis Team Roseberry Park Marton Rd Middlesbrough TS4 3AF	01642 837300 (Adult Crisis Team)	0300 013 2000 - Option 6 (CAMHS Crisis Team)	-