



Royal Association for Deaf people

Safeguarding Children Policy

Reviewed by: Safeguarding and Wellbeing Officer (Safeguarding Lead)
Date: October 2022
Version: Version control policy 2022-003
Next review date: October 2023

Version number	Date	Author	Purpose
001	January 2021	Director of Operations	Policy review
002	May 2021	Director of Operations	2021 final approved version
003	October 2022	Director of Operations/Safeguarding and Wellbeing Officer	Policy review 2022

[click here for BSL**](#)**

If you are worried that a child may be at risk of harm or abuse, it is your duty to raise your concerns using this policy and the operational procedures. In an emergency, you must ensure the safety of the person and follow reporting procedures.

Summary [click here for BSL**](#)**

The Royal Association for Deaf people (RAD) recognise the important role we play in safeguarding children. Protecting them from harm is everyone's responsibility. Through safe recruitment processes, robust training and effective management we are committed to a culture of safety, equality and protection within the services we provide.

It is our responsibility to identify emerging and existing issues, along with potential unmet need of all children, including those who would benefit from early help or indicate that a child is a 'child in need'.

We have the communication skills and expertise to effectively engage with deaf children and as Working Together to Safeguard Children (WTSC) 2018 puts greater emphasis on the voice of the child, we recognise the importance of our role in this regard.

We will work closely with our local safeguarding partners to ensure effective information sharing and reporting and to ensure deaf children's voices are heard and needs met.

This policy establishes a framework for all colleagues, volunteers and trustees, clarifies our expectations and seeks to ensure that we undertake our responsibilities with regard to the safeguarding and protection of all children and that we respond to concerns appropriately and promptly.

Further organisational policies and procedures that inform effective safeguarding practice are listed in **Appendix 1**.

This policy explains our:

- Commitment to safeguarding children
- Responsibilities
- Safe recruitment procedures and supervision of colleagues and volunteers
- Safeguarding training requirements

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- Responsibilities when delivering activities and services to children
- Reporting processes
- Approach to collaborative working

RAD recognises its responsibility under *Prevent Duty Guidance for England and Wales: Guidance for specified authorities in England and Wales* on the duty in the *Counter-Terrorism and Security Act 2015* to have due regard in the need to prevent people from being drawn into terrorism.

'Prevent' is a key part of the Government's counter terrorist strategy. Its aim is to stop people becoming terrorists or supporting terrorism. It is the preventative strand of the government's counter-terrorism strategy, CONTEST. Early intervention to divert people away from being drawn into terrorist activity is at the heart of Prevent. Safeguarding children from radicalisation is no different from safeguarding them from other forms of harm.

Purpose and scope [**click here for BSL**](#)

In this policy, we use the term 'child' to mean an individual under the age of 18 years old, including unborn babies.

The term 'colleagues' in the context of this policy is used to mean all paid staff and unpaid volunteers unless otherwise stated.

RAD's policy is to make sure children are safeguarded by:

- Having clear policies and procedures accessible to deaf and deafblind colleagues (including BSL translations)
- Adopting safe recruitment practices
- Colleagues being regularly and effectively supervised and safeguarding concerns addressed early
- Adopting a proactive approach to safeguarding
- Colleagues receiving appropriate safeguarding and Prevent Duty training (refreshed annually)
- The reinforcement of training/knowledge checking through team meetings and supervisions
- Making sure colleagues working with children have the skills, experience, support and resources to carry out their role
- Creating a culture of safety, equality and protection
- Supporting effective information sharing
- Making sure events involving children are risk assessed and well supervised
- Ensuring compliance with the core principles of the general data protection regulations (GDPR)
- Reviewing our policies and procedures annually
- Ensuring that colleagues are kept up to date with any changes in legislation and that RAD services operate in line with the legal framework for safeguarding.

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Deaf children are 3.4 times more likely to experience abuse than hearing children¹. We recognise that we all have an important role to play in making sure that all the children who we support are correctly safeguarded from harm in line with the UN Convention on the Rights of the Child (UNCRC), Article 19:

Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect & bad treatment by their parents or anyone else who looks after them

This policy in conjunction with the safeguarding children procedures aim to ensure that RAD and its colleagues operate in line with the legal framework for safeguarding and protecting children including: the Children Act 1989; the Adoption and Children Act 2002; and the Children Act 2004.

Please see [Our Safeguarding Standards](#) for more information:

Responsibilities [**click here for BSL**](#)

Safeguarding is everybody's responsibility. Protecting people and safeguarding is a governance priority. Trustees recognise this and take all reasonable steps to protect from harm those who come into contact with RAD. The board has appointed a trustee safeguarding representative who works with RAD's safeguarding lead to ensure the effective management of safeguarding including the implementation of robust policies and procedures.

Safe recruitment [**click here for BSL**](#)

RAD has a safe recruitment commitment that is embedded in recruitment practices:

"RAD is committed to safeguarding and ensuring the welfare of children, young people and adults who are at risk and expects all employees and volunteers to share this commitment. The suitability of all prospective employees or volunteers will be assessed during the recruitment process in line with this commitment."

All colleagues who work with children and young people as a regular part of their normal duties must have an enhanced DBS disclosure check before they begin working with children. Colleagues must not have unsupervised access to children without having this check. (We follow the government's guidance of eligibility and all those who are deemed as eligible have the recommended checks prior to employment being agreed.)

For those working directly with children this disclosure must include a DBS children's barred list check. For those also working directly with vulnerable adults the disclosure must also include a DBS vulnerable adults' barred List check.

If the DBS disclosure check comes back with a note of a previous record then the decision on whether to recruit the person will be made by the office of the chief executive, in accordance with RAD's disclosure and barring service (DBS) checks and employment of ex-offenders policies.

It is important to recognise that a DBS check only tells us that a person does not have a criminal record at the time the check was done. It does not mean that they are not abusers. For this reason, when recruiting staff who will work directly with children, RAD's recruitment policy must be followed.

Additionally, and in compliance with RAD's disclosure and barring checks policy and procedures; every colleague is required to inform their line manager immediately if they have been involved in any police or court proceedings which have resulted in any kind of sentence, police caution, probation or suspension. The person's suitability for their role will be re-assessed at this stage.

To ensure recruitment complies with RAD's safeguarding policy, all applicants for both paid and unpaid work at RAD must:

- Complete an application form detailing full work/life history with no time gaps (gaps must be addressed through the interview process)
- Complete a 'self-disclosure' with details of any past criminal record
- Have references checked from their most recent employer and/or from relevant former employers (especially where a gap in an applicant's work history exists)
- Successfully complete a probationary period

Colleagues working directly with children will also be required to shadow existing experienced colleagues until such time as they are assessed to be competent by the relevant operations manager.

Supervision [**click here for BSL**](#)

All colleagues must receive regular supervision in line with RAD's supervision policy. One to one or peer supervision sessions can be used to provide updates to colleagues who have reported safeguarding concerns and to check knowledge and assess training needs. It is also an opportunity to provide updates in relation to legislation/policy changes and ensuring internal procedures are understood.

At every (one to one) supervision meeting, colleagues are required to make a self-declaration that nothing has changed in their personal circumstances that might call into question their

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suitability to work with children or adults at risk.

Any safeguarding concerns about children must be reported immediately via My Concern in line with RAD's accident, incident and safeguarding (AIS) procedures and any disclosures should not wait until supervision.

Training and information sharing [**click here for BSL**](#)



The depth of child protection training that colleagues receive will depend on their role.

All colleagues and volunteers, regardless of whether or not their role includes client-facing work must be informed of the following as part of their induction:

- Where to find RAD's safeguarding policies and procedures - the HR database: Cascade and the Safeguarding database: My Concern. Any amendments/updates to this policy will be sent out to all colleagues, discussed in supervision and promptly uploaded to Cascade and My Concern
- A summary of the different types of abuse and neglect and signs and indicators of abuse and neglect
- What to do if they are concerned that a child is being harmed or radicalised
- What to do if they are worried about the behaviour of a member of RAD staff
- What to do if nobody is listening to concerns that they raise; escalation process and Whistleblowing Policy

RAD will ensure colleagues receive this information as part of their initial job induction and before they begin delivering services. All colleagues will sign the induction confirmation sheet to confirm that they have been made fully aware of, and understand the contents of, the safeguarding policy and procedures for RAD.

All colleagues, regardless of their role, will undertake introductory level online safeguarding training every year as a refresher - (adults and children modules).

All colleagues working with children and young people should undertake Home Office Prevent training (online).

All colleagues working directly with children must attend more in-depth training (minimum level 2 children's safeguarding) within the first six months of starting their role. This training will be delivered by a provider approved by the safeguarding lead and will usually be the local authority where the colleague is based and will cover:

- An in-depth look at the different types of abuse, signs and symptoms
- Colleagues' responsibilities under Prevent Duty guidance
- Roles and responsibilities
- The local safeguarding partners and associated local authority reporting processes

This training will take place every two years and must be refreshed annually through online core training. Internal refresher training will be provided more regularly through team meetings.

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Under our duty to have due regard for the need to prevent people from being drawn into terrorism, RAD recognises it is important for colleagues to understand what radicalisation means and why people may be vulnerable to being drawn into terrorism as a consequence of it. The Home Office Prevent training ensures that all colleagues are aware of what is meant by the term “extremism” and the relationship between extremism and terrorism. This will be further discussed and reinforced through training, team meetings and when risk is identified.

RAD’s safeguarding lead will work closely with the executive team to ensure they have the required knowledge, skills and experience to undertake an effective leadership role in the context of safeguarding. They will undertake the required safeguarding management/lead training every two years, taking refresher courses in between.

Operations managers and senior team leaders working with children will also have to undertake and update safeguarding managers training every two years.

Whilst the board of trustees delegates operational responsibilities to the executive team, it appoints a trustee safeguarding representative who undertakes accredited safeguarding training annually, in order to ensure they are up to date with safeguarding requirements and legislation.

RAD acknowledges its responsibility to keep up to date with any changes in legislation. It is vitally important that we continually review our safeguarding practices in line with statutory guidance to fulfil the legal and regulatory requirements associated with our organisation’s activities. Where there are updates in safeguarding legislation, the designated safeguarding lead will provide updates to colleagues as well as preparing reports for the board. Updates will be provided through team meetings and will be on the agenda for monthly safeguarding reviews. The safeguarding training program will refresh this knowledge annually for all RAD colleagues. Safeguarding is everyone’s responsibility; therefore, colleagues are expected to engage in this information so that RAD services operate in line with the legal framework for safeguarding.

Events and activities [**click here for BSL**](#)

All RAD colleagues, when delivering events and services to children are required to follow the organisation’s code of conduct and other relevant organisational policies e.g. health and safety in order to ensure:

- Appropriate dress, behaviour and language
- Health and safety remains your priority
- Safe use of vehicles to transport people
- Relevant image consents are in place
- Colleague ratios are adequate when supervising children at events
- Children are safe from harm

To ensure events and services for children comply with RAD's safeguarding policy, colleagues must ensure that:

- A full risk assessment is carried out for activities and venues before an event takes place
- Full insurance cover is in place and checked for the activity and venue

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- Appropriate licenses/registrations and checks are in place when working with or using third party organisations or instructors
- The required medical and consent forms are received and checked before the event
- Appropriate insurance and ratio of colleagues is in place if children are transported in private vehicles or vehicle hire i.e.; minibus

Supervision at RAD events and activities [**click here for BSL**](#)

When running events and activities for children RAD colleagues must ensure:

- There is at least one first aid trained person, with access to a first aid kit
- There is a minimum of one supervising adult for every six children (age 3+) or ratio stipulated by the relevant local authority
- That children remain the responsibility of their parent/carer at family events at all times (unless otherwise stated). However all steps must be taken to ensure the safety of all children
- That everyone is aware of their role and responsibilities
- That colleagues are confident, well and able to take on the role they have been allocated
- That colleagues are aware of the individual needs of the children attending
- That colleagues running the event have the required consent, medical information and emergency contact forms for those attending
- Attendees understand the requirements in relation to photography and social media activity

Online safety [**click here for BSL**](#)

We recognise that the online world provides everyone with many opportunities, however it can also present risks and challenges and we have a duty to ensure that all children, young people and adults involved in our organisation are protected from potential harm online. Children should be able to use the internet for support, education and personal development, but safeguards must be in place to ensure safety at all times.

Colleagues working in frontline services and all colleagues in the marketing team will undertake face to face safeguarding training every two years and take online refresher courses in between. Online safety will be covered within the learning which will include how to identify; cyberbullying, emotional abuse, sexting (coercion), sexual abuse and sexual exploitation.

All colleagues and volunteers, regardless of whether or not their role includes working with children and young people must understand that we have a responsibility to;

- help keep children and young people safe online, whether or not they are using RAD's network and devices
- ensure that images of children, young people and families are used only after their written permission has been obtained, and only for the purpose for which consent has

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- been given
- work in partnership with children, young people, their parents or carers and other agencies in helping young people to be responsible in their approach to online safety
- review and update the security of our information systems regularly

Legislation, policy and guidance exists to protect children, in England and Wales, summaries of the key legislation and guidance are available [here](#)

Definitions [**click here for BSL**](#)

Children at risk

Safeguarding is the action taken to promote the welfare of children and protect them from harm. To prevent harm to children's health or development and ensuring children grow up with the provision of safe and effective care to enable all children and young people to have the best outcomes. Welfare principles contained within the Children Act 1989 means that the welfare of the child should be at the centre of any decision made in relation to the child. This places obligations on the local authority and partner agencies such as healthcare providers, the police and supporting charities (as well as parents) to ensure that children are safeguarded and protected from harm and their welfare is promoted.

In 2004 a further act was introduced that strengthened the legislation from 1989. The updated legislation was implemented to encourage partnership working between agencies (multi agency approach) and it established greater accountability across those working to safeguard the welfare of children.

Abuse is defined by categories: [**click here for BSL**](#)

- Physical abuse
- Sexual
- Radicalisation
- Neglect – all types
- Emotional abuse
- Modern slavery
- Organisational
- Mate crime
- Bullying and cyberbullying
- Child trafficking and/ or Child sexual exploitation
- Criminal exploitation and gangs
- Domestic abuse
- Female genital mutilation
- Grooming
- Online abuse
- Non recent abuse
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Physical abuse [click here for BSL**](#)**

Physical abuse is when someone hurts or harms a child or young person on purpose. It includes hitting with hands or objects, slapping, kicking, punching or throwing. It can also mean poisoning, burning and scalding, biting and scratching, breaking bones and drowning. Physical abuse is any way of intentionally causing physical harm to a child or young person. It also includes making up the symptoms of an illness or causing a child to become unwell.

It is important to be aware of the signs of physical abuse if a child regularly has injuries, or there seems to be a pattern to the injuries or the explanation does not match the injuries, this should be reported. Physical abuse symptoms include bruises, broken or fractured bones, burns or bite marks. It can also include other injuries and health problems, such as scarring the effects of poisoning, such as vomiting, drowsiness or seizures, breathing problems from drowning, suffocation or poisoning. Head injuries in babies and toddlers can be signs of abuse so it is important to be aware of these. Visible signs include swelling or bruising, being extremely sleepy or unconscious, breathing problems, seizures, vomiting, unusual behaviour, such as being irritable or not feeding properly.

Sexual abuse [click here for BSL**](#)**

When a child or young person is sexually abused, they are forced or tricked into sexual activities and they might not understand that what is happening is abuse or that it is wrong. They might be afraid to tell someone. Sexual abuse can happen anywhere in person or online.

There are two types of sexual abuse; contact and non-contact abuse. Contact abuse is when an abuser makes physical contact with a child. This includes sexual touching of any part of a child's body, whether they're clothed or not, using a body part or object to rape or penetrate a child, forcing a child to take part in sexual activities and/or making a child undress or touch someone else. Contact abuse can include touching, kissing and oral sex – sexual abuse is not just penetrative.

Non-contact abuse is when a child is abused without being touched by the abuser. This can be in person or online and includes exposing or flashing, showing pornographic images, exposing a child to sexual acts or making them masturbate, forcing a child to make, view or share child abuse images or videos. It can also mean making, viewing or distributing child abuse images or videos or forcing a child to take part in sexual activities or conversations online or through a smartphone.

Radicalisation [click here for BSL**](#)**

Radicalisation is comparable to other forms of exploitation, such as grooming and child sexual exploitation. The aim of radicalisation is to attract people to their reasoning, inspire new recruits and embed their extreme views, and persuade vulnerable individuals of the legitimacy of their cause. This may be direct through a relationship, or through social media.

Neglect [click here for BSL**](#)**

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Neglect is the ongoing failure to meet a child's basic needs and the most common form of child abuse. A child might be left hungry or dirty, or without proper clothing, shelter, supervision or health care. This can put children and young people in danger and it can also have long term effects on their physical and mental wellbeing. This can take several forms and can be the result of an intentional or unintentional act(s).

Neglect includes, 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 or heating.

Emotional abuse [click here for BSL**](#)**

Any type of abuse that involves the emotional mistreatment of a child is sometimes called psychological abuse. Emotional abuse can involve deliberately trying to scare, humiliate, isolate or ignore a child. Emotional abuse can be part of other kinds of abuse, which means it can be difficult to spot the signs.

Types of emotional abuse in children can include humiliating or constantly criticising a child, threatening, shouting at a child or calling them names, blaming and scapegoating. It can also include making the child the subject of jokes, or using sarcasm to hurt a child, making a child perform degrading acts or exposing a child to upsetting events or situations such as domestic abuse or drug taking. Not recognising a child's own individuality or trying to control their lives, pushing a child too hard or not recognising their limitations, failing to promote a child's social development or not allowing them to have friends can all be signs to look for.

Modern slavery [click here for BSL**](#)**

Modern Slavery exists in the UK and can be perpetrated against all adults and children, UK nationals, and those from abroad - all ages, gender and races. Modern slavery includes slavery, human trafficking, and exploitation in the sex industry, forced labour, domestic servitude in the home and forced criminal activity. It can include victims that have been brought from overseas and vulnerable people in the UK being forced to work illegally against their will in many different sectors, including brothels, cannabis farms, nail bars and agriculture. 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.

There are many different characteristics that distinguish slavery from other human rights violations, however only one needs to be present for slavery to exist. Someone is in slavery if they are:

- Forced to work - through mental or physical threat
- Owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
- Dehumanised, treated as a commodity or bought and sold as 'property'
- Physically constrained or has restrictions placed on his/her freedom of movement

Organisational abuse [click here for BSL**](#)**

Is abuse that happens when professionals such as care workers, doctors, nurses, misuse their role, power and/or trust. For example they might do nothing about suspected abuse/crimes; provide poor care or neglect the services they should provide; have a sexual relationship with a patient/client; provide poor, ill-informed, or out-of-date practice; not provide support for an adult to access health care/treatment. Abuse can happen in residential services when groups of users live together but are incompatible or where there are negative responses to challenging behaviours. Organisational abuse can also be a result of policies, practice and processes within an organisation

Mate crime [click here for BSL**](#)**

A 'mate crime' as defined by the Safety Net Project 22 is 'when vulnerable people are befriended by members of the community who go on to exploit and take advantage of them. It may not be an illegal act but still has a negative effect on the individual.' Mate crime is often difficult for police to investigate, due to its sometimes ambiguous nature, but should be reported to the police who will make a decision about whether or not a criminal offence has been committed. Mate crime is carried out by someone the adult knows and often happens in private.

Online [click here for BSL**](#)**

Online abuse is any type of abuse that happens on the internet, facilitated through technology like mobile phones, computers, gaming consoles, tablets and other internet-enabled devices. It can happen anywhere online that allows digital communication and can happen at any time. This can include via social media, social networks, online forums, online chats, messaging apps, voice chat in games and through comments on live streaming sites. Children and young people can be victimised and experience further abuse when abusive content is recorded, uploaded or shared by others online. This can happen if the original abuse happened online or offline.

Children and young people may experience several types of abuse online:

- bullying/cyberbullying
- emotional abuse - this can include emotional blackmail, for example pressuring children and young people to comply with sexual requests via technology
- sexting – this can include pressure or coercion to create sexual images)
- sexual abuse and/ or sexual exploitation
- Children and young people can also be groomed online. Perpetrators may use online platforms to build a trusting relationship with the child in order to abuse them. This abuse may happen online or the perpetrator may arrange to meet the child in person with the intention of abusing them.

Bullying [**click here for BSL**](#)

Bullying is the term used to describe when an individual or group of individuals seek to harm, intimidate, or coerce someone who is perceived to be vulnerable. Bullying can be a form of discrimination, particularly if the abuse is related to a child's disability, race, religion or belief, gender identity or sexuality. Bullying can affect children and young people anywhere – at home, at school or through online platforms and technologies (cyberbullying). It can involve people of any age; a child could be bullied by a peer, or by an adult. The term 'bullying' encompasses a range of behaviours and actions. The abuse can be verbal, physical and/or emotional, it can take place online or in person. It can put those at risk in immediate danger as well as having long term effects on their physical and mental wellbeing. Some of the main examples of bullying include:

Verbal Abuse:

- Verbal aggression
- Shaming language
- Derogatory or offensive remarks about someone or their family

Physical Abuse:

- Hitting a child
- Pushing a child
- Physical assault

Emotional abuse:

- Making threats
- Undermining a child
- Excluding a child from a friendship group or from activities

Cyberbullying/Online Bullying:

- Sending threatening, upsetting or abusive messages
- Creating and sharing malicious images or videos
- 'Trolling' – sending upsetting messages on social networks, chat rooms or through online gaming
- Setting up hate sites or groups about a particular child

For further information about types of abuse and definitions, [please click here.](#)

Data Retention [**click here for BSL**](#)

RAD recognises the responsibility it has to record and retain safeguarding data, supporting the guidance given in The Data Protection Act (2018). The Data Protection Act categorises the 'safeguarding of children and individuals at risk' as Special Category Data. This definition enables Data Controllers to process and store adult and child protection data indefinitely to prevent harm and reduce the risk of abuse. RAD acts in accordance with this legislation, storing safeguarding

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data indefinitely because there is legitimate interest to do so. This decision is justified by the fact that it is in the public interest to retain this information; deleting safeguarding data may increase the risk of harm or impact future enquiries. Any decisions to delete protection data will be considered, justified, and recorded.

Useful contacts [**click here for BSL**](#)

Designated Safeguarding Lead: Eleanor Martin, Safeguarding and Wellbeing Officer

Mobile: 07554114302

Email: eleanor.martin@royaldeaf.org.uk

Director of Operations: Julie Ratcliffe

Mobile: 07425 635 500

Email: julie.ratcliffe@royaldeaf.org.uk

RAD's Accident, Incident and Safeguarding (AIS) Team:

For anyone outside of the organisation that has concerns for a deaf child or young person and feels they are at risk of abuse or neglect, please email: AIS@royaldeaf.org.uk. The AIS operational team will assess your concern and take the appropriate action. All concerns will be treated seriously and with sensitivity.

NSPCC		
Telephone Helpline	0808 800 5000	24 hours
Textphone Helpline	0800 056 0566	24 hours
BSL Sign Video Helpline	via www.nspcc.org.uk	9am-5pm / Mon-Fri

Organisation	Phone	Available
Police	999	24 hours
999 BSL (app)	999	24 hours

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Typetalk emergency number	18000	24 hours
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If you are Deaf and want to contact emergency services for any reason, you need to first download the 999 BSL app. Once the app is open, click on the red button and you will be connected with a BSL interpreter.

It is everyone's responsibility to be alert to and report signs of abuse