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Author GW

Adult & Child Safeguarding Policy and Procedures

Table of Contents

[Introduction](#)

[Policy Statement](#)

[Purpose](#)

[Scope](#)

[Commitments](#)

[Implementation](#)

[Section 2: Procedures](#)

[Staff members and Volunteer Conduct](#)

[Social Media](#)

[Adult/Child Protection Procedures](#)

[Communicating with Vulnerable Adults/Children](#)

[Is there a difference between abusing a child as opposed to an adult?](#)

[Records](#)

[Roles and Responsibilities](#)

[Training](#)

[Review](#)

[Appendix 1](#)

[Safeguarding Lead](#)

[Appendix 2](#)

[Abuse and Neglect](#)

[Appendix 3](#)

[OSCR Notifiable Events](#)

[Appendix 4](#)

[Recording and Information Sharing](#)

[Appendix 5](#)

[Supporting Agencies, Sources of Information and Support](#)

Introduction

Fire and Peace Recovery is committed to safeguarding adults and children in line with national legislation and relevant national and local guidelines.

We will safeguard adults and children by ensuring that our activities are delivered in a way which keeps all adults, young people or children safe.

Fire and Peace Recovery place the utmost importance on safeguarding and protecting vulnerable adults and children within their care from abuse or any other types of exploitation. We are committed to creating a culture of zero-tolerance of harm to adults which necessitates: the recognition of adults who may be at risk and the circumstances which may increase risk; knowing how adult and child abuse, exploitation or neglect manifests itself; and being willing to report safeguarding concerns.

This extends to recognising and reporting harm experienced anywhere, including within our activities, within other organised community or voluntary activities, in the community or any other setting.

Fire and Peace Recovery is committed to best safeguarding practice and to uphold the rights of all adults and children to live a life free from harm from abuse, exploitation and neglect.

Safeguarding Policy Version August 2023 3

Policy Statement

Fire and Peace Recovery believes everyone has the right to live free from abuse or neglect regardless of age, ability or disability, sex, race, religion, ethnic origin, sexual orientation, marital or gender status.

Fire and Peace Recovery are committed to creating and maintaining a safe and positive environment and an open, listening culture where people feel able to share concerns without fear of retribution.

Fire and Peace Recovery acknowledges that safeguarding is everyone's responsibility and is committed to prevent abuse and neglect through safeguarding the welfare of all adults, young people and children involved.

Fire and Peace Recovery recognises that health, well-being, ability, disability and need for care and support can affect a person's resilience. We recognise that some people experience barriers, for example, to communication in raising concerns or seeking help. We recognise that these factors can vary at different points in people's lives.

Fire and Peace Recovery recognises that there is a legal framework within which we need to work to safeguard adults who have needs for care and support and for protecting those who are unable to take action to protect themselves and will act in accordance with the relevant

safeguarding adult and children legislation and with local statutory safeguarding procedures.

Actions taken by Fire and Peace Recovery will be consistent with the principles of adult and child safeguarding ensuring that any action taken is prompt, proportionate and that it includes and respects the voice of the adult or child concerned.

Safeguarding Policy Version August 2023 4

Purpose

The purpose of this policy is to demonstrate the commitment of Fire and Peace Recovery to safeguarding adults and children and to ensure that everyone involved in Fire and Peace Recovery is aware of:

- The legislation, policy and procedures for safeguarding adults and children.
- Their role and responsibility for safeguarding adults and children.
- What to do or who to speak to if they have a concern relating to the welfare or wellbeing of an adult within the organisation or an adult/child receiving support from the organisation.

Scope

This policy and associated procedures applies to all individuals involved in Fire and Peace Recovery including Trustees, Staff and Volunteers and to all concerned about the safety of adults and children whilst taking part in our organisation and its activities.

We expect any partner organisations to adopt and demonstrate their commitment to the principles and practice as set out in this policy.

Safeguarding Policy Version August 2023 5

Commitments

In order to implement this policy Fire and Peace Recovery will ensure that:

- Everyone involved with Fire and Peace Recovery is aware of the safeguarding adult and children procedures and knows what to do and who to contact if they have a concern relating to the welfare or wellbeing of an adult, young person or child.
- Any concern that an adult/child is not safe is taken seriously, responded to promptly, and followed up in line with this policy.
- Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.
- Confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with our Data Protection Policy and Procedures.
- Fire and Peace Recovery acts in accordance with best practice advice, for example, from the Scottish Government, OSCR and SCVO.
- Fire and Peace Recovery will cooperate with the Police and the relevant local

authorities in taking action to safeguard any child or adult.

- All Trustees, Staff and Volunteers understand their role and responsibilities for safeguarding adults and children.
- Senior members of the organisation maintain links with local adult and child protection committees/agencies at all times.
- This policy is communicated to all Staff, Volunteers and the Trustees.
- The Adult and Child Safeguarding policy and procedure is adhered to by all Staff, Volunteers and Trustees.
- Fire and Peace Recovery will provide training and understanding on the policy where necessary.
- Fire and Peace Recovery will support all staff and volunteers to raise any concerns they have regarding abuse.
- Fire and Peace Recovery uses safe recruitment practices and continually assesses the suitability of staff and volunteers to prevent the employment of unsuitable individuals in the organisation.
- Fire and Peace Recovery shares information about anyone found to be at risk to adults or children with the appropriate bodies such as; Police, Local Authority/Social Services.
- When planning activities and events Fire and Peace Recovery includes an assessment of, and risk to, the safety of all adults/children from abuse and neglect and designates a person who will be in attendance as a safeguarding lead for that event.
- Actions taken under this policy are reviewed by the Trustees and the Senior Team on an annual basis.
- This policy is reviewed no less than on a two yearly basis and whenever there are changes in relevant legislation and/or government guidance or as a result of any other significant change or event.

Safeguarding Policy Version 2 August 2023 7

Implementation

Fire and Peace Recovery is committed to developing and maintaining its capability to implement this policy.

In order to do so the following will be in place:

- A clear line of accountability within the organisation for the safety and welfare of all adults.
- Access to relevant legal and professional advice.
- Regular management reports to the Trustees detailing how risks to adult safeguarding

are being addressed and how any reports have been addressed. ● Safeguarding adult/child procedures that deal effectively with any concerns of abuse or neglect, including those caused through poor practice.

- A Safeguarding Lead (Appendix 1).
 - A delegated Safeguarding Lead for events/trips/camps.
 - Arrangements to work effectively with other relevant organisations to safeguard and promote the welfare of adults and children, including arrangements for sharing information.
 - Codes of conduct for Trustees, Staff and Volunteers that specify zero tolerance of abuse in any form.
 - Risk assessments that specifically include safeguarding of adults/children. ●
- Policies and procedures that address the following areas and which are consistent with this Safeguarding Adults and Children policy.

- | | |
|---|---|
| ✓ Bullying and harassment | ✓ Concerns, Complaints and Compliments |
| ✓ Social Media | ✓ Whistleblowing |
| ✓ Equality, diversity and inclusion ✓ | ✓ Safe recruitment and selection (staff and volunteers) |
| Safe activities risk assessments ✓ | ✓ Contract compliance |
| Code of Conduct and a process for breach of these - Trustees, Staff and Volunteers. | ✓ Information policy, data protection and information sharing |
| ✓ Discipline and grievance | |

Section 2: Procedures

Staff and Volunteers have a duty to:

- Familiarise themselves with this policy and adhere to the procedures
- Raise any concerns they have relating to abuse at the earliest opportunity with a member of the senior team as speed of action in a considered manner is of utmost importance in reducing the risk or harm.
- Facilitate the rights of vulnerable adults/children to express their opinions on matters that affect them; and to ensure that any subsequent decisions take full account of these opinions.
- Ensure the availability of information on support and agencies for both victims and perpetrators of adult/child abuse or neglect.
- Advise a member of the senior team immediately if they are under suspicion or accused of any conduct which may affect their suitability to work with vulnerable people whether children, young people or adults.
- Members of the senior team should listen to concerns and take action or advise on what action should be taken.

Staff members and Volunteer Conduct

Staff and Volunteers are carefully selected and vetted to work with Fire and Peace Recovery. This includes following the Protection of Vulnerable Groups (PVG) procedures to ensure that Staff or Volunteers are not barred from working with vulnerable people. The organisation is committed to keeping such records up to date, and if the behaviour of any member of the Fire and Peace Team gives cause for concern this must be addressed immediately through:

- Consideration of suspension if this is appropriate
- A formal meeting with the staff member/volunteer concerned
- Referral to the police if appropriate
- Dismissal for any member of staff or volunteer found responsible of causing harm to a vulnerable adult or child

There are circumstances where vulnerable adults or children may form attachments to members of the team. In this situation, Staff/Volunteers must be mindful of boundaries and

professional conduct. Developing inappropriately friendly or close relationships would be considered to cause harm - even if the relationship is with the full consent of the vulnerable adult/child. The responsibility is on staff and volunteers to maintain appropriate professional boundaries, and not the adult/child beneficiary.

Social Media

Team members are encouraged to anonymise personal social media accounts to prevent situations where they may be contacted by beneficiaries outwith organised events. Under no circumstances should members of the Fire and Peace team approach beneficiaries privately on any social network.

Safeguarding Policy Version July 2021 9

Photography

Permission for inclusion in photographs should be sought from all beneficiaries prior to any Fire and Peace Recovery trip. This will be included in the 'Trip Attendance Form' and beneficiaries will be required to state whether they agree or disagree to be included in publicity materials/images and videos. It is the responsibility thereafter of the trip leader to convey this information to the team.

Adult/Child Protection Procedures

Adult and child protection should not be treated in isolation. It is necessary to commit to a regular review of legislation governing safeguarding. It is also necessary to maintain links with local Adult/Child protection committees/Agencies.

In the course of their work for Fire and Peace Recovery, Staff/Volunteers may not work alone with one or more children or vulnerable adults. In the event of visiting an organisation or convening a meeting they must endeavour not to be left in isolation with a child or vulnerable adult.

Any work involving meetings on a one to one basis with a child or vulnerable adult should only be carried out under the supervision of an appropriate member of a community group, school or charity which members may be visiting. No Fire and Peace representative should put themselves in a situation that may make them vulnerable to claims of poor treatment or abuse of another person or persons.

Fire and Peace Recovery understands abuse to be the term which describes all the ways in which a child or a vulnerable adult's development and health are damaged by the actions or in-actions of others. Abuse can include physical abuse, emotional abuse, sexual abuse, and neglect. Fire and Peace Recovery acknowledges that Staff/Volunteers must understand how to recognise signs of abuse in children and vulnerable adults, and Appendix 2 is provided as a reference point explaining what the many different types of abuse can be and what these can include.

Fire and Peace Recovery accepts responsibility for vetting any Staff or Volunteers who are likely to have substantial access to vulnerable people whether, adults, children or young people.

All future Employees, Volunteers and Trustees recruited will be required to be members of the PVG Scheme and evidence of this will be sought through Disclosure Scotland (DS) and/or the Central Registered Body of Scotland (CRBS).

Fire and Peace Recovery are aware that it is a criminal offence to employ someone to work with vulnerable adults who are on the barred list.

Fire and Peace Recovery will only accept references which have been sought directly. The names of two referees must be provided who will be prepared to provide a written reference. Fire and Peace Recovery will interview all prospective volunteers and staff.

Safeguarding Policy Version July 2021 10

If anyone has been disciplined or dismissed due to concerns over their conduct towards vulnerable adults/children, Fire and Peace Recovery will report this to Disclosure Scotland. Information on appropriate reporting is detailed in Appendix 3.

Communicating with Vulnerable Adults/Children

When communicating with children and vulnerable adults, staff and volunteers should listen to what they might say and take what they say seriously.

If a child or vulnerable adult has disclosed information that indicates the child or vulnerable adult is suffering or has suffered abuse, this must be disclosed to someone that can help in accordance with this policy.

Promises to keep information secret can never be given.

Confidentiality is of the utmost importance. Information relevant to the alleged abuse should only be disclosed to the necessary persons.

Concerns and allegations of abuse that may arise during contact with children or vulnerable adults will be taken seriously by Fire and Peace Recovery and responded to appropriately.

The following steps shall be taken by Staff/Volunteers when they are concerned about a potential instance of abuse:

- The individual will report the incident to any organisation responsible for the adult/child if relevant.
- The Fire and Peace Director or Safeguarding Lead will be responsible for informing any relevant charitable partners and determining the appropriate course of action, including deciding whether to contact the parents or carers of the individual concerned, social care services or the police.
- In an emergency and where neither the Director or Safeguarding Lead are available, and the individual considers that the child or vulnerable adult is suffering or is likely to suffer significant harm as a result of the incident, the individual should contact one of the following services:
 - If immediate danger is suspected, then call 999.
 - If it is not an emergency call 101 or visit a police station
 - Contact your local social work department -

[ScottishCouncilsSocialWorkContactSheet.pdf \(socialworkscotland.org\)](#)

East Dunbartonshire Adult Intake Team - 0141 355 2200
East Dunbartonshire Health and Social Care Partnership
Kirkintilloch Health & Care Centre
10 Saramago Street

Is there a difference between abusing a child as opposed to an adult?

YES, is the simple answer to this! Research has shown that different types of short/long term abuse can cause and lead to any of the following indicators:

For young children this can include:

- bed-wetting
- increased sensitivity and crying
- difficulty sleeping or falling asleep
- separation anxiety

For school aged children this can include:

- a loss of drive to participate in activities and school
- lower grades in school
- feeling guilty and to blame for the abuse happening to them
- getting into trouble more often
- physical signs such as headaches and stomach aches

For teenagers this can include:

- acting out in negative ways such as missing school or fighting with family members
- having low self-esteem
- finding it difficult to make friends
- engaging in risky behaviours such as using alcohol and other drugs

Long-term effects of domestic abuse:

- mental health problems, such as becoming anxious or depressed. Low mental health can also lead to big impacts on physical health, including self-harm or developing an eating disorder
- having a lowered sense of self-worth
- using alcohol and other drugs as unhealthy coping mechanisms
- repeating behaviours seen in their domestic setting

Records

Fire and Peace Recovery will record any incident, disclosure or observation relevant to the abuse or potential abuse of a child or vulnerable adult, including the date and time of any incident, the time of any disclosure and if a referral is made to an outside agency. A record of all such incidents should be reported immediately to the Safeguarding Lead, who will also have responsibility for maintaining the record securely.

Roles and Responsibilities

The Trustees have a collective responsibility for safeguarding even though aspects of the work is delegated to others in the team. The legal duty of all charity Trustees is to act in the interests of their charity and in particular to act with care and diligence.

The Trustees responsibilities are as follows:

- They must operate in a manner consistent with the charities purpose
- They must act with care and diligence
- They must manage any conflict of interest between the charity and any person or organisation who appoints charity trustees.

The Trustees have delegated primary responsibility for child and vulnerable adult protection within Fire and Peace Recovery to the Director. All safeguarding concerns or questions should be addressed to the Director in the first instance.

The Director's responsibilities are as follows:

- To inform any relevant partners such as Disclosure Scotland/OSCR and determine the appropriate course of action, including whether to contact the parent(s)/guardian(s) of the individual concerned, social services or the police. Further details on information sharing and recording are contained in Appendix 4.
- To ensure that a record of any incident/disclosure or observation relevant to the abuse or potential abuse of a child or vulnerable adult, including date and time of any incident, the time of any disclosure and if a referral is made to an outside agency. A record of all such incidents will be held securely and confidentially by Fire and Peace Recovery.

Volunteers and staff must, at all times:

- Involve the adult/child in all decisions that concern them, as being vulnerable and/or at risk does not remove their right to this involvement.
- Be aware that someone else might misinterpret actions even if they are well-intentioned.

Safeguarding Policy Version July 2021 12

- Take action to stop any inappropriate verbal, physical behaviour and the risk of "grooming".
- Never trivialise or exaggerate adult/child abuse issues.
- If adults/children disclose harm, abuse or exploitation do not show disbelief, and never be judgemental.
- Never introduce personal or third party experiences of abuse.
- Advise the person that you may have to talk to someone else who can help and ensure you get the person's consent to do so.
- Remain calm, no matter how difficult it is to listen and avoid displaying strong emotions.
- Share your concerns with a senior member of the team, without delay and if possible on the same day the concern arises.
- Remember to **REFER** not **INVESTIGATE** any suspicions or allegations about abuse

- Only share concerns and seek support from those identified in the policy.

All members of the Fire and Peace Recovery Team:

- If immediate danger is suspected, call 999.
- If it is not an emergency call 101 or visit a police station.
- Contact the East Dunbartonshire Adult Intake Team on 0141 355 2200.

Training

Training relating to the Safeguarding policy and procedures will be incorporated in the Volunteer/Staff Induction programme. Training will be designed to ensure that participants understand the minimum requirements relating to safeguarding, protecting vulnerable adults and children and the reporting of any incidents.

Review

This policy is reviewed, approved and endorsed by the Board of Trustees. It is updated when required by legislation, to ensure that it reflects statutory responsibilities, government guidance and best practice for Fire and Peace Recovery, or every 24 months, whichever comes first.

Safeguarding Policy Version July 2021 13

Appendix 1

Safeguarding Lead

Example Role Description: Safeguarding Lead

The Safeguarding Lead for Fire and Peace Recovery has primary responsibility for putting into place procedures to safeguard adults/children at risk and for managing concerns about individuals at risk.

Duties and responsibilities include:

- Play a lead role in developing and establishing the organisation's approach to safeguarding adults/children and in maintaining and reviewing the organisation's commitment to safeguarding adults/children in line with current legislation and best practice.
- Coordinate the dissemination of the safeguarding adult/children policy, procedures and

resources throughout the organisation.

- Contribute to ensuring other policies and procedures are consistent with the organisation's commitment to safeguarding adults and children.
- Advise on the organisation's training needs and the development of its training strategy.
- Receive reports of and manage cases of poor practice and abuse reported to the organisation – including an appropriate recording system.
- Support the Director to coordinate a case management process when necessary.
- Manage liaison with, and referrals to, external agencies for example adult/child social-care services and the police.
- Create a central point of contact for internal and external individuals and agencies concerned about the safety of adults within the organisation.
- Represent the organisation at external meetings related to safeguarding.

Safeguarding Policy Version July 2021 14

Appendix 2

Abuse and Neglect

At Fire and Peace Recovery we believe individuals should have the right to live and work in safety, with dignity, free from abuse and neglect.

Abuse is a violation of an individual's human and civil rights by another person or persons. It can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it. Any or all of the following types of abuse may be perpetrated as the result of deliberate intent, negligence, omission or ignorance.

There are different types and patterns of abuse and neglect and different circumstances in which they may take place.

The [Care and Statutory Guidance](#) identifies ten types of abuse, these are:

- Physical abuse
- Domestic violence or abuse
- Sexual abuse
- Psychological or emotional abuse
- Financial or material abuse

- [Modern slavery](#)
- [Discriminatory abuse](#)
- [Organisational or institutional abuse](#)
- [Neglect or acts of omission](#)
- [Self-neglect](#)

Evidence of any one indicator from the above should not be taken on its own as proof that abuse is occurring. Staff/Volunteers who have any concerns about what an adult or child says or how they behave should discuss this first with the individual concerned if possible and then with a member of the Fire and Peace senior team.

Safeguarding Policy Version July 2021 15

Appendix 3

OSCR Notifiable Events

OSCR's Notifiable Events Scheme requires charity trustees to report events that are likely to have a significant impact on their charity. When there has been a significant incident involving a child or a vulnerable adult, then this should be reported to us.

Reporting demonstrates that charity trustees have identified a serious risk to their charity and that they are taking appropriate action to deal with it and protect the charity from further harm.

When reporting, trustees should be as transparent as possible about the case and the actions being taken. This will allow us to assess if the appropriate actions are being taken in any given case. There is no legal requirement to report a notifiable event to us, but it is an important way for charity trustees to reassure us that they are on top of the issues. It would be concerning if a matter is not reported to us and goes on to have a negative impact on the individual charity or the wider charity sector. Where something significant has happened within a charity and this has not been reported to us in full, we will take this into account if we have to open an inquiry. Ultimately, this could be considered to be misconduct.

Reporting a notifiable event helps OSCR to assess the volume and impact of safeguarding incidents within charities and to understand the risks facing the sector as a whole.

E-mail OSCR at notifiable@oscr.org.uk outlining the following:

- What the event is and how it has (or may have) a serious impact on the charity. We

need enough details to understand the event, but please don't worry about having a final polished report. If the information is clear and gives us what we need, we are not worried about the format. We will ask for more information if we need it. • What action (if any) has already been taken?

• What further plans the charity trustees have in place to deal with the event? • What plans the charity trustees have in place to mitigate similar things happening in the future. If you're not sure whether to report something as a notifiable event please contact us.

[OSCR | Notifiable events](#)

VSDS.....

Safeguarding Policy Version July 2021 16

Appendix 4

Recording and Information Sharing

All organisations must comply with the Data Protection Act (DPA) and the General Data Protection Regulations (GDPR).

Information about concerns of abuse includes personal data. It is therefore important to be clear as to the grounds for processing and sharing information about concerns of abuse.

Processing information includes record keeping. Records relating to safeguarding concerns must be accurate and relevant. They must be stored confidentially with access only to those with a need to know.

Sharing information, with the right people, is central to good practice in safeguarding adults. However, information sharing must only ever be with those with a 'need to know'.

This does **NOT** automatically include the person's spouse, partner, adult, child, unpaid or paid carer. Information should only be shared with family and friends and/or carers with the consent of the adult or if the adult does not have capacity to make that decision and family/ friends/ carers need to know in order to help keep the person safe.

The purpose of Data Protection legislation is not to prevent information sharing but to ensure personal information is only shared appropriately. Data protection legislation allows information sharing within an organisation. For example:

- Anyone who has a concern about harm can make a report to an appropriate person within the same organisation
- Case management meetings can take place to agree to coordinate actions by the organisation

There are also many situations in which it is perfectly legal to share information about adult

safeguarding concerns outside the organisation. Importantly, personal information can be shared with the consent of the adult concerned. However, the adult may not always want information to be shared. This may be because they fear repercussions from the person causing harm or are scared that they will lose control of their situation to statutory bodies or because they feel stupid or embarrassed. Their wishes should be respected unless there are overriding reasons for sharing information.

The circumstances when we need to share information without the adult's consent include those where:

- it is not safe to contact the adult to gain their consent – i.e. it might put them or the person making contact at further risk.
- you believe they or someone else is at risk, including children.
- you believe the adult is being coerced or is under duress.
- it is necessary to contact the police to prevent a crime, or to report that a serious crime has been committed.

Safeguarding Policy Version July 2021 17

- the adult does not have mental capacity to consent to information being shared about them.
- the person causing harm has care and support needs.

When information is shared without the consent of the adult this must be explained to them, when it is safe to do so, and any further actions should still fully include them.

If you are in doubt as to whether to share information, seek advice e.g. seek legal advice and/or contact the Local Authority and explain the situation without giving personal details about the person at risk or the person causing harm.

Any decision to share or not to share information with an external person or organisation must be recorded together with the reasons to share or not share information.

Appendix 5

Supporting Agencies, Sources of Information and Support

East Dunbartonshire Adult Intake Team - 0141 355 2200
East Dunbartonshire Health and Social Care Partnership
Kirkintilloch Health & Care Centre
10 Saramago Street
Kirkintilloch
G66 3BF

Abused Men in Scotland (AMIS)
(For men who are victims of domestic abuse)
Tel: 03300 949 395 9-4pm Mon - Fri.

Email: contact@amis.org.uk

Website: [AMIS | Abused Men In Scotland](#)

LGBT+ Youth Domestic Abuse Scotland

Call: 0131 555 3940 (Edinburgh)

Call: 0141 552 7425 (Glasgow)

Call: 01387 255 058 (Dumfries)

Email: info@lgbtyouth.org.uk

Website: [Get Support | LGBT Domestic Abuse Scotland | LGBT Youth Scotland](#)

Scotland's Women's Aid

[Find your nearest women's aid group/contact](#)

SWA Office: 0131 226 6606

Email: info@womensaid.scot

Scotland's Domestic Abuse and Forced Marriage Helpline

(Available 24/7 for people experiencing Domestic Abuse or Force Marriage) Tel: 0800 027 1234

Email: helpline@sdafmh.org.uk

Website: sdafmh.org.uk

Rape Crisis Scotland

Tel: 08088 01 03 02 (daily - 6pm-midnight)

Text: 07537 410 027

Email: support@rapecrisisscotland.org.uk

Website: rapecrisisscotland.org.uk

Safeguarding Policy Version July 2021 19

**Children in Scotland,
Level 1, Rosebery House,
9 Haymarket Terrace, Edinburgh EH12 5EZ
www.childreninscotland.org.uk**

Childline

Tel: 0800 1111 (24hr)

Website: childline.org.uk

Children 1st

Helpline: 08000 28 22 33

Website www.children1st.org.uk

Clan Childlaw

(Clan Childlaw provides free legal information by telephone, email and text, on all aspects of Scots law relating to children and young people. This service is available to children and young people throughout Scotland, and professionals working with children and young

people.)

Tel: 0808 129 0522 (freephone)

Text: 07527 566682 (texts will be charged at the normal network rate)

Email: info@clanchildlaw.org

Website: www.clanchildlaw.org

Web form: www.clanchildlaw.org/contact

NSPCC

(The NSPCC helpline provides advice and information to adults concerned about a child. The helpline is available 24 hours a day every day and NSPCC counsellors can provide callers with support and also take action on their behalf. There is also an online form to report concerns about a child.)

Tel: 020 7825 2500

Helpline: 0808 800 5000

Textphone: 0800 056 0566

Helpline fax: 020 7825 2750

E-mail: help@nspcc.org.uk

Website: www.nspcc.org.uk

Trauma Counselling Line Scotland

(Trauma Counselling Line Scotland (TCLS) provides confidential telephone counselling to any adult who was abused in childhood.)

Tel: 08088 020 406 (freephone) (Monday to Wednesday 2.00pm to 6.00pm, Friday 9.00am to 3.00pm).

You can leave a message at all other times.

Email: contactus@health-in-mind.org.uk or contact form on the website

Safeguarding Policy Version July 2021 20

Website: www.health-in-mind.org.uk/

Wellbeing Scotland

Tel: 01324 630 100

Website: [Wellbeing Scotland](http://WellbeingScotland.org)

