

# SAFEGUARDING POLICY

---

## Help Helps CIC

Community Interest Company

|                          |                        |
|--------------------------|------------------------|
| <b>Policy Owner:</b>     | Sajida Bibi , Director |
| <b>Policy Date:</b>      | April 2026             |
| <b>Next Review:</b>      | April 2027             |
| <b>Version:</b>          | 1.0                    |
| <b>CIC Registration:</b> | 16846839               |

# Version Control

---

This policy is a living document. All amendments must be recorded below and approved by the board.

| Version | Date     | Author             | Summary of Changes                         |
|---------|----------|--------------------|--------------------------------------------|
| 1.0     | 2/1/2026 | Sajida             | Initial policy created.                    |
| 2.0     | 1/4/2026 | Dolyanna Mordochai | Overall review and add of missing sections |

## 1. Purpose of This Policy

---

Help Helps CIC is committed to safeguarding and promoting the welfare of children, young people, and adults at risk who engage with our services. We recognise that safeguarding is everyone's responsibility and that we must create safe, supportive, and respectful environments in all our work.

This policy exists to ensure that every person associated with Help Helps CIC understands what safeguarding means in practice, knows how to recognise concerns, and knows exactly what to do when a concern arises. It is not a document for the shelf. It is a working framework that must be read, understood, and applied by everyone within the organisation.

Help Helps CIC provides preventative safeguarding education, including video-based resources for schools, community awareness sessions (including knife crime awareness), and online content. This policy covers all of these activities.

## 2. Scope

---

This policy applies to all individuals acting on behalf of Help Helps CIC, including:

- Directors and board members
- Paid staff (full-time, part-time, or casual)
- Volunteers
- Contractors, freelancers, and consultants
- Anyone representing or delivering services under the Help Helps CIC name

It covers all activities and services, including:

- Safeguarding awareness video production and distribution
- Workshops and presentations delivered in schools
- Knife crime awareness sessions
- Community outreach activities
- Online content distribution via digital platforms (where applicable)
- Social media engagement and content moderation
- Any future services or projects introduced under the CIC

### Boundaries of Support and Advice

Help Helps CIC provides safeguarding education, information, and general guidance. In some circumstances, individuals may seek additional support or advice.

It is essential to maintain clear professional boundaries. Help Helps CIC does not provide regulated or specialist advice (including but not limited to legal, medical, immigration, or financial advice).

Staff and volunteers may provide general information, offer appropriate emotional support, and signpost individuals to relevant specialist services.

Staff and volunteers must not present themselves as qualified experts outside their competence or provide advice that could reasonably be interpreted as professional or regulated advice.

Where an individual presents with complex needs or high levels of risk, this must be discussed with the Designated Safeguarding Lead (DSL), and appropriate referrals or signposting must be made.

Help Helps CIC provides preventative safeguarding education and awareness only. We do not provide counselling, therapeutic services, case management, or independent safeguarding investigations.

### 3. Legal & Statutory Framework

This policy is informed by the following legislation and statutory guidance. Where guidance is updated, this policy will be reviewed to reflect the changes.

| Legislation / Guidance                                                | Relevance                                                                                          |
|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| Children Act 1989 & 2004                                              | Establishes duties to safeguard and promote the welfare of children                                |
| Care Act 2014                                                         | Defines adult safeguarding duties including the six principles of safeguarding                     |
| Working Together to Safeguard Children 2023                           | Sets out inter-agency working expectations for child protection                                    |
| Keeping Children Safe in Education 2024 (KCSIE)                       | Statutory guidance for schools – relevant where Help Helps delivers in school settings             |
| Safeguarding Vulnerable Groups Act 2006                               | Governs regulated activity and barred list checks                                                  |
| Protection of Freedoms Act 2012                                       | Establishes the DBS checking framework                                                             |
| Counter-Terrorism and Security Act 2015 (Prevent)                     | Places a duty on specified authorities to have due regard to preventing radicalisation             |
| Serious Violence Duty (Police, Crime, Sentencing and Courts Act 2022) | Relevant to our knife crime awareness work – requires a public health approach to serious violence |
| UK GDPR & Data Protection Act 2018                                    | Governs how personal and sensitive data is processed and stored                                    |
| Human Rights Act 1998                                                 | Underpins the right to life, freedom from torture, and right to private life                       |
| Equality Act 2010                                                     | Ensures non-discrimination in service delivery                                                     |
| Online Safety Act 2023                                                | Relevant to our digital content distribution and social media engagement                           |

### 4. Definitions

## **Child**

Any person under 18 years of age, regardless of their circumstances, maturity, or living situation.

## **Adult at Risk**

An adult (aged 18 or over) who has needs for care and support (whether or not the local authority is meeting any of those needs), is experiencing or is at risk of abuse or neglect, and as a result of those care and support needs is unable to protect themselves against the abuse or neglect or the risk of it. This definition is drawn from Section 42 of the Care Act 2014.

### **Terminology Note**

This policy uses the term “adult at risk” rather than “vulnerable adult.” This reflects current best practice and the language of the Care Act 2014. The term recognises that vulnerability is situational, not an inherent characteristic of the person.

## **Safeguarding**

Safeguarding means protecting people’s health, wellbeing, and human rights and enabling them to live free from harm, abuse, and neglect. In the context of children, it includes preventing impairment of their health or development, ensuring they grow up in circumstances consistent with safe and effective care, and taking action to enable all children to have the best outcomes.

## 5. Recognising Abuse and Neglect

All staff and volunteers must be able to recognise the indicators of abuse and neglect. The following categories are not exhaustive, and concerns may span multiple categories.

| Type of Abuse                          | Key Indicators and Context                                                                                                                                                                                                                                             |
|----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Physical Abuse</b>                  | Hitting, shaking, burning, poisoning, drowning, suffocating, or otherwise causing physical harm. May include fabricated or induced illness.                                                                                                                            |
| <b>Emotional / Psychological Abuse</b> | Persistent emotional maltreatment: conveying to a person that they are worthless, unloved, or inadequate. Includes bullying (including cyberbullying), controlling behaviour, and coercive control.                                                                    |
| <b>Sexual Abuse</b>                    | Forcing or enticing a child or adult at risk to take part in sexual activities. Includes non-contact activities such as involving them in viewing sexual images or grooming.                                                                                           |
| <b>Neglect</b>                         | Persistent failure to meet a person's basic physical or psychological needs, likely to result in serious impairment of health or development. For children, this includes failure to provide adequate food, clothing, shelter, supervision, or access to medical care. |
| <b>Financial / Material Abuse</b>      | Theft, fraud, coercion in relation to financial affairs, misuse of property or benefits. Particularly relevant to adults at risk.                                                                                                                                      |
| <b>Domestic Abuse</b>                  | Any incident or pattern of controlling, coercive, threatening behaviour, violence, or abuse between those aged 16+ who are or have been intimate partners or family members. Children who witness domestic abuse are victims in their own right.                       |
| <b>Criminal Exploitation</b>           | Including county lines, drug running, knife crime involvement through coercion, cuckooing. Children and young people may not recognise themselves as victims.                                                                                                          |
| <b>Child Sexual Exploitation (CSE)</b> | A form of sexual abuse where a child is manipulated or coerced into sexual activity in exchange for something – affection, gifts, money, status. Can occur online or offline.                                                                                          |
| <b>Online Abuse</b>                    | Any type of abuse facilitated by technology: cyberbullying, online grooming, sharing of indecent images, sexting, sextortion, exposure to harmful content.                                                                                                             |
| <b>Radicalisation</b>                  | The process by which a person comes to support or engage in extremist ideologies. All staff have a duty under Prevent to recognise and refer concerns.                                                                                                                 |
| <b>Peer-on-Peer Abuse</b>              | Abuse between children including bullying, physical abuse, sexual violence, sexual harassment, upskirting, initiation violence, and online abuse. Must never be dismissed as “banter” or “part of growing up.”                                                         |
| <b>Self-Neglect</b>                    | A wide range of behaviour neglecting to care for one's personal hygiene, health, or surroundings. Relevant to adults at risk.                                                                                                                                          |

## Contextual Safeguarding

Help Helps CIC recognises that children and young people may be at risk of harm outside their families, in contexts such as peer groups, schools, neighbourhoods, and online environments. This is known as contextual safeguarding. Our knife crime awareness work and community outreach operate directly within these contexts, and all staff must be alert to the wider environmental factors that may put a young person at risk, not only risks from within the home.

## 6. Organisational Safeguarding Commitment

---

Help Helps CIC recognises that safeguarding systems must be both robust and proportionate to the size and capacity of the organisation. As a developing organisation, we will ensure that safeguarding measures are practical, implemented consistently, and regularly reviewed as our activities grow.

Help Helps CIC will:

- Appoint a Designated Safeguarding Lead (DSL) and at least one Deputy DSL
- Ensure all staff and volunteers receive safeguarding training appropriate to their role, with refresher training at least annually
- Conduct Enhanced DBS checks (with barred list check where applicable) for all individuals working in regulated activity with children or adults at risk
- Maintain a single central record of DBS checks, training completion dates, and role-specific safeguarding requirements
- Maintain clear, accessible reporting procedures and ensure all staff know who the DSL is and how to reach them
- Store all safeguarding records securely, separately from general personnel or operational files
- Work in partnership with Local Authority safeguarding teams, schools, police, and other relevant agencies
- Create a culture where safeguarding concerns can be raised without fear of reprisal
- Review this policy annually and after any safeguarding incident, change in legislation, or introduction of new services

## 7. Designated Safeguarding Lead (DSL)

| Designated Safeguarding Lead            | Deputy DSL                          |
|-----------------------------------------|-------------------------------------|
| <b>Name:</b> Umar                       | <b>Name:</b> Dolyanna Mordochai     |
| <b>Position:</b> Help Helps Coordinator | <b>Position:</b> Project Consultant |
| <b>Email:</b>                           | <b>Email:</b> dolyannam@gmail.com   |
| <b>Phone:</b>                           | <b>Phone:</b> 07958529763           |

The DSL is responsible for:

- Being the first point of contact for all safeguarding concerns within the organisation
- Making referrals to Children's Social Care, Adult Social Care, or the Police as appropriate
- Contacting the Local Authority Designated Officer (LADO) where an allegation is made against a person working with children
- Maintaining secure, detailed safeguarding records using a consistent recording format
- Ensuring all staff and volunteers complete safeguarding training and that records of completion are maintained
- Liaising with local safeguarding partnerships, schools, and other agencies
- When operating within school settings, the host school retains full safeguarding responsibility.
- Providing safeguarding induction for new staff and volunteers
- Leading the annual review of this policy
- Ensuring their own training is at the appropriate level (multi-agency DSL training, refreshed every two years, with informal updates at least annually)
- Where the DSL is directly involved in a safeguarding concern (for example, as the person receiving a disclosure or delivering a session), responsibility for safeguarding decision-making must be transferred to the Deputy DSL or another Director. This ensures that safeguarding decisions are made objectively and reduces the risk of conflict of interest.

## 8. Safer Recruitment

Help Helps CIC is committed to safer recruitment practices to prevent unsuitable individuals from working with children and adults at risk. The following applies to all appointments, whether paid or voluntary:

- All roles will have a clear role description that includes safeguarding responsibilities
- At least two references will be obtained before any individual begins work, with specific questions about suitability to work with children or adults at risk
- Enhanced DBS checks (with barred list check where applicable) will be obtained for any individual engaged in regulated activity



- DBS checks will be recorded on a single central record and will be renewed every three years or when a role change occurs
- All new staff and volunteers will receive a safeguarding induction before beginning any activity involving contact with children or adults at risk
- Self-employed contractors or freelancers who will have contact with children or adults at risk must provide evidence of a current DBS check or consent to one being obtained
- Overseas police checks or certificates of good conduct will be obtained where an individual has lived outside the UK

**Portability of DBS checks:** Help Helps CIC may accept a DBS check obtained through the DBS Update Service, subject to an online status check confirming it is current and that no new information has been added. In all other cases, a new check will be obtained.

## 9. Responding to and Reporting Safeguarding Concerns

---

Any person associated with Help Helps CIC who has a safeguarding concern must act on it. You do not need to be certain that abuse or neglect is occurring. You need only have a concern.

### If a child or adult at risk is in immediate danger:

#### **Call 999 immediately.**

Do not wait for the DSL. Do not delay. If someone is in immediate danger, contact the emergency services first, then inform the DSL as soon as possible afterwards.

### For all other concerns – reporting procedure:

1. **Respond appropriately.** Stay calm. Listen. Do not ask leading questions. Do not promise confidentiality (you may need to share information to keep someone safe). Do not investigate – that is not your role.
2. **Record.** Write down what you saw or were told as soon as possible, using the person's own words where you can. Record the date, time, location, who was present, and what was said or observed. Use the Help Helps CIC Safeguarding Concern Form.
3. **Report to the DSL.** Pass your written record to the DSL immediately (or the Deputy DSL if the DSL is unavailable). Do not discuss the concern with anyone who does not need to know.
4. **DSL assesses and acts.** The DSL will assess the concern and determine the appropriate course of action, which may include: making a referral to Children's Social Care or Adult Social Care; contacting the Police; consulting with the Local Authority Designated Officer (LADO) if the concern involves a member of staff; making an early help referral; or monitoring the situation with a clear review date.
5. **Record the outcome.** The DSL will record the decision made, the rationale, and any actions taken. All safeguarding records will be stored securely.

### What if the concern is about the DSL?

If the concern involves the DSL themselves, report directly to the Deputy DSL or to a Director of Help Helps CIC. If the concern involves a Director, contact the Local Authority Designated Officer (LADO) EALING COUNCIL or the local safeguarding partnership directly London Borough of Ealing – Local Authority Designated Officer (LADO)

Email: [lado@ealing.gov.uk](mailto:lado@ealing.gov.uk)

Phone: 020 8825 8930

## **Escalation**

If you have reported a concern and you believe it has not been acted on appropriately, you have a professional duty to escalate. You may contact the Local Authority safeguarding team directly, or the NSPCC Whistleblowing Helpline on 0800 028 0285. Help Helps CIC will not penalise any individual for escalating a safeguarding concern in good faith.

## 10. Allegations Against Staff, Volunteers, or Associates

Where an allegation is made that a member of staff, volunteer, contractor, or any individual associated with Help Helps CIC has:

- Behaved in a way that has harmed a child or adult at risk, or may have harmed them
- Possibly committed a criminal offence against or related to a child or adult at risk
- Behaved towards a child or adult at risk in a way that indicates they may pose a risk of harm
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children or adults at risk (transferable risk)

The following procedure must be followed:

1. **Do not investigate the allegation internally.** This is critical. Internal investigation can compromise formal processes.
2. **The DSL (or Deputy) must contact the Local Authority Designated Officer (LADO) within one working day.** The LADO will advise on next steps, including whether a referral to the police or social services is required, and whether the individual should be suspended or have their duties restricted.
3. **The individual concerned will not be informed of the allegation before the LADO has been consulted,** unless doing so is necessary to protect a child or adult at risk.
4. **A referral to the Disclosure and Barring Service (DBS) will be made** if the individual is removed from regulated activity (or would have been removed had they not left) because they posed a risk of harm to children or adults at risk. This is a legal duty.

### LADO Contact Details

#### Ealing LADO

Email: [lado@ealing.gov.uk](mailto:lado@ealing.gov.uk)

- **Phone:** 020 8825 8930

#### Out of hours (Emergency Duty Team)

- **Phone:** 020 8825 8000

## 11. Code of Conduct for Staff and Volunteers

All individuals working on behalf of Help Helps CIC must conduct themselves in a manner that protects children and adults at risk and maintains public confidence in the organisation. The following standards of behaviour are expected:

### You must:

- Treat all children and adults at risk with dignity and respect
- Maintain appropriate professional boundaries at all times

- Ensure that any one-to-one contact with a child or adult at risk is visible and, where possible, takes place in a space where others are present or nearby
- Report any safeguarding concern, however minor it may seem
- Follow the organisation's procedures for communication with children and families (see Section 13: Online Safeguarding)
- Declare any existing relationships with children or families who access Help Helps CIC services

#### **You must not:**

- Have unsupervised contact with a child outside of your defined role
- Exchange personal phone numbers, social media accounts, or private messages with children who access the service
- Give gifts, money, or personal favours to children or adults at risk
- Use your position to intimidate, bully, humiliate, or undermine any person
- Take photographs or recordings of children without written parental consent and a clear organisational purpose
- Use physical restraint except where absolutely necessary to prevent harm, and only if trained to do so
- Engage in behaviour that could be perceived as grooming, including excessive attention, favouritism, or secret-keeping

#### **Lone Working and Community Outreach**

Help Helps CIC delivers services in community settings, which may include informal or outreach environments. These contexts can present additional safeguarding risks and must be managed appropriately.

One-to-one lone interactions with children or adults at risk should be avoided where possible. Where necessary, interactions should take place in visible or public settings.

Staff and volunteers must not conduct meetings in private homes unless formally agreed and risk assessed.

A responsible person (such as the DSL or a Director) must be aware of any planned one-to-one engagement.

Staff undertaking outreach work should operate a basic check-in and check-out process.

Any concerns arising from lone working situations must be reported to the DSL without delay.

Any breach of this code of conduct will be treated as a disciplinary matter and may result in referral to external agencies.

## **12. Safeguarding in School Settings**

---

When Help Helps CIC delivers workshops, screenings, or awareness sessions in schools, the following principles apply:

- **Primary safeguarding responsibility remains with the host school.** Help Helps CIC does not act as a safeguarding authority within school settings. The school's Designated

Safeguarding Lead retains responsibility for any safeguarding concern that arises during or after the session.

- **A member of school staff must be present at all times** during any Help Helps CIC delivery to children. Help Helps CIC staff and volunteers must never be left alone with children in a school setting.
- **Pre-delivery safeguarding agreement.** Before delivering any session, Help Helps CIC will confirm in writing: the name of the school's DSL, the protocol for managing disclosures during the session, and who holds responsibility for follow-up.
- **Disclosure protocol.** If a child makes a disclosure to a Help Helps CIC representative during a school session, the representative must: listen, not investigate, record what was said, and immediately inform the school's DSL. The Help Helps CIC DSL must also be informed.
- **DBS evidence.** Help Helps CIC will provide evidence of current DBS checks for all personnel entering school premises, on request.

## 13. Online Safeguarding

---

Help Helps CIC delivers services online and distributes digital content, including safeguarding awareness videos, through social media platforms and directly to schools. The following safeguards apply:

### Online delivery of sessions:

- Zoom, Teams, or equivalent platforms will be used with waiting rooms enabled and host controls active
- Sessions will not be recorded without the informed consent of all participants (and parental consent for under-18s)
- Screen sharing and chat functions will be managed by the host
- Breakout rooms will not be used for one-to-one contact with children unless a member of school staff or a parent is present

### Digital content and social media:

- Help Helps CIC does not offer private messaging, confidential advice, or one-to-one support to children through social media
- Comments on social media platforms will be monitored and moderated. Harmful, abusive, or concerning comments will be removed and, where appropriate, reported to the platform
- Personal data will not be shared via WhatsApp, Instagram DMs, or any unencrypted messaging platform
- No personal information will be requested from minors through any digital channel
- Parental consent is required for any under-18 participation in online sessions or activities
- Help Helps CIC does not respond to safeguarding disclosures through direct messaging or private channels

### If a child discloses through a digital channel:

- **Do not engage in a private, investigative, or therapeutic conversation.**
- Encourage the child to speak to a trusted adult in their life
- Signpost to Childline (0800 1111 / [childline.org.uk](https://www.childline.org.uk))
- Inform the Help Helps CIC DSL immediately
- If the child is in immediate danger, call 999

## 14. Knife Crime Awareness and Youth Safety

---

Help Helps CIC delivers knife crime awareness sessions as part of its preventative safeguarding work. These sessions are educational and do not constitute enforcement, investigation, or criminal intervention. The following principles apply:

- We provide education and awareness, not enforcement or investigation
- We do not ask young people to disclose involvement in criminal activity during group sessions
- Where a young person discloses involvement in knife crime, county lines, or other criminal exploitation, this will be treated as a safeguarding concern and the DSL will be informed immediately
- We recognise that children involved in knife crime or criminal exploitation are often victims, not perpetrators, and our response will reflect this
- At-risk individuals will be signposted to specialist services, including local violence reduction units, youth offending teams, and Crimestoppers
- Any session content that may be distressing will be preceded by a verbal content warning, and participants will be told they can leave or step out at any time

## 15. Confidentiality, Information Sharing, and Data Protection

Safeguarding records contain highly sensitive personal data and must be treated accordingly.

### Storage and access:

- All safeguarding records will be stored separately from general operational files
- Digital records will be held in a password-protected, encrypted system with access restricted to the DSL and Deputy DSL
- Physical records (if any) will be stored in a locked cabinet accessible only to the DSL and Deputy DSL
- Records will be retained in line with the Help Helps CIC data retention policy and statutory requirements

### Information sharing:

Help Helps CIC will share information in line with the HM Government guidance “Information Sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers” (2018). Information may be shared without consent where:

- There is reason to believe that a child or adult at risk is suffering or is at risk of suffering significant harm
- A serious crime has been or may be committed
- There is risk to life
- Sharing is required by a court order or statutory obligation

In all other cases, consent should be sought before sharing personal information. If consent is refused and you still believe sharing is necessary to protect someone, consult the DSL, who will make a decision and record the rationale.

## 16. Training

Help Helps CIC will ensure that safeguarding training is appropriate, current, and proportionate to each individual's role:

| Role                     | Training Requirement                     | Frequency                                     |
|--------------------------|------------------------------------------|-----------------------------------------------|
| All staff and volunteers | Safeguarding awareness (Level 1 / basic) | At induction, then annually                   |
| DSL and Deputy DSL       | Multi-agency DSL training                | Every 2 years, plus informal updates annually |

|                                       |                                                          |                                   |
|---------------------------------------|----------------------------------------------------------|-----------------------------------|
| Those delivering in schools           | KCSIE Part 1 awareness, school-specific protocols        | Annually or when KCSIE is updated |
| Those delivering knife crime sessions | Contextual safeguarding, criminal exploitation awareness | At induction, then annually       |
| Board / Directors                     | Safeguarding governance responsibilities                 | At appointment, then annually     |

Training records (including date, provider, and level) will be maintained on the single central record.

In addition to formal training, staff and volunteers engaged in safeguarding-related work will have access to appropriate support, including opportunities for debriefing and reflection, particularly following disclosures or exposure to distressing content.

## 17. Whistleblowing

---

Help Helps CIC encourages a culture of openness. Any staff member, volunteer, or associate who has concerns about safeguarding practice within the organisation, or about the behaviour of a colleague or director, should raise them. Concerns may be reported to:

- The DSL (in the first instance)
- A Director of Help Helps CIC (if the concern involves the DSL)
- The Local Authority Designated Officer (LADO), if the concern involves someone working with children
- The NSPCC Whistleblowing Helpline: 0800 028 0285 (for concerns about how an organisation is handling child protection)
- The relevant regulatory authority, if you believe the concern is not being addressed internally
- Local Authority contact details will vary depending on location of delivery and will be confirmed prior to activity.

**No individual will be subjected to any detriment or disciplinary action for raising a safeguarding concern in good faith.** This applies even if the concern is ultimately not substantiated. Help Helps CIC treats any attempt to discourage, prevent, or penalise whistleblowing as a serious matter.

## 18. Prevent Duty

---

Help Helps CIC has due regard to the need to prevent people from being drawn into terrorism, in line with the Counter-Terrorism and Security Act 2015. While the Prevent statutory duty applies to specified authorities, Help Helps CIC recognises its moral and professional responsibility given the nature of its work with young people and communities.



Staff and volunteers will receive awareness training on the signs of radicalisation, understand how to make a Prevent referral, and know who to contact locally. Any concerns about radicalisation will be discussed with the DSL in the first instance, who will contact the local Prevent coordinator or the police where appropriate.

## 19. Policy Review

This policy will be reviewed:

- Annually, as a minimum, on or before the review date stated on the title page
- Immediately following any safeguarding incident within the organisation
- When relevant legislation or statutory guidance is updated (including KCSIE, Working Together, Care Act guidance)
- When new services or activities are introduced by Help Helps CIC
- When the organisation expands into new geographical areas or local authority jurisdictions

The review will be led by the DSL and approved by the board. Any substantive changes will be recorded in the version control table at the front of this document and communicated to all staff and volunteers.

## 20. Key Safeguarding Contacts

| Service                                   | Contact Details                                     |
|-------------------------------------------|-----------------------------------------------------|
| Help Helps CIC DSL                        | Umar Mahmood, 07946030116,<br>info@helphelpscic.org |
| Help Helps CIC Deputy DSL                 | Dolyanna Mordochai, dolyannam@gmail.com             |
| Local Authority Children's Social Care    | Local number based on Local Authority of Referral   |
| Local Authority Adult Social Care         | Local number based on Local Authority of Referral   |
| Local Authority Designated Officer (LADO) | Local number based on Local Authority of Referral   |
| Police (non-emergency)                    | 101                                                 |
| Police (emergency)                        | 999                                                 |
| NSPCC Helpline                            | 0808 800 5000                                       |
| NSPCC Whistleblowing Helpline             | 0800 028 0285                                       |

|                              |                                                                      |
|------------------------------|----------------------------------------------------------------------|
| <b>Childline</b>             | 0800 1111                                                            |
| <b>Crimestoppers</b>         | 0800 555 111                                                         |
| <b>DBS Barring Referrals</b> | Information available at <a href="https://gov.uk/dbs">gov.uk/dbs</a> |

## Approval and Signatures

---

By signing below, the undersigned confirm that they have read, understood, and approved this safeguarding policy on behalf of Help Helps CIC.

**Director 1**

Name: Sajida Bibi

Signature:  \_\_\_\_\_

Date: 15/11/2025