

## **SAFEGUARDING OF CHILDREN & VULNERABLE ADULTS POLICY**

This document is to be read by all members of staff employed by SSG and to be available to all customers upon request.

### **1.0 Introduction**

1.1 This Policy has been developed in accordance and under the guidance of the:

- Children Acts 1989 and 2004
- Education Act (2002)
- Working Together to Safeguard Children (March 2015)
- What to do if You are Worried a Child is being Abused (March 2015)
- Keeping Children Safe in Education: Statutory guidance for schools and college (September 2016)
- Guidance for safer working practice those working with children and young people in education settings (Safer Recruitment Consortium October 2015)
- Police Act 1997 (Protection of Vulnerable Adults) Regulations 2013
- Safeguarding Vulnerable Groups Act 2006
- Care Act 2014
- Counter-Terrorism and Security Act (2015)
- Revised Prevent Duty Guidance: for England and Wales (Home Office July 2015)
- Local authority

SSG will keep its policy and procedures on children and adults at risk under review to take account of any new Government legislation, regulations or best practice documents to ensure that staff are kept fully up to date with their responsibilities and duties with regard to the safety and well-being of vulnerable adults.

Within SSG any student (Child or Adult) in danger of radicalisation or demonstrating extremist tendencies (violent or nonviolent) is deemed to be vulnerable and appropriate support under the PREVENT strategy or through CHANNEL will be sought.

### **What is radicalisation?**

Radicalisation is a process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations that (1) reject or undermine the status quo or (2) reject and/or undermine contemporary ideas and expressions of freedom of choice. For example, radicalism can originate from a broad social consensus against progressive changes in society or from a consensus against lack of changes in society. Radicalisation can be both violent and nonviolent, although most academic literature focuses on radicalisation into violent extremism (RVE).

This policy deals with the protection of Children and Adults at Risk

Children are those students under 18 years of age who may be on a:

- 14-16 School Link and Bespoke courses
- Year 11 Early College Transfer programme
- 16-18 courses, traineeships and apprenticeships or
- Children in the care of our students on placement

Adults at Risk are those students defined (under the Protection of Vulnerable Adults Regulations 2002) as:

'A person aged 18 or over who is receiving services of a type listed in paragraph (2) below and in consequence of a condition of a type listed in paragraph (3) below has a disability of a type listed in paragraph (4) below'.

(2) The services are -

- (a) accommodation and nursing or personal care in a care home;
- (b) personal care or nursing or support to live independently in his own home;
- (c) any services provided by an independent hospital, independent clinic, independent medical agency or National Health Service body;
- (d) social care services; or
- (e) any services provided in an establishment catering for a person with learning difficulties.

(3) The conditions are -

- (a) a learning or physical disability;
- (b) a physical or mental illness, chronic or otherwise, including an addiction to alcohol or drugs; or
- (c) a reduction in physical or mental capacity.

(4) The disabilities are -

- (a) a dependency upon others in the performance of, or a requirement for assistance in the performance of, basic physical functions;
- (b) severe impairment in the ability to communicate with others; or
- (c) impairment in a person's ability to protect himself from assault, abuse or neglect.

The Police Act 1997 (Enhanced Criminal Record Certificates) (Protection of Vulnerable Adults) Regulations 2013 require employers to carry out Disclosure and Barring Service Checks before employees are allowed to come into contact with vulnerable adults. SSG require all staff to complete a DBS enhanced check and enroll onto the 'Update services' within 19 days of receiving their DBS certificate. We have a two-year update for every staff member's DBS certificate.

## **2.0 Safeguarding Strategy**

2.1 SSG will:

- Take a preventive approach to protecting young people and adults at risk from potential harm, damage, radicalisation or being drawn into terrorism (violent and non-violent extremism)
- Take all appropriate actions to address concerns about the welfare of young people and vulnerable adults.
- Work to agreed local policies and procedures in full partnership with other local agencies.
- Plan, implement, monitor and review policies and procedures to ensure that the maximum is done to provide a safe environment for young people and adults at risk in the college.
- Take all reasonable measures to ensure that risks of harm to young people and adults at risk welfare is minimised by appropriate:
  - Risk assessment and management
  - Health and Safety procedures
  - Staff selection, recruitment, induction supervision and training
  - Creation and promotion of an open work culture "Whistleblowing"
  - Reacting to and reporting abuse

## **3.0 Policy Statement**



3.1 SSG holds as one of its highest priorities the health, safety and welfare of all children, young people and adults at risk involved on courses or activities which come under the responsibility of the SSG.

3.2 SSG and its staff, including contractors, have a collective and individual duty of care to ensure that its staff fulfil their responsibilities to prevent the abuse of children, young people and adults at risk, to refer any abuse discovered or suspected and to prevent students from being drawn into terrorism.

3.3 This Safeguarding of Children and Adults at Risk Policy and Procedure will be made available to all parent/carers who will be advised that cases may be referred to the investigative agencies in the interests of the young person or vulnerable adult.

3.4 SSG will advise children, young people and vulnerable adults about the standards of behaviour and conduct they can expect from staff and volunteers and of what to do if they experience or suspect abuse.

3.5 SSG will work with appropriate agencies, and in particular the two Safeguarding Boards (Children and Adults) within the Local Authorities (see Appendix B) to ensure that children, young people and vulnerable adults are safeguarded through the effective operation of SSG's Safeguarding children and adults at risk procedures. SSG adopts in totality the Safer Recruitment Consortium's "Guidance for safer working practice for those working with children and young people in education settings" (October 2015).

3.6 SSG recognises that any child, young person or adults at risk can be subject to abuse or radicalisation and all allegations of abuse or concerns about radicalisation will be taken seriously and treated in accordance with the SSG's procedures.

3.7 SSG recognises that it is the responsibility of all staff to act upon any concern, no matter how small or trivial it may seem.

3.8 SSG recognises its responsibility to implement, maintain and regularly review the procedures that are designed to prevent or notify suspected abuse.

3.9 SSG is committed to supporting, resourcing and training those who work with or who come in to contact with children, young people and vulnerable adults and to providing appropriate supervision.

3.10 SSG requires its entire staff to follow the Code of Behaviour on Adults at Risk Protection which is appended to this policy document, and will draw the attention of staff to this code of conduct and procedures in induction and relevant training.

3.11 Members of Directors, SLT and all the other staff who work with children will undertake training to equip them to carry out their responsibilities for Safeguarding Children, young people and vulnerable adults effectively including the PREVENT strategy. They will be kept up to date by refresher training at a maximum of three-year intervals, with subject specific annual updates if issues emerge. The designated safeguard leads response officers will undertake refresher training every two years to keep their knowledge and skills up to date. There is a designated director responsible for safeguarding and Prevent and it is corporation policy that all existing, and newly recruited, directors undergo a DBS Enhanced check.

3.12 SSG has several Designated Safeguarding Leads (DSL) who are responsible for coordinating action within SSG and liaising with other agencies.

The DSLs are assigned to centres ensuring coverage of all SSG sites and will take safeguarding referrals actioning them fully in line with SSG procedure. All referred cases will be recorded on the

'at Risk Register' for monitoring purposes. DSL names and contact details can be found in Appendix B

3.11 SSG operates safe recruitment procedures and ensures that all appropriate checks are carried out on new staff and volunteers who will work or come into contact with children including enhanced Disclosure and Barring Service (DBS) checks, Protection of Vulnerable Adults (POVA), Proceeds of Criminal Act (POCA) and list 99.

3.12 Any deficiencies or weaknesses with regard to safeguarding of children, young people and adults at risk arrangements will be brought to the attention of the Board of Directors and remedied without delay.

#### 4.0 Definition of Abuse

Children and Young People (*source Working together to safeguard children March 2015*)

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

4.2 **Emotional Abuse** is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only so far as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

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

4.4 **Neglect** is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect it may involve a parent or carer failing to:

- Provide adequate food, clothing and shelter (including exclusion from home or abandonment)
- Protect a child from physical or emotional harm or danger
- Ensure adequate supervision (including the use of inadequate care-givers)
- Ensure access to appropriate medical care or treatment

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

4.5 **Significant Harm** Some children are in need because they are suffering or likely to suffer significant harm. The Children Act 1989 introduced the concept of significant harm as the threshold that justifies compulsory intervention in family life in the best interests of children.

#### **Adults at Risk** (source NHS Choices)

4.6 **Physical Abuse** this can include being assaulted, hit, slapped, pushed, restrained, being denied food or water, not being helped to go to the bathroom and misuse of medication.

4.7 **Sexual Abuse** this includes indecent exposure, sexual harassment, inappropriate looking or touching, as well as rape. Sexual teasing or innuendo, sexual photography, subjection to pornography, witnessing sexual acts, and sexual acts that the person does not agree to or were pressured into consenting to.

4.8 **Psychological Abuse** this includes emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion or harassment. It also includes verbal abuse, cyber bullying and isolation or an unreasonable and unjustified withdrawal from services or supportive networks.

4.9 **Financial Abuse** This includes theft of money or valuables, fraud, exploitation, pressure in connection with wills, property, enduring power of attorney, or inheritance or financial transactions, or the inappropriate use, misuse or misappropriation of property, possessions or benefits.

4.10 **Neglect and Acts of Omission** this includes not being provided with enough food or the right kind of food, or not being taken proper care of. Leaving the person without help to wash or change dirty or wet clothes, not getting them to a doctor when one is needed or not making sure that they have the right medicines.

4.11 **Discriminatory Abuse** this includes some forms of harassment, slurs or similar unfair treatment relating to race, gender, gender identity, age, disability, sexual orientation or religion.

4.12 **Self Neglect** this is not a direct form of abuse, but staff need to be aware of it in the general context of risk assessment/risk management and to be aware that they may owe a duty of care to a vulnerable individual who places him/herself at risk in this way.

## **5.0 Safeguarding Children and Adults at Risk Procedure**

5.1 The purpose of these guidelines is to ensure that the rights of the child, young person or adult at risk are protected through staff awareness of the issues and the following of the statutory and local guidelines in the reporting of concerns.

5.2 SSG will take steps to identify vulnerable young people and adults on admission to a course. Tutors will be informed, as part of the admissions procedures, if vulnerable young people or adults have been enrolled on their courses where these are not specifically designed for vulnerable learners. Additional supervision measures will be put in place for all students defined as vulnerable and such students will come under the provisions of this policy

## **6.0 Advice to Staff on when to take action and how**

Children, young people and adults at risk can be potentially abused within the family, community, organisations by employees (including those employed to promote their welfare and protection from abuse), visitors, volunteers and fellow students.

6.1 It is the responsibility of all staff working within SSG to record and refer concerns regarding the safeguarding of children, young people and vulnerable adults even if they are just suspicions or overheard rumours, but not to discuss it with anyone other than a DSL. Out of hours referrals (after 17.30 and at weekends can be made 07791553343).

6.2 If a child, young person or adult at risk comes to you with a report of apparent abuse or a concern over radicalisation or extremism, you should listen carefully to him/her, using the following guidelines. When listening staff must:

- allow the young person or adult at risk to speak without interruption
- never trivialise or exaggerate the issue
- never make suggestions
- never coach or lead the them in any way
- reassure them, let them know you are glad they have spoken up and that they are right to do so
- always ask enough questions to clarify your understanding, but do not probe or interrogate – no matter how well you know the young person or vulnerable adult – spare them having to repeat themselves over and over.
- be honest – let the young person or vulnerable adult know that you cannot keep this a secret; you will need to tell someone else.
- try to remain calm – remember this is not an easy thing for them to do.
- do not show your emotions – if you show anger, disgust or disbelief, they may stop talking. This may be because they feel they are upsetting you or they may feel your negative feelings are directed towards them
- let the young person or vulnerable adult know that you are taking the matter very seriously
- make the young person or vulnerable adult feel secure and safe without causing them any further anxiety.

6.3 Once you suspect any abuse or extremism / radicalisation you should immediately (within a maximum of two hours) contact a DSL initially by telephone to the centre administrator number relevant to your centre of work outlining what has been disclosed, what you have overheard or your suspicions. You should also contact them if you know or suspect that a member of staff or student has a previous history of abuse of children, young people or vulnerable adults.

6.4 If a DSL cannot be contacted within two hours of the initial concern, the person making the report should refer the matter to an alternate DSL member who will either act as the DSL or request the DSS to assume the role.

6.5 With regard to children or young people the DSL must discuss the matter with the Children's Social Care Intake Team (See Local Authority number) who will determine if it is a safeguarding matter. If it is a safeguarding matter the Children's Social Care Team will take control of the situation, including such things as whether to inform parents/carers.

6.6 With regard to adults at risk, if it is decided by the DSL that further action should be taken, they may.

- Seek further advice from Social Services
- Make a referral to Social Services
- Report the incident to a designated Social Worker
- Report the matter to the police if a crime is suspected

6.7 With regard to concerns around radicalisation or extremist behaviour if the DSL judges the student to be in immediate danger or likely to act imminently then the DSL will call the Police and local Channel advisor.

6.8 Where an allegation is made regarding a 14-16year-old learner, members of staff should follow the same procedures as outlined above. The DSL will liaise with the Child Protection Officer from the learner's school or sponsor, ensuring that the learner is informed of this process.

6.9 SSG's DSL will ask the referring member of staff for both children and adults to produce a full written record within 24 hours, which should include:

- Name and position of the person who reported the matter
- Whether the matter is a direct disclosure from a child, young person or vulnerable adult, a suspicion or an overheard conversation
- A factual account of what has been overheard or what has been disclosed, including any questions they needed to ask to clarify understanding
- The Report should contain as much detail as possible including observations (including physical signs of apparent abuse). It must not include opinions or personal interpretation of the facts
- Signed, dated and forwarded to the DSL who will store it in a secure place.

6.10 Detailed information about a case will be confined to the DSL, the SLT, board of directors and (if not implicated) the parents/carers.

6.11 The reporting member of staff will be kept informed on the progress of the case on a 'need to know' basis only.

6.12 If the Children's Social Care Team or Social Care Services deem it a safeguarding issue the DSL will advise the Board of directors without disclosing any detail on a need to know basis

## 7.0 Confidentiality

7.1 Confidentiality and trust should be maintained as far as possible. The degree of confidentiality will be governed by the need to protect the child, young person or adult at risk who is always the primary concern. The child, young person or adult at risk must at the earliest opportunity in the disclosure be informed of the need to pass information on.

7.2 All conversations regarding an adult at risk should always be held in private.

7.3 SSG complies with the requirements of the Data Protection Act 1998, and Data Protection (Amendment) Act 2003 which allows for disclosure of personal data where this is necessary to protect the vital interests of a vulnerable adult.

In all cases the main restrictions on disclosure of information are:

- Common Law duty of confidence
- Human Rights Act 1998
- Data Protection Act 1998 and Data Protection (Amendment) Act 2003
- SSG Services Privacy Policy

Each of these has to be considered separately and in line with GDPR regulations., legislation does not prevent sharing of information if:

- those likely to be affected consent; or
- the public interest in safeguarding the child's welfare overrides the need to keep the information confidential; or
- disclosure is required under court order or other legal obligation.

Whatever happens, you should always be open and honest with the young person or adult at risk if you intend to take the case further.

7.3 The member of staff reporting a disclosure, suspicion of abuse/ neglect or overheard rumors of abuse/neglect must not discuss the case with anyone other than a DSL.

### **8.0 Allegations against a member of staff**

The primary concern of SSG is to ensure the safety of the child, young person or vulnerable adult. It is essential in all cases of suspected abuse by a member staff that action is taken quickly and professionally whatever the validity. SSG DSL will seek supervisory advice from DSS in order to ensure that even apparently less serious allegations are seen to be followed up and examined objectively by someone independent of the centre. Where the DSL or DSS considers that a concern or allegation indicates that a member of staff has behaved in a way that has harmed or may have harmed a child, young person or vulnerable adult, or possibly committed a criminal offence against or related to a child, young person or vulnerable adult; or behaved towards a child, young person or vulnerable adult in a way that indicates s/he is unsuitable to work with them then a discussion will always take place with the DSS.

8.1 The term 'member of staff' applies to all contracted personnel within SSG, volunteers and people employed by other agencies that are providing services for SSG.

8.2 In the event that any member of staff suspects any other member of staff of abusing a student, it is their responsibility to bring these concerns to either the DSL or the DSS for Safeguarding except where the suspect is either of the aforementioned.

If the allegation concerns a SLT member, the matter should be discussed the most senior member of non-accused SLT, in addition to following the normal procedures for Child and Vulnerable Adult Protection.

If the allegation concerns all SLT members the matter should be discussed directly with the board of directors for Child and Adult at Risk Protection as outlined in Section 6.

8.4 Where there is suspicion that a child or adult at risk may suffer significant harm a Strategy Discussion will take place where the DSL will be asked to represent SSG.

If it is determined that there is no cause to suspect significant harm but a criminal offence might have been committed they will immediately inform the police and a similar discussion will take place with the DSL being asked to represent SSG.

### **8.5 Referral to the Disclosure and Barring Service**

The Safeguarding Vulnerable Groups act 2006 places a legal duty on SSG to refer any person who has:

- harmed or poses a risk of harm to a child or adult at risk
- satisfied the harm test
- received a conviction or caution for a relevant offence Such a referral will be made under the guidance of the Local Authority Designated Officer.

### **9.0 Type of Investigations**

9.1 All investigations must follow the correct outlined procedures, found in the staff hand book 13.10-13.13.

9.2 Any and all disciplinary procedures must follow the correct outlined process as stated in the staff hand book.

This revised Policy was agreed by the SSG Training SLT on: 01/10/2018

Date of next review: 01/10/2019

## **APPENDIX A            Staff safeguarding code of conduct**

1: No member of staff shall engage in sexual contact or in any relationship with a child or vulnerable adult other than a properly conducted staff to student relationship. This condition applies regardless of the age of the child and also when the child is over the age of consent, i.e. 16 years of age. (It should be noted that a sexual relationship between an adult teacher and a 16 year old student is in breach of professional teaching guidelines. The Government is reviewing whether it should also constitute a criminal offence).

2: No member of staff shall engage in conduct towards a child or vulnerable adult which is intended to be oppressive, threatening or manipulative or in any way improper or with a view to causing the child or vulnerable adult physical or mental harm.

3: It is unrealistic and inappropriate for SSG to prohibit physical contact between its staff and children or vulnerable adults. Physical contact is an essential part of sports coaching as a means of directing movement, encouraging performance and providing comfort and reassurance. However, staff must bear in mind that even innocent actions can be misconstrued. It is important for staff to be sensitive to a participant's reaction to physical contact and to act appropriately. No child or vulnerable adult should ever be touched on part of his/her body or in a way that is indecent. Touch must always be related to the needs of the participant rather than to those of the member of staff.

4: It is the primary duty of every member of staff to ensure the safety and wellbeing of every child or vulnerable adult in their care or the care of SSG. Each member of staff must ensure that all reasonable steps are taken to minimise risk of harm or injury to any child or vulnerable adult and must abide by the policies, procedures and guidelines set out in this document.

5: Where there is any reason for believing that a child or vulnerable adult has been abused or is being abused or is at risk of being abused, in any way arising as a result of that child or vulnerable adult's association with SSG, it shall be the duty of any person employed by SSG to whom that information is made known, to take action at once, according to the procedure laid down in the Reporting Forms (appendix.A).

6: Any instance of inappropriate behaviour towards a child or vulnerable adult, by any person employed by SSG shall be subject of an enquiry and report by an expert or experts appointed by the Director(s) of SSG and separate from any criminal investigation. The report of such an enquiry will be presented to the Director(s) of SSG who will decide what further action is necessary and whether there are sufficient grounds to institute disciplinary proceedings.

7: A member of staff who finds him/herself alone with a child or vulnerable adult must exercise particular care. There should be no apprehensiveness in the mind of either person if such a situation should arise, but physical contact should be avoided whenever possible and the presence of an additional person sought as soon as reasonably practicable. It is better to prevent such situations occurring at all.

8: Children or vulnerable adults must at all times be treated with respect in attitude, language and behaviour. Sexual innuendo whether by word or gesture is prohibited.

9: No child or vulnerable adult of any age shall have the responsibility for supervising any other child or vulnerable adult.

10: When, at the conclusion of any session, a child or vulnerable adult has not been promptly collected by a parent or carer, it shall be the sole responsibility of the staff member to remain with that participant until the participant is handed into the care of their parent/carers or other responsible adult designated by the parent/carers.



11: Children or vulnerable adults must not be allowed to leave the premises during sessions unless pre-arranged with appropriate adults.

12: Contact between children or vulnerable adults and the staff of SSG should take place only in the course of business of SSG. Members of staff are encouraged not to give private tuition to a child or vulnerable adult whom the member of staff has come to know as a direct result of his/her participation as a member of SSG. Should this happen, management and staff must be aware that it takes place outside SSG Child Protection Policy.

13: All chaperones of children or vulnerable adults must be licensed by the Local Authority and subject to Police checks.

14: All persons employed by SSG must read and sign the Safeguarding Children and Young People 'Confidential Declaration', certifying that they understand and are bound by the requirements of the Code of Conduct.

15: Permission must be obtained by SSG before any photographs/visual images are taken. If consent is not provided/obtained then the photographs/visual images cannot be used for any reason.

16: Any photographs or video imagery taken by SSG staff members, must only be taken for the use of assessment, feedback or marketing purposes. These images must not be taken on non-SSG devices. If staff members are using personal cameras/phones/tablets to take photos or record video footage they are breaching policy and putting themselves in a vulnerable position.

17: As stated in the induction policy, all employees must provide all evidence of previous employment and qualifications. A current SSG DBS or annual service registration will need to be submitted for screening before starting employment with SSG. The mandatory CPD and update of certification of safe guarding children/venerable adults and child protection must also be completed within the first period of probation in role.

18: Every employee of SSG Services will undergo compulsory (internal) CPD on PREVENT and anti-radicalisation. Staff involved at various positions with SSG Training will specifically focus on Post 16yrs training through online video CPD course.

19: Staff have a duty to prevent radicalisation at all levels. Acknowledging the actions, behaviours and language used by any persons known or in contact with SSG Services is imperative, and reporting changes in behaviours, conversations, opinions and language being used by any individual (relating to terrorism and extremist views) must be reported in through the relevant process and procedure.

20: Staff must not engage in inappropriate rough, physical games including horseplay with children/students.

21: Staff must not physically restrain a child unless the restraint is to prevent physical injury of the child/other children/visitors or staff/yourself. In all circumstances physical restraint must be appropriate and reasonable, otherwise the action can be defined as assault.

22: Staff must not have children or vulnerable adults on their own in a vehicle. Where circumstances require the transportation of children in their vehicle, another member of staff/volunteer must travel in the vehicle. Also, it is essential that there is adequate insurance for the vehicle to cover transporting children as part of the business of your work. In extreme emergencies (for medical purposes) where it is required to transport a child on their own, it is essential that another leader and the parent is notified immediately.

## APPENDIX B

### Designated Safeguarding Leads

DSL Name	Location	Contact details
Lisa Nixon; Centre manager	Virtual Centre	<a href="mailto:lisa.nixon@ssgservices.co.uk">lisa.nixon@ssgservices.co.uk</a> 07950281553 or 01234 340782 ext3
Daniel Gaskin; Centre manager	Bedford Centre	<a href="mailto:daniel.gaskin@ssgservices.co.uk">daniel.gaskin@ssgservices.co.uk</a> 07792693477 or 01234 340782 ext3
Claire Hopkins; Business manager	SSG Activities	<a href="mailto:Claire.hopkins@ssgservices.co.uk">Claire.hopkins@ssgservices.co.uk</a> 01234 340782 ext1
Rhea Pearce-Roberts	SSG Activities	<a href="mailto:rhea.pearce-roberts@ssgservices.co.uk">rhea.pearce-roberts@ssgservices.co.uk</a> 01234 340782 ext1
Emily Wallbank; Activities manager	SSG Activities	<a href="mailto:emily.wallbank@ssgservices.co.uk">emily.wallbank@ssgservices.co.uk</a> 01234 340782 ext1
Matt Ricketts; Schools manager	SSG Activities	<a href="mailto:Matt.ricketts@ssgservices.co.uk">Matt.ricketts@ssgservices.co.uk</a> 01234 340782 ext1

### Designated Safeguarding Supervisor

DSL Name	Location	Contact details
Danny Burke; Director	SSG–cross company	<a href="mailto:danny.burke@ssgservices.co.uk">danny.burke@ssgservices.co.uk</a> 07964420663

### Board Members

DSL Name	Location	Contact details
Danny Burke; Director	SSG – cross company	<a href="mailto:danny.burke@ssgservices.co.uk">danny.burke@ssgservices.co.uk</a> 07964420663
Dan Yusuf; Managing Director	SSG Trainings	<a href="mailto:dan.yusuf@ssgservices.co.uk">dan.yusuf@ssgservices.co.uk</a> 07791553343
Chris Watson; Managing Director	SSG Activities	<a href="mailto:chris.watson@ssgservices.co.uk">chris.watson@ssgservices.co.uk</a> 07595229676