



Safeguarding policy

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Our Commitment to Safeguarding

All Associates of Urban MBA are committed to Safeguarding Children, Young people & Adults & Vulnerable Adults, in line with the following Legislation;

- The Children Act 1989, The Children Act 2004
- Sexual Offences Act 2003, The Care Act 2014

Safeguarding is the duty of ALL parties involved, to ensure children, young people and vulnerable adults are safe from harm, neglect or abuse in any form. Promoting health and safety, alongside supporting wellbeing for ALL, UrbanMBA is committed to maintaining a safe, secure and positive environment for every affiliate or representative of the brand.

As advocates of empowerment, UrbanMBA will continue to practice in a way that allows ALL parties involved the right to a safe, creative space in support of them achieving their highest potential.

UrbanMBA are in the opinion that ALL individuals despite Age, Race, Gender, Religion, Sexual orientation, Physical/Mental Impairment or Social or Economic status, have the right to be kept safe from harm.

UrbanMBA will always seek to protect ALL affiliates of the charity, by taking the appropriate steps in prevention of risk or harm occurring, working in partnership with relevant external agencies where necessary to support the wellbeing of others, and taking accountability in our approaches to Safeguarding.

In the event of Abuse or Neglect, or where there is suspicion or significant causes of concern, ALL members of staff MUST report abuse or allegations of abuse to the Designated Safeguarding Lead (DSL) for the organization.

In the absence of the Designated Safeguarding Lead, all safeguarding concerns must be pointed in the direction of the Deputy Designated Safeguarding Lead (DDSL) for the organization.

In more serious incidents, the DSL or DDSL has a duty of care to seek further assistance from external services including The Local Authority, Medical Services, and the Police.

Named Persons Responsible for Safeguarding

In the event of a safeguarding incident, allegation or concern, all staff MUST report immediately to the Designated Safeguarding Lead (DSL) or The Deputy Designated Safeguarding Lead (DDSL).

The Persons appointed by the board of trustees, and Designated Safeguarding Lead and is Responsible for Safeguarding within UrbanMBA is as follows;

- Chief Executive/ DSL
KOFI OPPONG - kofi@urbanmba.co.uk

Should the named DSL not be available, all staff must proceed to direct any Safeguarding matter to the named DDSL.

In the absence of the DSL, the named Deputy Designated Safeguarding Leads are as followings;

- CFO/DDSL;
IHZAZ AHMED - E: ihzaz@urbanmba.co.uk
- Trustee of UrbanMBA/DDSL;
SHEROMIE BREWSTER - E: sheromie@urbanmba.co.uk
- Trustee of UrbanMBA/DDSL;
NATHANIEL SOBHEE - E: nathaniel@urbanmba.co.uk

Details of the Local Authority Designated Officer (LADO) are as follows;

- Hackney LADO - E: LADO@hackney.gov.uk T: 0208 356 4569

Recognising signs of abuse

The term abuse refers to any act towards a child, young person or vulnerable adult, carried out with the intention to cause Physical or Psychological harm. Anyone can be a Perpetrator of Abuse, including Parents or carers, wider Family members, children or other young people, teachers or other members of the community.

Different types of abuse may include;

3.1 Physical Abuse

- Hitting, Biting, scratching, shaking, spitting, using objects to inflict physical pain or injury, cuts, bruising, pinching, burns/scalds, broken bones or fractures. Withholding access to or delaying medical treatment. Fabricating Childhood illness (FII).

Signs of Physical abuse may include;

- Frequent absences, unexplained changes in behavior, appearing withdrawn or over emotional, unexplained cuts or bruising, bite marks, Anxiety or depression, substance misuse.

3.2 Psychological/Emotional Abuse

- Deliberately silencing expression or communication, installing fear, making fun of, knocking confidence, making a person feel uncomfortable, unloved, unwanted or inadequate. Bullying, corruption of the mind, cultism, gaslighting and manipulation. Inflicting feelings of blame, guilt, shame or the humiliation of another. Intimidation.

Signs of Psychological/Emotional abuse may include;

- Confusion, poor emotional regulation, uncomfortability, anxiety and/or depression. Low self-esteem, lack of concentration, self-doubt, signs of distress. Suicidal ideation, people pleasing or being easily emotionally triggered.

3.3 Verbal Abuse

- Shouting, screaming, swearing, name calling & insults. Threats of injury, use of degrading language, racial slurs.

Signs of Verbal Abuse may include;

- Hypersensitive to criticism or jokes, replication of foul language, Anxiety. Lack of confidence, chronic stress, depression, feelings of unworthiness.

3.4 Sexual Abuse

- Contact Abuse - Sexual touching or groping of any part of a child, young persons or vulnerable adults body, wether clothed or unclothed, making them touch someone else. Forcing or coercing a child, young person or Vulnerable adult to engagae in innapropraitе or sexual activity. Making a child undress, expose intimate body parts, or exposing them to the intimate parts of others.
- Non-contact abuse - Exposing intimate body parts, exposure to pornography, exposure to sexual acts including masturbation. Coercing others to masturbate. Viewing, sharing or possessing images or videos of child pornography. Coercion of sending nude pictures or videos.

Engaging in sexual conversations with child or young person via online or in person.

- Sexual Harrassment - Unwanted sexual attention, Unwanted physical contact including hugging, kissing, groping, or grinding on another indi. Sexual comments or gestures. Sexual tones or expressions. Promise of rewards including gifts or luxury items in exchange for sexual favours. Up-skirting.
- Rape - Unwanted or unconsented penetration of the Vagina or Anus using body parts such as fingers or the Penis, or extenal objects. Under the Sexual offenders Act 2003, a child under the age of 13 is considered unable to give consent to willingly engage in sexual activity or pentrative sex.

Signs of Sexual Abuse may include;

- Self-harm, Suicidal attempts, depression, changes in behaviour, over sexualized behaviour or language, withdrawal, bedwetting, unexplained physical illness. Decline in mental health, secretive behaviors, STI's, Problems with Genitalia, Unwanted pregnancy.

In addition to the above, Further Sexual Abuse may include;

3.5 Grooming

- Establishing a relationship of trust with the intent to manipulate, exploit or abuse for one's own gain.
- Anyone regardless of age, gender or race be affected by grooming or a perpetrator of grooming. Groomers can be trusted friends or family members.

- Groomers will often establish relationships with parents or caregivers to maintain connection and exposure to vulnerable individuals.
- Groomers often build relationships of trust, which may take many different forms including romantic relationships, friendships, mentors, other authoritative members of the community.
- Groomers often seek victims via online chat rooms and social media platforms. Pretending to be younger to engage with children or young people. Showing interest, use of blackmail or intimidation.
- Often children, young people or vulnerable adults may not realize they are being groomed and may feel a sense of loyalty, admiration or fear for the perpetrators.

Signs of Grooming may include;

- Absconding from home or education, Unexplained gifts, luxury items or money. Older peers, intimate relationships with older males/females.

Other areas of abuse staff should be aware of may include;

3.6 Child Sexual Exploitation (CSE)

- Exploitation of a child, young person or vulnerable adult. Children are often trafficked into or throughout the UK and are provided with food, shelter or gifts in exchange for sexual favors.

Victims are often exposed to violence, sexual violence, financial abuse and control.

- Young women involved in gang related activity are often sexually exploited.

Signs of Child Sexual Exploitation (CSE) may include;

- Changes in mood or behavior, involvement in Gang related activity, involvement in criminal activity including shoplifting or drug lifting. Missing from home, frequently absent from education. Unexplained gifts or income. STI's or unplanned pregnancy.

3.7 Female Genital Mutilation (FGM)

- Alteration or Removal of parts of the Female Genitalia for Non-surgical or Religious beliefs.
- Often referred to as Female Circumcision, cutting or Sunna.
- Perpetrators are not medically trained and often use non-sterile instruments such as Knives, Scissors, Broken Glass, or Razor blades.
- FGM is often performed during Early Childhood, however it also may take place during infancy, adolescence, before marriage and during pregnancy.

Signs of Female Genital Mutilation may include;

- Long periods of absence from school. Long periods abroad, Child may refer to a 'special occasion' taking place where a girl becomes a woman

or is preparing for marriage. Other female family members may have undergone FGM. Running away.

Signs Female Genital Mutilation may have taken place;

- Difficulty walking or sitting. Change in mood or emotions. Difficulties using the bathroom or spending longer periods of time in the bathroom. Severe pain, Infections including Hepatitis B or C. HIV, Frequent urine infections, Unexplained Vaginal bleeding.

As a legal requirement, ALL members of staff MUST report acts of FGM performed on a female under the age of 18 to the police.

3.8 Child Trafficking

- The coercion to leave, or abduction of children or young people from their families or homes
- Children and young people are often sold or exploited, used for Sex trafficking or prostitution, imprisonment, domestic slavery, drug trafficking, begging, theft.
- Traffickers may move alone or in groups to recruit, target or transport children or young people.
- Traffickers may use children to be-friend or recruit other children or young people.

Signs of child trafficking may include;

- Missing from the system - This may include school aged children being absent from education, No medical or dental history. No formal documentation including Passport or birth certificate.
- Orphaned children or children without any family ties. Living away from home, unable to identify what country or town they currently live in.
- Children that are moved around alot. Children and young people living in unsuitable accommodation. Isolated from other peers. Secretive or unwilling to share personal information.

Other forms of Abuse, children, young people Adults and Vulnerable adults may be at risk of are as follows;

3.9 Domestic Violence

- Physical, emotional or psychological harm, living in fear or threat of violence into another person. Rape or sexual violence.
- Controlling behaviors including finances, whereabouts, clothing or relationships with others. Isolating victims from friends or family networks and support systems.
- Threats towards other family members or harming animals.
- Domestic Violence can be in a relationship or friendship setting.
- Domestic Violence is not just a form of abuse experienced by adults and can be experienced amongst children through peer relationships.
- Children often are victims of domestic violence within a family setting or bare witness of domestic abuse within the household.
- Men can also be victims of domestic violence.
- Victims are at greater risk of harm or even death once out of the abusive relationship.

Signs of Domestic Abuse may include;

- PTSD, anxiety or depression, withdrawal, self-harm, substance misuse, unexplained bruising or cuts. Suicide attempts, decline in mental health, Loss of confidence, self-worth or self esteem.

When considering DV, it is important to remember that adult relationships are often very complex. Because of this, some may be unable to recognise clear signs of abuse or where they may be at risk of severe harm.

3.10 Criminal Exploitation and Gang-Related Activity

It is not illegal to form or be part of a gang unless involved in criminal activity.

The definition of the term Gang is as follows;

- Street Gangs - A group of peers that identify with gang crime, including theft, violence, or selling drugs. Carrying weapons or using weapons.
- Organized Criminal Gangs - Crime is their occupation and operates solely for personal gang wealth, status, power or control, reputation.
- Children, young people and Vulnerable adults are forced or coerced into committing various types of criminal activity including robbery, carrying out violent attacks on others on demand or for gang initiation.

County Lines

- Distribution of Drugs and other illegal substances from inner cities to their surrounding Suburban areas.
- Drug deals are exclusively made by Mobile phones often referred to as 'Deal lines'.
- Drug workshops are often set up in the homes of other drug users. This is often referred to as Cuckooing
- Workshops often referred to as Trap house, Crack den or Bando.

Signs of Criminal Exploitation or Gang-related Activity may include;

- Missing from home or absent from school for long periods of time. Traveling to rural areas where Children or young people have no family connections too.
- Unexplained money or luxury items including Jewelry, expensive clothing, or new gadgets.
- Drug usage, Violent or aggressive behaviors. Weapon carrying. Petty crime such as theft or Vandalism.
- Frequent short stay in Airbnbs, budget hotels or poorly maintained properties.

3.11 Online Abuse and Cyberbullying

- Abuse that takes place over the internet via chat rooms, social media platforms, and mobile phone text messaging.
- Grooming of young or vulnerable people for exploitation.
- Peer on Peer abuse, Revenge porn, harassment, stalking or blackmail.

Signs of Online Abuse and Cyberbullying may include

- Becoming withdrawn or Isolated, Self-harm, high anxiety and/or depression.
- Frequent mobile phone or internet use. Communicating with new or older friends.
- Appearing over emotional, angry or upset after accessing the internet.

3.12 Radicalisation & Extremism

- Radicalisation - Coercion or Manipulation in supporting Extremist Ideologies or taking part in acts of Terrorism.
- Extremism - Opposition aimed towards fundamental British Values including Democracy, the rule of law and mutual respect for all faiths or religious beliefs.

Signs of Radicalisation or Extremism may include;

- A sudden disrespect towards the opinions, beliefs or faiths of others. Sudden anger aimed towards British Values. Isolation from friends and family. Increased secretive behaviors - particularly surrounding internet usage. Scripted speech.

The term Neglect refers to the basic care needs of a child or young person not being met by its parents or caregivers. Different types of Neglect may include;

3.13 Physical Neglect

- The Basic care needs of a child or young person are not met. This can include the absence of Food, appropriate clothing or adequate shelter. Poor personal hygiene.
- Failure to safeguard, leaving an underaged child alone or unattended. Failure to seek medical assistance when required (often referred to as Medical Neglect).

Signs of Physical Neglect may include;

- Appearing to be visibly dirty or unkept. Clothing that appears to be ripped, too small or inappropriate. Unexplained or persistent illnesses, Poor dental hygiene, Malnutrition or delayed growth. Frequently missed medical appointments. Ignoring medical advice.
- Injury caused by lack of supervision. Unsuitable home environment including lack of heating, furnishings or amenities.

3.14 Educational Neglect

Denial of a child or young person's right to receive a good standard of education. Failure to meet a child's educational needs.

Signs of Educational Neglect may include;

- Poor attendance and punctuality, frequent unauthorized absences, failure to engage with educational settings. Developmental delays

3.15 Emotional Neglect

- Lack of stimulation, nurture or affection from caregivers.
- Emotional needs are often ignored, experiences of humiliation, ridicule, lack of empathy or unkindness.

Signs of Emotional Abuse may include;

- Feelings of sadness or worry, anxiety or depression. Self-harm, loss of self-esteem, confidence or self-worth. Clinginess or engagement in risky behaviors. Substance misuse, truancy, absconding.

Other areas of concern may include;

3.16 Mental Health

- DSM-5 - Mental Health is any disorder or condition that causes significant disturbances to an individual's Cognitive function, Emotional regulation and/or behavior.
- 1 in 4 Adults - 1 in 6 children are affected by Mental Health in the UK. Mental Health can be Moderate - Severe.
- SEN needs such as Attention Deficit or Oppositional Defiance Disorder are often sub-conditions of poor mental health in Children.
- Impacted by Environmental, Biological factors, or as the result of experienced Trauma and/or Abuse.
- Lack of education/Stigma attached to Mental Health.

Signs of poor Mental Health may include;

- Low mood, Behavioral issues, Panic Attacks, Anxiety, Depression, Poor Emotional regulation, Self-Harm, Eating Disorders, Body Dysmorphia, Impulsivity, Hyper activeness, Insomnia, Nightmares, Obsessive thoughts or behaviors. Disturbed thoughts, Suicidal Ideation or attempts, Withdrawal. Poor personal hygiene. Substance abuse.
- Psychosis - Delusional thoughts or Ideas. Hallucinations. Hearing Voices or commands that others cannot hear.

Under the **Mental Health Capacity Act 2005**, a person is to be assumed to have full mental capacity unless it has been established otherwise.

A person is to be treated as having capacity, and is to be encouraged to make all decisions pertaining to their life. If it is determined that a person lacks capacity to do so, any decision made on their behalf **MUST** be done in the best interest of the individual.

3.17 Bullying

- Deliberate behavior that causes harm to another person. Can include Physical harm - Hitting, pushing, kicking, spitting. Emotional harm - Installing fear, intimidation, shaming, embarrassing, rumors. Verbal - Name calling, insults, foul language, threats.

Signs of Bullying may include;

- Social Anxiety, Isolation or withdrawal, Truancy from school, Self-harm, development of eating disorders, Stealing Money, Emotional outbursts.

3.18 Substance Abuse

- Exaggerated use of Alcohol, Illegal drugs, prescription or over the counter medication.

Signs of Substance Abuse may include;

- Bloodshot Eyes or Dilated pupils, Sudden weight loss, decline in mental Health. Impaired or slurred speech. Decline in Physical appearance. Needle or pin looking marks on limbs. Shakes or Tremors.

4. Dealing with a disclosure

At UrbanMBA, we recognise that disclosures of abuse are difficult for all parties involved including Victims, their families and relevant staff members.

Revelations are often unexpected and may come as a shock, resulting in staff not knowing how to handle such sensitive information. The below lists the best course of action to take when dealing with a safeguarding disclosure;

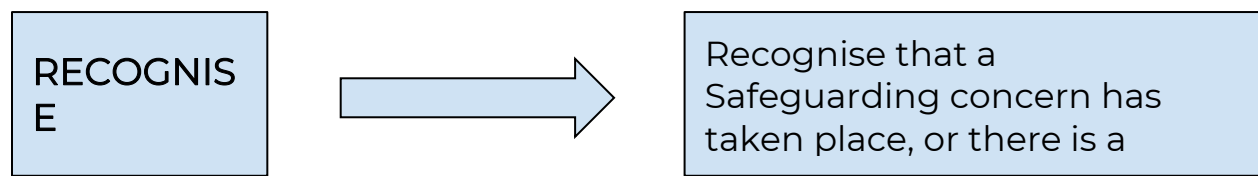
- **Remain Calm** - It is important to remain calm when dealing with sensitive information as the child or vulnerable adult are more than likely finding speaking about such trauma difficult and may also be experiencing feelings of guilt, shame or fear. Although it is sometimes difficult to do so, try your best to maintain a neutral disposition but remain open and empathetic as this will allow the individual to feel comfortable when speaking with you.
- **Listen** - Listen carefully to and attentively, paying as much attention to detail as possible. Always allow the conversation to be led by the individual. It is important that you do not ask any leading questions that could alter the course of the conversation. Ask questions for clarification purposes only or checking back that you have received this information correctly.
- **Reassurance** - Let the victim know that you are taking them seriously. Always let them know that they have done the right thing by making this disclosure to you and that they are not at fault for any abuse that has taken place.
- **Do not promise confidentiality** - When disclosures of abuse have been made, victims may wish for things to be kept a secret or to not be officially reported out of fear or anxiety. Sometimes, staff members may feel reluctant to report abuse, wanting to honor their wishes and keeping things between you and them. Always explain that you are unable to promise such confidentiality. Explain that you have a duty of care to safeguard them which involves reporting such disclosure so

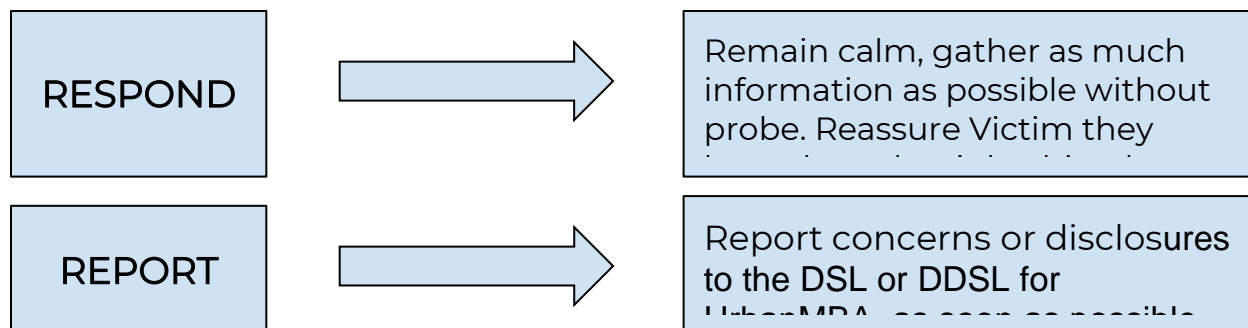
that appropriate action can be taken. Explain that by reporting, they will also be able to receive the best support available to them.

- **Report** - Once all relevant information has been received staff are to pass this on to the DLS or DDSL for the organization immediately.

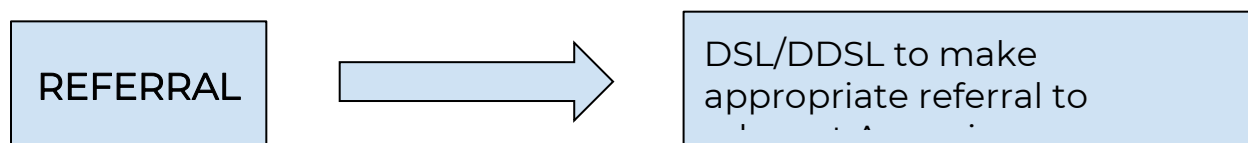
5. Reporting A Concern

If any member of UrbanMBA has a safeguarding concern regarding a child or vulnerable adult, or a disclosure of abuse has been made to you, you **MUST** report this as soon as possible. The following guidelines detail how to proceed should you need to report a safeguarding concern;

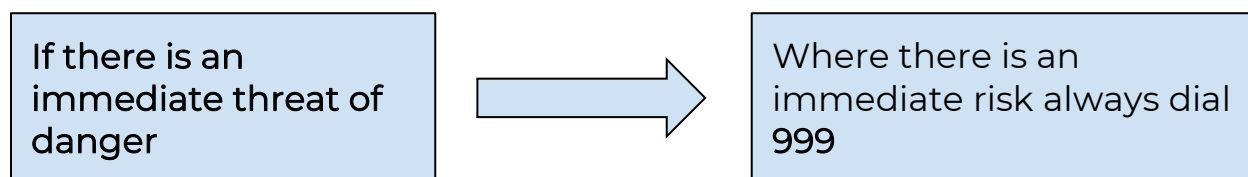




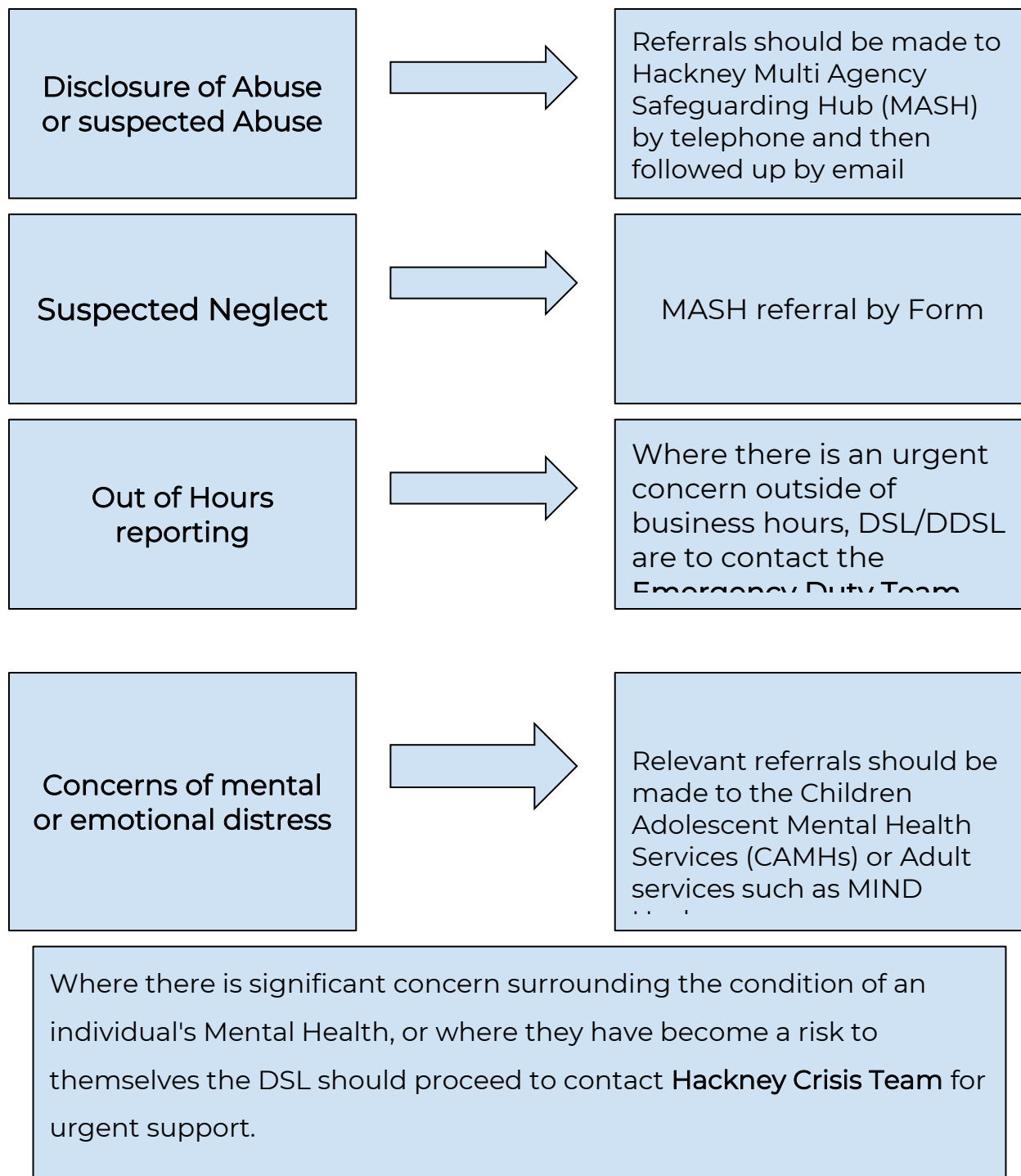
Once reported, it is now the responsibility of the DSL or DDSL to take the appropriate course of action;



When deciding on the appropriate referral to make, the DSL/DDSL SHOULD consider the following;



If it is determined there is no immediate threat of danger or harm, the DSL/DDSL SHOULD follow the appropriate procedure to report Safeguarding concerns correctly. This is as follows;



All information regarding UrbanMBA students & Staff members will be kept confidential unless there is significant risk of harm to self or others, or for the purposes of information sharing with other relevant agencies involved in supporting the individual.

A Concern should only be filed, once it has been dealt with by the appropriate external agencies or relevant support has been provided. All concerns should be kept securely in a password protected system or Folder. Only the DSL or DDSL for UrbanMBA will have full access to Safeguarding files.

6. Allegations against staff

All members of the UrbanMBA community are committed to maintaining the highest standard of professionalism possible, however we recognise that some individuals may act in a manner deemed as inappropriate towards students and young people, or may pose a significant risk to children or vulnerable adults. In such cases, immediate action will be taken. However, it is equally important to consider that such allegations can be false and made out of malicious intentions. This is why a thorough investigation must take place to determine absolute certainty.

It is understandable that reporting a colleague may feel immoral or difficult to do, however it is important to remember that WE have a duty of care to safekeep all children, young people and Vulnerable adults associated with UrbanMBA.

Behaviors of Staff Misconduct are as follows;

- Behavior that has caused risk or potential risk
- Criminal offenses committed against Children, Young people or vulnerable adults

- Behavioral indicators that suggest unsuitability to work with children, young people or Vulnerable adults.
- Inappropriate dress
- Inappropriate language - including Foul language or Sexual language directed at a Child, young person or vulnerable adult
- Sexualised behaviors - including touching, kissing groping
- Contacting students outside of business hours
- Sharing personal information with students such as Personal telephone numbers, Personal email addresses, home addresses or Social media accounts.

Generally, investigated allegations will fall into the following categories which should be used when determining the outcome of an allegation;

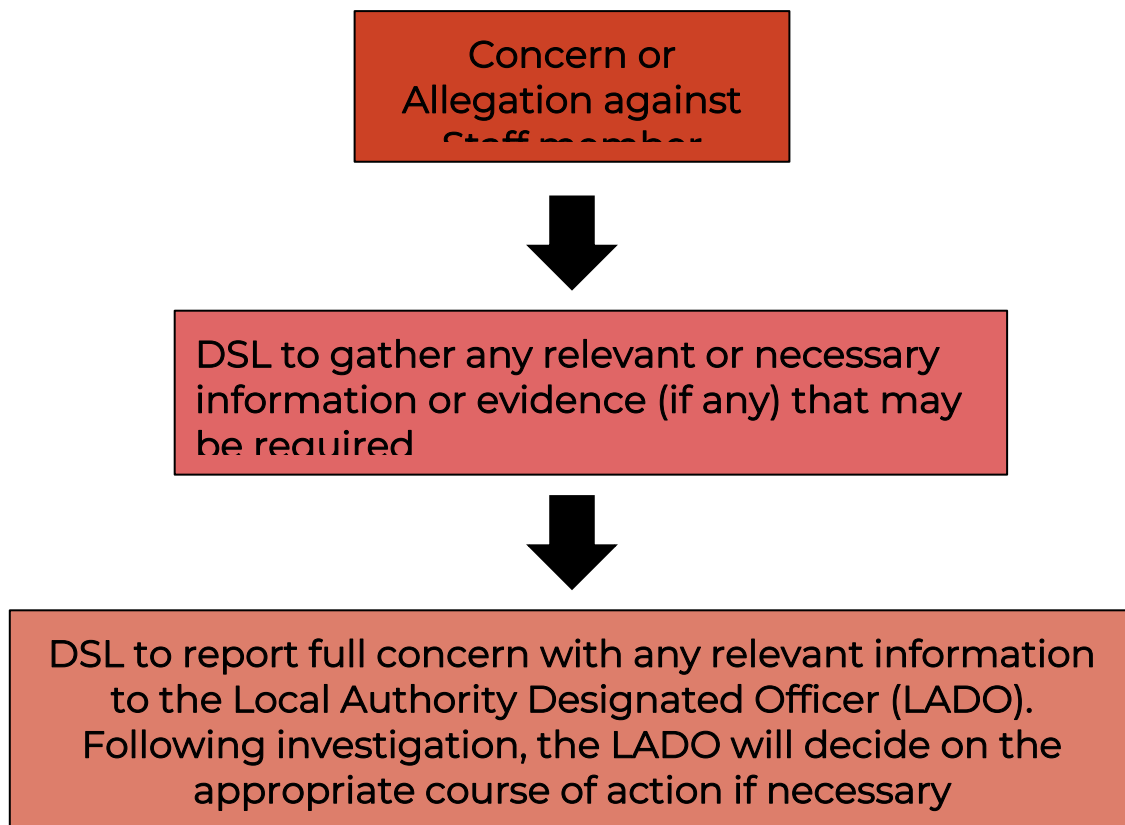
- **Substantiated** - Sufficient evidence to prove the allegation
- **Unsubstantiated** - Insufficient evidence, therefore unable to prove or disprove the allegation, therefore does not imply guilt or innocence.
- **False** - There is sufficient evidence to disprove the allegation.
- **Malicious** - There is sufficient evidence to disprove an allegation which has been made with the intent to cause harm to the alleged staff member.
- **Unfounded** - No evidence or proper basis to support the allegation.

If faced with an event or disclosure where there are concerns surrounding Staff conduct always remember the following;

- Never notify the staff member of your concerns prior to reporting.
- Remain neutral in your approach, never confront them on their behaviors.

- Once reported, Continue to support both student and staff member through the allegation process, keep the alleged staff member updated.
- Suspension should not be an automatic response. All facts should be carefully considered prior to suspension taking place.

In the event that you are concerned about a member of staffs conduct towards a child or young person or an allegation against a member of staff has been made, this is to reported as follows;



7. Safer recruitment

In line with the Safeguarding Vulnerable Groups Act 2006, and the Disclosure & Barring Service 2013, UrbanMBA will ensure ALL employees and volunteers associated with the brand have thereby undergone checks through the Enhanced Disclosure Barring Services for both Adult & Child workforce to ensure they are suitable to work across our multiple projects with both children and vulnerable adults.

Once hired by UrbanMBA, we will carry out appropriate checks to ensure ALL new employees have a current DBS on the update service. This MUST be completed within 30 days of joining UrbanMBA.

UrbanMBA currently uses CareCheck, to conduct DBS checks on all its employees. Until relevant checks have been completed, no member of staff will be tasked with the responsibility of a child or young person, nor will they be left unsupervised at any time.

Further to obtaining DBS checks, UrbanMBA will also ascertain the following;

- **Photo ID** - Valid passport, Driving License or ID card
- **Right to work in the UK** - Valid Passport, Proof of Immigration status or Valid work visa
- **References** - Both professional & Character

8. Photography & Imagery

UrbanMBA are aware of potential Misuse when sharing Photos or Images including Children or young People. We also understand that some Parents

or Carers may not be comfortable with the publicizing of Photos or Videos containing their children. This may be

9. Whistleblowing Policy

The term Whistleblowing refers to the disclosure of illegal practice, misconduct or criminal activity in the workplace.

Staff should feel confident to act upon concerns that are of Public Interest. As an employee, Trustee or affiliate of UrbanMBA, you have the right to report

any Practice that is classified as a serious concern or wrongdoing, whether this be a past or present event, or should you fear particular events taking place in the near future.

Under the **Employment Rights Act 1996** and the **Public Disclosures Act 1998**, you are legally protected from dismissal should you report any of the following;

- **Criminal Offenses such as Fraud**
- **Health & Safety Risks**
- **Environmental Risks**
- **Injustice**
- **Unethical Practises**
- **Cover up of foul play**

Whistleblowing through Malicious intentions such as **Harrassment**, **Personal grievance** or **Blackmail** are not governed by such Laws and are a breach of your employment contract.

Staff have the right to raise their concern directly to their employer, however if you are unhappy with the outcome from your employer's investigation or wish to remain anonymous when raising concerns, you should seek to contact what is referred to as '**Prescribed people and Bodies**' which is the relevant governing body for your organization.

Staff are also encouraged to seek Advice and Guidance from the Citizens Advice Bureau or Whistleblowing charity Project.

Should any employee of UrbanMBA experience unfair treatment or dismissal as a result of Whistleblowing, they are encouraged to follow through with proceedings against UrbanMBA at the Employment Tribunal. Proceedings must take place within 3Months of dismissal from your place of employment.

10. Useful Contacts

Hackney Local Authority Designated Officer;

E: LADO@hackney.gov.uk T: 0208 356 4569

Hackney Multi Agency Safeguarding Hub (MASH);

T: 020 8356 5500

Emergency Duty Team: 020 8356 2710

Hackney Mental Health Crisis Team 24Hr Helpline: 0800 073 0006

Other useful Contacts:

<https://protect-advice.org.uk/>

<https://www.gov.uk/government/publications/blowing-the-whistle-list-of-prescribed-people-and-bodies--2>

<https://education.hackney.gov.uk/>

<https://cityandhackneycamhs.org.uk/>

<https://www.mindchwf.org.uk/>

<https://www.nationaldahelpline.org.uk/>

<https://www.anncrafttrust.org/>

<https://www.nspcc.org.uk>

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/439598/prevent-duty-departmental-advice-v6.pdf

<https://chscp.org.uk/allegations-against-professionals/>

<https://www.gov.uk/whistleblowing/who-to-tell-what-to-expect>

<https://www.healthwatchhackney.co.uk/services/adult-mental-health-services-london-e9-6sr/>

