Wilmington plc

Safeguarding and Prevent Policy

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Safeguarding and Prevent Policy

Key Contacts

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Role	Wilmington Representative
Designated Safeguarding Lead (DSL)	Bethan Cater, Director of Internal Compliance, All Wilmington
Deputy Designated Safeguarding Lead (DDSL)	Vanessa Gorham, Head of ISO Compliance and External Engagements, All Wilmington
Senior Safeguarding Lead (SSL)	Debbie Price, Director of Operations, ICA
Senior Safeguarding Lead (SSL)	Michelle Reece, Senior Client Services Manager, ICA
Senior Safeguarding Lead (SSL)	Stacey Bailey, Senior Course Developer & Learning Support Manager, ICA
Senior Safeguarding Lead (SSL)	Simone Jones, Director of Product Management, ICA
Senior Safeguarding Lead (SSL)	Julie Jones, Executive Assistant, Phoenix
Designated Prevent Lead (DPL)	Tim Tyler, Vice President, ICA
Designated Prevent Lead (DPL)	Bethan Cater, Director of Internal Compliance, All Wilmington

1. Introduction and Policy Statement

Safeguarding Statement

Learners have an equal right to protection from abuse, regardless of their age, race, religion, ability, gender, language, background or sexual identity, and the welfare of any child or adult at risk is treated as paramount.

Wilmington will take every reasonable step to ensure learners are kept safe and secure so that they can learn and thrive. All suspicions and allegations of abuse will be taken seriously and responded to swiftly, sensitively and appropriately, in line with this policy.

This policy applies to all Wilmington employees and external contractors, where they have any potential contact with a learner. See Section 2 for full scope of application. Everyone covered by this policy has a duty to report a concern; the roles set out in Section 4 describe who is responsible for acting on one.

The Keeping Children Safe in Education (KCSIE) framework sets out the Safeguarding legal

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requirements as focused on learners under 18. The Care Act 2014, and the Children and Families Act 2014, extend Safeguarding responsibilities to adults at risk, including young people aged 18-25 on an Educational Health and Care Plan (ECHP). Adults at risk may be unable to protect themselves from abuse, neglect or exploitation due to care and support needs.

It is unlikely that Wilmington learners will fall into the adults at risk category. If you believe a learner may be an adult at risk, please contact the Safeguarding Team for advice at safeguardingandprevent@wilmingtonplc.com.

Whilst the legal framework is specific to these individuals, our duty of care and professional responsibilities apply to all learners.

Prevent Statement

As an education and training provider, Wilmington recognises the importance of protecting learners and staff from being drawn into terrorism. We are committed to ensuring that all learner-facing staff can identify indicators of radicalisation and extremism, that fundamental British values are promoted, and that any concern is responded to appropriately. Section 2 sets out how the statutory Prevent Duty and Wilmington's own wider Prevent commitment apply across the group's different jurisdictions.

Wilmington fully recognises the importance of academic freedom and freedom of speech for all employees, learners and visiting speakers, and will balance this against its Safeguarding and Prevent obligations.

All Safeguarding and Prevent concerns will be treated as strictly confidential and disclosed only to those who need to be informed to keep someone safe.

2. Scope of Application

Wilmington operates across multiple entities and jurisdictions, and not every legal duty referenced in this policy applies in the same way everywhere. This section sets out, transparently, where a duty is a direct UK statutory requirement, where it applies because of a funding or contractual relationship, and where it is applied as Wilmington's own universal minimum standard of good practice.

Tier	Basis for Application	Applies To
Tier 1	Safeguarding/Prevent conditions attached to apprenticeship or other public funding agreements. This includes FGM mandatory reporting and any DfE notification requirements.	Any UK Wilmington entity or programme delivering apprenticeship training, end-point assessment, or other publicly funded provision, and any provision involving learners under 18. Or any entity where access to a care home or schools is required, or there is any contractual (provider or client) requirement for Safeguarding to be in place. Applies to ICA and Phoenix only
Tier 2	Wilmington's own universal minimum standard: the core safeguarding	All other UK Wilmington entities where potential for teaching early career / under 18s, in a non- funded

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Tier	Basis for Application	Applies To
	statement (applied as duty of care), definitions, and conduct expectations in this policy, applied as good practice rather than UK statute.	programme. This could apply to any Wilmington business.
Tier 3	Wilmington's universal minimum standard, applied alongside – and never in place of – the relevant local law of the jurisdiction in which the entity operates. The UK Prevent Duty itself does not apply outside the UK.	International entities and offices, incl Wilmington's offices in Singapore, UAE, Malaysia, Hong Kong, South Africa and Ireland.

Where this policy refers to a specific UK statutory duty that duty is legally applicable to Tier 1 activity.

3. Definitions

Safeguarding

Safeguarding describes the broader preventive and precautionary approach to policies and procedures needed to protect children and adults at risk from harm. It means ensuring help and support is provided as soon as problems emerge, protecting people from harm inside or outside the learning environment, including online, and building a culture in which all staff know their responsibilities and all learners know what to expect.

Learner Categories

Child or young person: anyone under the age of 18. Wilmington's learner population is predominantly adult professionals; where under 18 are enrolled (most likely through apprenticeship routes, which can start at 16), the full child-safeguarding provisions of this policy apply to them.

Adult at Risk: a person aged 18 or over, including those 18-25 on an Educational Health and Care Plan (EHCP), who is at risk of harm, abuse or manipulation (including radicalisation) as a result of their social or personal situation – for example, due to a disability, illness, or a situation of dependency or isolation. Not every adult learner is automatically an “adult at risk”; the term applies where the specific circumstances create vulnerability.

Adult Learner (general): the majority of Wilmington's learners are working adult professionals without an elevated vulnerability factor. This policy's core conduct expectations and online safety provisions apply to all learners regardless of category; the additional statutory protections in Section 2 (Tier 1) and Sections 10–14 apply specifically where a child or adult at risk is involved.

Forms of Harm

Harm, including abuse, neglect and exploitation, can take a number of forms, including but not

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limited to those set out in the table below. See Section 8 for a fuller list of specific safeguarding concern categories.

Form of Harm	Description
Sexual	Trying to get someone to take part in sexual activity using force, threats or bullying. Requires informed consent. 'Grooming' is the use of an emotional bond to gain trust in order to abuse, exploit or traffic someone.
Physical	Hitting another person, or deliberately self-inflicted wounds.
Psychological	Saying or doing things that hurt, isolate, or control someone, including bullying and threats, in person or online (including 'revenge porn').
Neglect	Not caring for yourself or someone you are responsible for – for example unsafe living conditions, not eating, or not washing.
Financial	Unreasonable or excessive borrowing, stealing money or items, or pressuring someone into giving money or items.
Discriminatory	Harassment, slurs or unfair treatment relating to race, gender or gender identity, age, disability, sexual orientation, or religion.
Domestic Abuse	A pattern, or single incident, of controlling, coercive or threatening behaviour, violence or abuse by a partner or family member.
Modern Slavery / Trafficking	The recruitment, transport, or harbouring of a person through coercion, deception or abuse of power, for the purpose of exploitation.

4. Roles and Responsibilities

All Staff

Every Wilmington employee, contracted tutor, examiner, and subcontractor is responsible for reading and following this policy, completing required training (Tier 1), and reporting any safeguarding or Prevent concern at the first opportunity (Section 12).

Designated Safeguarding Lead (DSL)

The DSL is responsible for the implementation of this policy and Wilmington's safeguarding commitments, including ensuring processes are robust, consistently applied, and that Wilmington fulfils its legal duties.

Deputy Designated Safeguarding Lead (DDSL)

The Deputy DSL is responsible for supporting the DSL in the implementation of this policy and Wilmington's safeguarding commitments, including ensuring processes are robust, consistently applied, and that Wilmington fulfils its legal duties. S Deputy DSL is in place to ensure absence is covered, and responsibility is shared for reviewing notifications, maintaining the Safeguarding Log,

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and chairing Multi-Team Review meetings.

Designated Prevent Lead (DPL)

The DPL is responsible for implementation of the Prevent elements of this policy, including oversight of external referrals, and Channel referrals. The DSLs deputise fully for the DPL in their absence.

Senior Safeguarding Leads (SSLs)

SSLs, nominated within Wilmington entities (Tier 1), provide a local first point of contact for informal advice, triage “unsure” queries, and escalate concerns to the DSL/DDSL/DPL.

Human Resources (HR)

HR is responsible for embedding safer recruitment practice (Section 6), supporting any investigation into an allegation against a member of staff (Section 14), and maintaining accurate records of background checks.

IT

IT is responsible for ensuring appropriate filtering, monitoring and security controls are in place across Wilmington's virtual learning environments and communication channels to support online safety (Section 11), and for reviewing the effectiveness of these controls at least annually.

Entity and Programme Leadership

Leadership within each Wilmington entity, in collaboration with the DSLs, are responsible for ensuring safeguarding is given appropriate priority.

5. Underpinning Policies

This policy is underpinned by, and should be read alongside, the following Wilmington policies:

- Whistleblowing Policy
- Data Protection Policy
- Wilmington Way of Working
- Supplier Code of Conduct
- Equality, Diversity & Inclusion Policy
- Employment Screening Policy
- Student / Learner Code of Conduct
- Prevention of Sexual Harassment

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- Anti Bullying and Harassment

6. Safer Recruitment and Induction

Wilmington will comply with best practice in the recruitment and training of staff and external contractors who work with learners, in line with legislative requirements.

- All learner-facing employees will undergo a relevant DBS check, prior to commencing learner contact, where the role is eligible.
- Contracted tutors will have the required DBS checks and Financial completed as part of Wilmington's External Engagements process.
- DBS checks will be reviewed / renewed every 2 years, as per Wilmington's standard process, or sooner where required by a specific programme's funding rules.
- Relevant screening checks will be completed for all learner-facing roles before appointment.
- Roles outside the UK will complete the equivalent local background-check process
- All new starters will have access to this policy; employees and external tutors in Tier 1 businesses, will additionally complete safeguarding and Prevent training before, or within one month of, taking up their role (see Section 7).

7. Training Requirements

Training requirements are set out by role below. It is the responsibility of line managers to ensure staff complete the relevant requirement and that evidence can be provided.

Role	Requirement	Timeline
DSL	Level 3 Designated Safeguarding Lead training, plus Prevent-specific training (e.g. Home Office Prevent Duty training)	Prior to taking on the role, 2 yearly renewal
Deputy DSL	Level 3 Designated Safeguarding Lead training, plus Prevent-specific training (e.g. Home Office Prevent Duty training)	Prior to taking on the role, 2 yearly renewal
DPL	Level 3 Designated Safeguarding Lead training, plus Prevent-specific training (e.g. Home Office Prevent Duty training)	Prior to taking on the role
SSL	Safeguarding and Prevent awareness training module	Prior to taking on the role
Employees or learner facing contractors – Tier 1	Safeguarding and Prevent awareness training module, plus reading KCSIE Part 1	Within 1 month of appointment (and before any delivery of training), refreshed annually
All other staff	Provision of Policy in Compliance Hub	Available at all times

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In addition to the mandatory requirement above, all safeguarding-role staff will receive periodic refresher updates appropriate to their role.

8. Categories of Safeguarding Concern

The list below is not exhaustive. Staff should report any concern about a learner's welfare even where it does not clearly match a category listed here.

Category	Description
Mental Health	Emotional, psychological and social wellbeing concerns, which may leave a person vulnerable to self-harm, suicidal thoughts, or other risks.
Sexual Violence, Harassment and Abuse	Any unwanted sexual act, activity, or behaviour, including online. Can affect any gender and any age group; abuse between peers (including between learners) is a specific safeguarding issue.
Radicalisation and Extremism	The process of coming to support terrorism or extremist ideology; vocal or active opposition to fundamental British values. See Section 10. Extremism is the vocal or active opposition to our fundamental British values, including democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. Radicalisation is the process of a person legitimising support for, or use of, terrorist violence. See section 10
Online Safety	Content, contact, conduct and commerce risks arising through online learning environments and communication channels. See Section 12.
Domestic Abuse	A pattern, or single incident, of controlling, coercive or threatening behaviour, violence, or abuse by a partner or family member; can include teenage relationship abuse.
Teenage Relationship Abuse	Emotional, physical, sexual or financial abuse within a relationship involving a person under 18.
Child Sexual Exploitation (CSE)	Where a young person receives something (e.g. money, gifts, status) as a result of engaging in sexual activity.
Drugs and 'County Lines'	Misuse of drugs or alcohol; the exploitation of children or vulnerable people to transport drugs between areas, often coerced by gangs.
Gangs and Youth Violence	Crime and violence associated with gang identity or affiliation, including knife crime; most relevant where under-18 apprentices are involved.
Stalking	Persistent, unwanted attention that causes alarm, harassment or distress, including cyber-stalking.
Forced Marriage	A marriage entered into without full and free consent, where violence, threat, or coercion is used.
Female Genital Mutilation (FGM)	A serious, illegal form of abuse involving partial or total removal of, or other injury to, the female genital organs for non-medical reasons. See the mandatory reporting duty

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Category	Description
	in Section 8.
Trafficking / Modern Slavery	Recruitment, transport or harbouring of a person through coercion, deception, or abuse of power, for exploitation.
Incel-related Radicalisation	Exposure to online subcultures characterised by misogyny and, in some cases, endorsement of violence

Female Genital Mutilation – Mandatory Reporting Duty

FGM is illegal in the UK, including taking a child abroad for the purpose of FGM. Under the Serious Crime Act 2015, regulated professionals in England and Wales (including teaching and training staff) who identify, in the course of their work, that FGM appears to have been carried out on a person under 18 must personally report this to the police, as soon as possible after disclosure or discovery. Any member of staff who becomes aware of an at risk or suspected case of FGM involving a person under 18 must inform the DSL immediately. The DSL is responsible to ensure the statutory duty has been met; the DSL will not delay a police report while gathering further information.

9. Indicators of Abuse and Radicalisation

No list of indicators can be exhaustive, and signs may appear in combination or isolation. Staff should trust their judgement and report a concern even if unsure.

Possible Indicators of Abuse or Harm

- Unexplained bruises or injuries, or an explanation that seems inconsistent
- Becoming withdrawn, quiet, or showing sudden changes in behaviour
- Looking unkempt or dirty, or significant unexplained weight loss
- Self-harm, or significant changes in emotional wellbeing
- Unexplained or persistent absences, or going missing
- Sudden changes in finances, or getting into debt
- Reluctance to go home or to leave the delivery location

Possible Indicators of Radicalisation

- Increasingly extreme views about a section of society or government policy
- Downloading, viewing or sharing extremist material
- Becoming withdrawn and focused on a single ideology; increasing intolerance of other views
- Changes in appearance, wellbeing, or social circle; isolation from friends, peers or family

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- Expressing a desire or intent to take part in or support extremist activity

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Factors Contributing to Vulnerability

- Rejection by a peer, faith, social group or family
- Being a victim or witness of a hate crime; conflict with family over beliefs or lifestyle
- Identity confusion, or a recent significant change in beliefs
- Under-achievement, poverty, disadvantage, or social exclusion
- Experience of a series of traumatic events, whether global, national or personal

10. The Prevent Duty

Wilmington has due regard to the need to prevent people from being drawn into terrorism – the 'Prevent Duty'. All learner-facing staff should have the confidence to recognise the signs that a learner or colleague may be at risk of radicalisation.

Wilmington will carry out an annual Prevent risk assessment for Tier 1 activity, evaluating where and how learners or staff may be at risk of being drawn into terrorism, with an action plan maintained and monitored by the DPL.

British Values

Extremism is vocal or active opposition to fundamental British values, including:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect and tolerance for those with different faiths and beliefs, and for those without faith

Wilmington encourages staff to promote these values, challenge extremism in any form, and proactively report any suspected incident of radicalisation or extremism.

Referral Routes

Where a Prevent concern is identified, the DPL will consider the appropriate referral route:

- Immediate risk: contact 999 (or emergency contact for relevant territory if known) and inform the DPL immediately.
- Channel programme: a voluntary, confidential, multi-agency support programme for individuals identified as being at risk of being drawn into terrorism. Channel referrals are made through the police or local authority and will only be initiated by the DPL.
- Anti-terrorist hotline (0800 789 321): for reporting concerns about possible terrorist activity.
- Report online material promoting terrorism or extremism at gov.uk/report-terrorism.

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11. Online Safety

Wilmington is committed to ensuring that all online learning environments are safe, inclusive, and appropriately managed to protect learners and staff. Online safety risks can be considered across four areas:

- Content – exposure to illegal, inappropriate or harmful material, including extremist content, misinformation, or content promoting self-harm.
- Contact – harmful interaction with other users, including grooming or exploitation attempts.
- Conduct – online behaviour that causes or increases the risk of harm, including sharing explicit images or online bullying.
- Commerce – risks such as scams, phishing, or inappropriate advertising.

All learners and tutors are expected to behave respectfully and professionally in virtual learning activities. Tutors must use approved organisational systems and communication channels for all learner contact and must not engage with learners personally through personal social media accounts or unauthorised platforms.

Appropriate safeguards will be in place during online delivery, including secure access to sessions, monitoring of attendance and participation, and clear expectations regarding conduct, privacy, and the use of cameras or recordings.

Any safeguarding concern arising during online learning – including inappropriate behaviour, cyberbullying, online harassment, exploitation, or misuse of technology – must be reported immediately to the DSL via safeguardingandprevent@wilmingtonplc.com

12. Reporting a Concern

All Wilmington staff and learner facing contractors have a duty to report a safeguarding or Prevent concern immediately or at the first opportunity where any delay would increase the risk to the individual. A report will be acknowledged with the reporter within 24-48 hours.

Guidelines for Receiving a Disclosure

- Recognise – be alert to signs and direct disclosures of possible abuse.
- Respond – remain calm, do not lead or probe with questions, and do not promise confidentiality; explain that you may need to share information to keep someone safe.
- Report – contact the DSL (or DPL for a Prevent concern) via safeguardingandprevent@wilmingtonplc.com as soon as possible, recording the individual's own words.
- Record – the DSL/DPL will ensure the disclosure, investigation and any decisions are accurately recorded and securely stored.
- Refer – the decision to refer to an external agency rests with the DSL or DPL, having gathered and examined the relevant information.

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Apprenticeship and Funding-Body Reporting

Where Wilmington, or a subcontractor, refers a safeguarding concern to local authority children's social care, adult social care, or the police, and where the concern falls within current apprenticeship funding-rule reporting requirements, including incidents relating to sexual violence or allegations of abuse against a member of staff engaged in apprenticeship training or assessment, the DSL will notify the Department for Education (DfE) as soon as practicable. Note the funding function previously carried out by the Education and Skills Funding Agency (ESFA) transferred directly into the DfE when the ESFA closed on 31st March 2025 (as confirmed by the DfE).

13. Consent, Confidentiality and Capacity

Although an individual may ask for information to be kept confidential, a safeguarding or Prevent concern must still be reported internally to the DSL/DPL. The safety of the learner, staff member or any other person will always take precedence over a request for confidentiality. Information will be shared only as far as necessary to protect someone from harm.

Data protection laws do not prevent the sharing of information for the purposes of keeping children, young adults on an EHCP and adults at risk safe and promoting their welfare. If in any doubt about sharing information in this context, staff should speak to the designated safeguarding lead (or a deputy). Fears about sharing information must not be allowed to stand in the way of the need to safeguard and promote the welfare of these individuals.

Where a concern involves an adult learner with the mental capacity to make their own decisions, Wilmington will seek their consent before referring information to an external agency wherever it is safe to do so and will explain why a referral may still be necessary even without consent where there is a risk to that person or to others.

Where there is any doubt about an adult's capacity to understand or consent to a decision affecting their safety, the DSL should seek specialist advice.

14. Allegations Against Staff

Any allegation or potential risk of misconduct, inappropriate behaviour, criminal offence or a safeguarding concern involving an employed or contracted tutor, examiner, or subcontractor will be taken seriously and responded to promptly, fairly and confidentially.

- The concern must be reported immediately to the DSL, who will assess the nature and severity of the allegation and determine next steps, involving HR where the allegation concerns a member of staff.
- Where the allegation involves actual or suspected harm to a child, the DSL will refer to the Local Authority Designated Officer (LADO) for the area in which the alleged incident took place, within one working day, in addition to Wilmington's internal HR and disciplinary process.
- Where required, Wilmington will follow statutory safeguarding procedures, which may include referral to external agencies or regulatory bodies, and DfE notification where the individual is engaged in apprenticeship delivery (Section 12).

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- Where misconduct has occurred, a referral to the Disclosure and Barring Service (DBS) will be made, where a person in regulated activity has been dismissed or removed due to safeguarding concerns or would have been had they not resigned. This is a legal duty and failure to refer when the criteria are met is a criminal offence
- The welfare and safety of learners remains the primary consideration throughout. All parties will be treated with dignity, sensitivity and fairness, and a clear record of actions, decisions and outcomes will be securely maintained.

15. Safeguarding and Prevent Process

Step	Action
1	Concern identified. If there is an immediate risk of serious harm (e.g. the person is injured, or at immediate risk such as threatening suicide), contact emergency services (999) (or equivalent for territory if known) immediately and inform the DSL/DPL without delay.
2	If there is no immediate risk: is it a safeguarding or Prevent concern? If unsure, contact safeguardingandprevent@wilmingtonplc.com for informal guidance before proceeding.
3	Record what you saw or were told, in the individual's own words, including the date and time of disclosure and report to the Safeguarding Team via Safeguardingandprevent@wilmingtonplc.com
4	Establish whether the concern has already been reported elsewhere (e.g. to a medical professional, employer, or the police).
5	Inform the person concerned what will happen next and note any views they express.
6	The report is reviewed by the DSL, and logged on the Safeguarding Log
7	Is it also a Prevent concern? If yes, it is passed to the DPL for consideration of an external referral, which may include the police, local authority, or Channel (Section 10).
8	A Support Plan is developed (Section 16) and added to the Safeguarding Log. Relevant stakeholders are notified on a need-to-know basis, maintaining confidentiality throughout.
9	The Support Plan is carried out.
10	Regular Multi-Team Review meetings are held to review active Support Plans and the learner's ongoing needs.
11	At each review: either the Support Plan is adjusted and a new review date agreed, or – where the learner's needs have been met – the plan is closed, with outcomes and conclusions recorded.

16. Support Plans

A Support Plan should clearly set out:

- What steps are to be taken to assure the future safety of the learner at risk

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- The provision of any additional support
- Any modifications or changes to the way services are delivered
- Any ongoing risk management strategy, as appropriate

The Support Plan should outline the roles and responsibilities of everyone involved, who will monitor and review it, and when. It should be developed with the full participation of the learner at risk.

Reviewing the Support Plan

The DSL, in conjunction with the DPL where relevant, will monitor the Support Plan on an ongoing basis within agreed timescales. The purpose of each review is to:

- Evaluate the effectiveness of the Support Plan and whether it is achieving the desired outcome
- Evaluate ongoing risk
- Agree whether the plan is no longer required, needs to continue, or requires revision – with any changes and new timescales shared with the learner

17. Emergencies and Out-of-Business-Hours Contacts

If there is an immediate risk of harm or another emergency, call 999 and speak to emergency services. For non-emergency police matters, call 101; for medical concerns, call NHS 111. For other territories, contact equivalent emergency services where known.

Organisation	Contact	For
Emergency Services	999	Immediate risk of harm or danger
Police (non-emergency)	101	Non-urgent police matters
NHS	111	Non-emergency medical concerns
Anti-Terrorist Hotline	0800 789 321	Concerns about possible terrorist activity
Report online extremist material	gov.uk/report-terrorism	Reporting illegal or harmful terrorism-related material online
Samaritans	116 123	Support with emotional distress
Papyrus HOPELINE247	0800 068 4141	Suicide prevention advice for under-35s
Mind	0300 123 3393	Advice and support around mental health
Shout	Text 'Shout' to 85258	Free, confidential, anonymous text support
NSPCC Helpline	0808 800 5000	Advice for anyone concerned about the welfare of a child or young person

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Organisation	Contact	For
NSPCC Whistleblowing Advice Line	0800 028 0285, help@nspcc.org.uk	Alternative route for staff who do not feel able to raise concerns regarding child protection failures internally or have concerns about the way a concern is being handled

18. Whistleblowing

Anyone who feels a Safeguarding or Prevent concern has not been appropriately acted upon, or who wishes to raise a concern about how this policy is being applied, may do so under Wilmington's Whistleblowing Policy, which provides an additional, protected route separate from the reporting process in Section 12. The Whistleblowing Policy is available on the Wilmington website.

19. Monitoring and Measuring

We will track and monitor number of Safeguarding/Prevent Incident reports, and the status of safeguarding support plans. These will be reported to the Senior Management teams and the Board as needed.

20. External Support Organisations

This is not an exhaustive list. Staff can also contact the Safeguarding Team at safeguardingandprevent@wilmingtonplc.com for guidance on the most appropriate source of support.

For Help With	Organisation	Contact
Domestic Abuse	Refuge	0808 2000 247, refuge.org.uk
Drugs	Talk to Frank	0300 123 6600, talktofrank.com
Child Exploitation	CEOP	ceop.police.uk/ceop-reporting
FGM	Equality Now	07445 699 371, equalitynow.org
Forced Marriage	Forced Marriage Unit (FCDO)	020 7008 0151, gov.uk/stop-forced-marriage
Internet Safety / Reporting	UK Safer Internet Centre	0344 800 2382, saferinternet.org.uk
Sexual Abuse	Rape Crisis	0808 802 9999, rapecrisis.org.uk
Bullying	Family Lives	0808 800 2222, familylives.org.uk
Employment Concerns	ACAS	0300 123 1100, acas.org.uk
Financial Issues	MoneyHelper	0800 011 3797, moneyhelper.org.uk

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For Help With	Organisation	Contact
Victim Support	Victim Support UK	0808 168 9111, victimsupport.org.uk
Non-recent Abuse	NAPAC	0808 801 0331, napac.org.uk

21. Policy Review and Governance

Wilmington will review this policy annually as a minimum, and in-line with any relevant change in legislation, funding rules, or sector guidance. The DSLs approve this policy and any material revision to it.

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