# Religious Society of Friends (Quakers)

Woodbrooke Quaker Study Centre

# Safeguarding Policy agreed by the

# Trustees

Date: Sept 2016

Safeguarding is protecting Children, Young People,

 and Vulnerable Adults (also known as Adults at Risk) from harm.

**1. Details:**

Name: Woodbrooke Quaker Study Centre and Woodbrooke Quaker Centre Limited (hereafter, “Woodbrooke")

Address: 1046 Bristol Road

Birmingham, B29 6LJ

Tel No: 0121 472 5171

Email address: enquiries@woodbrooke.org.uk

Denomination: Religious Society of Friends (Quakers)

Registered with the Charity Commission (Number): 313816

Company Registration Number: 4131781

Woodbrooke is based in the former home of George and Elizabeth Cadbury. It has 69 study bedrooms, a range of teaching/conference facilities and is set in 10 acres of beautiful, organically-managed grounds.

Its primary activities are the provision of:

* religious education for Quakers at Woodbrooke, at venues across the UK and beyond, and using e-learning tools and techniques to increase access wherever possible;
* space and tutorial support for Quaker groups and conferences;
* retreat/bed and breakfast accommodation for Quakers and others seeking welcoming accommodation in the West Midlands.

The primary activity of Woodbrooke Quaker Centre Limited is the provision of conference space to groups to generate additional income to help support the primary activities of the charity.

**2. Statement of Intent**

Woodbrooke recognises the importance of its provision for children, young people and vulnerable adults and its responsibility to protect and safeguard the welfare of children, young people and vulnerable adults entrusted to Woodbrooke’s care.

The trustees of Woodbrooke are committed to:

* 1. Valuing, listening to and respecting children, young people and vulnerable adults as well as promoting their wellbeing, welfare and protection
	2. Helping prevent the physical, sexual, emotional or psychological, financial and discriminatory abuse and neglect of Children, Young People and Vulnerable Adults and to report any such abuse that is discovered or suspected
	3. Safe recruitment, supervision and training for all the tutors, volunteers and helpers working with children, young people or vulnerable adults within our programmes
	4. Ensuring that all workers, whether staff or volunteers, are giving proper care and attention to children, young people and vulnerable adults who are visiting or staying overnight at Woodbrooke
	5. Adopting a procedure for dealing with concerns about possible abuse
	6. Encouraging and supporting parents/carers who are at Woodbrooke with children, young people and vulnerable adults
	7. Supporting those affected by abuse
	8. Maintaining good links with the statutory childcare authorities and other organisations.

**3. Policy**

* 1. The Trustees are responsible for the general control and management of the administration of the affairs and work of Woodbrooke in accordance with its religious and charitable objects. They undertake legal compliance, monitoring and scrutiny functions.
	2. The Trustees recognise the need to provide a safe and caring environment for the Children, Young People and Vulnerable Adults in their care. They also acknowledge that Children, Young People and Vulnerable Adults can be the victims of physical, sexual and emotional, psychological, financial or material and discriminatory abuse, and neglect.
	3. The Trustees have therefore adopted the procedures set out in this document (hereafter “the policy”). They also recognise the need to build and maintain appropriate and constructive links with all agencies (statutory and voluntary) involved in safeguarding work. The policy is based on a model published by the Churches' Child Protection Advisory Service (CCPAS) and prepared in consultation with appropriate Britain Yearly Meeting staff.
	4. The Trustees undertake to file a copy of the policy and practice guidelines with CCPAS, Birmingham’s Integrated Access Team and the Charity Commission, and any amendments subsequently published. The Trustees agree not to allow the document to be copied by other organisations.
	5. The Trustees are committed to on-going safeguarding training for all relevant staff, volunteers and trustees and will regularly review the Woodbrooke Safeguarding Procedures and Guidelines (hereafter “the Procedures and Guidelines”). They will ensure that appropriate criminal records checks are carried out where required.
	6. The Trustees also undertake to follow the principles found within guidance issued by the Home Office and acknowledge it is unacceptable for those in a position of trust to engage in any behaviour which might allow a sexual relationship to develop (regardless of the age of consent for sexual activity) with a Child, Young Person or Vulnerable Adult for as long as the relationship of trust continues.
	7. The Trustees will comply with the legal and regulatory framework of English law.
	8. The Trustees undertake to ensure that one or more Safeguarding Co-ordinators are appointed by the Director, and reported to Trustees.

**4. Responding to Allegations of Abuse**

Under no circumstances should any worker, whether staff member or volunteer, carry out their own investigation into the allegation or suspicion of abuse. The person in receipt of allegations or suspicions of abuse will do the following:

* 1. They will report concerns as soon as possible to one of the Safeguarding Co-ordinators who are appointed by the Director to act on trustees’ behalf in dealing with the allegation or suspicion of neglect or abuse, including referring the matter on to the statutory authorities.
	2. In the absence of a Safeguarding Co-ordinator or, if the suspicions in any way involve the Safeguarding Co-ordinator, then the report should be made to the Director of Woodbrooke (or, in the Director’s absence, to the Management Team member on call). If the suspicions implicate both the Safeguarding Co-ordinator and the Director, then the report should be made in the first instance to the Churches' Child Protection Advisory Service. Alternatively contact Birmingham’s Integrated Access Team or the police. All relevant names and contact details are at the end of this document in appendix 2.
	3. The Director or a Trustee will inform Woodbrooke’s Insurance Company if any incident occurs.
	4. Where the concern is about a child, the Safeguarding Co-ordinator will contact Birmingham’s Integrated Access Team. Where the concern is regarding an adult in need of protection they will contact Birmingham Safeguarding Adults Board. Advice may be taken from CCPAS at any time. Contact details are found in Appendix 2.
	5. Suspicions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with Woodbrooke procedures (see appendix 3) and kept in a secure place.
	6. Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Co-ordinator, the absence of the Safeguarding Co-ordinator should not delay referral to the Integrated Access Team, Birmingham Safeguarding Adults Board, the Police or taking advice from CCPAS.
	7. The Director or Management Team member on call will support the Safeguarding Co-ordinators in their role and accept that any information they may have in their possession will be shared in a strictly limited way on a need to know basis.
	8. It is, of course, the right of any individual to make a direct referral to the child protection agencies or seek advice from CCPAS, although the trustees expect that all staff will use Woodbrooke’s procedure as laid out in this document. If however, the individual with the concern feels that the Safeguarding Co-ordinator/s have not responded appropriately, or where they have a disagreement with the Co-ordinator/s as to the appropriateness of a referral, they are free to contact an outside agency direct. The trustees hope that by making this statement they demonstrate their commitment to effective safeguarding and the protection of all those who are vulnerable.
	9. The role of the Co-ordinator/s is to collate and clarify the precise details of the allegation or suspicion and pass this information on to the statutory agencies who then have a legal duty to investigate.

**5. Allegations of Physical Injury, Neglect or Emotional Abuse**

If a child has a physical injury, a symptom of neglect or where there are concerns about emotional abuse, the Safeguarding Co-ordinator/s will:

* 1. Contact Birmingham’s Integrated Access Team directly (and CCPAS for advice) in cases of deliberate injury, if concerned about a child's safety, or if a child is afraid to return home.
	2. Not tell the parents or carers unless advised to do so having contacted the Integrated Access Team.
	3. Seek medical help if needed urgently, informing the doctor of any suspicions.
	4. For lesser concerns, (e.g. poor parenting), encourage parent/carer to seek help, but not if this places the child at risk of injury.
	5. Where the parent/carer is unwilling to seek help, offer to assist them in finding help them. In cases of real concern, if they still fail to act, contact CCPAS direct for advice.
	6. Seek and follow advice given by CCPAS (who will confirm their advice in writing) if unsure whether or not to refer a case to the Integrated Access Team.

**6. Allegations of Sexual Abuse**

In the event of allegations or suspicions of sexual abuse in a child, the Safeguarding Co-ordinator/s will:

* 1. Contact Birmingham’s Integrated Access Team for children and families or the Police Child Protection Team direct. They will NOT speak to the parent/carer or anyone else.
	2. Seek and follow the advice given by CCPAS if, for any reason, they are unsure whether or not to contact the Integrated Access Team/Police. CCPAS will confirm its advice in writing for future reference.

**7. Suspicions or Allegations of Physical or Sexual Abuse in a Vulnerable Adult**

If a vulnerable adult has a physical injury or symptom of sexual abuse the Safeguarding Co-ordinator/s will:

* 1. Discuss any concerns with the individual themselves giving due regard to their autonomy, privacy and rights to lead an independent life.
	2. If the vulnerable adult is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions.
	3. For advice contact Birmingham’s Safeguarding Adults Board to investigate allegations of abuse. Alternatively CCPAS can be contacted for advice.

**8. Allegations of Abuse against a Woodbrooke Staff Member who has Contact with Children**

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Co-ordinator/s, in accordance with Birmingham’s Safeguarding Children Board (BSCB) procedures will need to liaise with Birmingham’s Integrated Access Team in regards to the suspension of the worker, also making a referral to a Local Authority Designated Officer (LADO). In some circumstances the Independent Safeguarding Authority and the Charity Commission will need to be informed. Advice about this can be obtained from the LADO or from CCPAS.

**9. Safe Recruitment**

The trustees will ensure all staff will be appointed, trained, supported and supervised in accordance with government guidance on safe recruitment. This includes ensuring that:

* 1. There is a written job description / person specification for the post Those applying have completed an application form and a self declaration form
	2. Those short listed have been interviewed
	3. Safeguarding has been discussed at interview when the post includes relevant responsibilities
	4. Written references have been obtained, and followed up where appropriate
	5. A Disclosure and Barring Service check has been completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
	6. Qualifications where relevant have been verified
	7. A suitable training programme is provided for the successful applicant
	8. The applicant has completed a probationary period
	9. The applicant has been given a copy of the organisation’s safeguarding policy and knows how to report concerns.

The trustees will ensure that volunteers are similarly recruited, trained and supervised, using processes appropriate to their role.

Management of Workers – Codes of Conduct

As a trustee body we are committed to supporting all workers and ensuring they receive support and supervision. All workers have been issued with a code of conduct towards children, young people and vulnerable adults. The trustees undertake to follow the principles found within ‘Caring for Young People and the Vulnerable? Guidance for Preventing Abuse of Trust’ (Home Office) and it is therefore unacceptable for those in a position of trust to engage in any behaviour which might allow a sexual relationship to develop for as long as the relationship of trust continues.

**10. Supervision of Group/Children's Activities**

Details of the each specific activity are provided in the Woodbrooke practice guidelines. These are found in appendix 1.

**11. Support to those Affected by Abuse**

The trustees are committed to offering support to those who have been affected by abuse. They may be attending courses here, a member of staff, a volunteer or a guest. Whilst we do not have our own pastoral care team we will endeavour to ensure that people are referred to local support teams that can help them.

**12. Risk Assessment for Working with Offenders**

When someone attending Woodbrooke is known to have abused children, or is known to be a risk to vulnerable adults, the Director, in conjunction with other senior staff on a ‘need to know’ basis, and the Safeguarding Coordinators, will carry out an appropriate risk assessment and create clear procedures and a code of behaviour which the individual concerned must follow. They will set clear boundaries for that person which they will be expected to keep. This will be tailored specifically to individual circumstances. The fact of such a risk assessment having been carried out (but not necessarily the name of the individual concerned) will be reported to the Clerk of Trustees.

**13. Practice Guidelines**

As an organisation working with children, young people and vulnerable adults we wish to operate and promote good working practice. This will enable workers to run activities safely, develop good relationships and minimise the risk of false accusation.

As well as a general code of conduct for workers we also have specific good practice guidelines for every activity we are involved in and these are attached.

**14. Independent Groups**

The diversity of organisations coming to Woodbrooke means there can be great variation in practice when it comes to safeguarding children, young people and vulnerable adults. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse.

Woodbrooke expects independent groups hiring or using our venue who bring children, young people and/or vulnerable adults to have their own Safeguarding Policy and follow it when necessary.

Good communication is essential in promoting safeguarding, both to those we wish to protect, to everyone involved in working with children, young people and vulnerable adults, and to all those with whom we work in partnership. This safeguarding policy is just one means of promoting safeguarding.

**15. Partnership working**

When Woodbrooke is formally working in partnership with another organisation, we will discuss safeguarding expectations and put in place a partnership agreement for safeguarding. It may be appropriate to adopt the policy and procedures of one organisation or the other, or to modify either in the light of the particular circumstances.

**16. Off-Site Work**

**Staff**

When staff members or associate tutors are working off-site they need to be aware that a disclosure may be made to them and how to respond to this if it happens. Our information to tutors from off-site providers will include who the safeguarding co-ordinator is for that venue and reports of disclosure will be made to that named person and then local safeguarding procedures will be followed. Guidelines about how to respond to a disclosure are included in the Associate Tutor Handbook.

If off-site works involves children, young people or vulnerable adults an individual procedure will be written that complies with local procedures and appropriate criminal records checks carried out. (See checklist in appendix 1)

**Volunteers**

When paid or volunteer workers are working off site, they need to be aware that a disclosure may be made to them and know how to respond to this if it happens. Guidance will be included in information given to tutors.

When working at the request of a Quaker meeting or similar body, that body’s Safeguarding policy and procedures will apply. Woodbrooke will ask the host body to supply contact details for the local Safeguarding Co-ordinator, and these will be given to the tutor(s)/leader(s) of the event.

When an event is planned to be open to all, i.e. including children, young people or vulnerable adults in main sessions, tutors/leaders will need appropriate criminal record checks; when children or young people are catered for in separate sessions overseen by members of the meeting, tutors/leaders do not require criminal record checks. In the former case, a risk assessment will be undertaken prior to the event and appropriate procedures put in place; in the latter case, this will be deemed a responsibility of the host meeting. The local Safeguarding policy will be used. (Note: this may not be possible when working overseas with bodies which do not have such policies).

When Woodbrooke has initiated the event and is hiring the premises used, Woodbrooke’s Safeguarding policy and procedures will be used.

**17 Policy Review and Reporting to Trustees**

This policy will be reviewed annually by the trustees’ Human Resources Committee, with a report of such review and any recommendations for change made to the full trustees’ meeting.

At the time of the annual review, the Committee will receive sufficient reporting to assure them that the policy is being implemented. This will include information such as the number of risk assessments undertaken during the year and the events/situations they applied to, and the number of specific incidents dealt with (but without identifying information).

Any specific incidents will be reported by the Director (or Safeguarding Co-ordinator) to the Clerk of Trustees as soon as possible after they occur.This policy will be reviewed annually on (date) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signed Date Print Name

Signed Date Print Name

Policy Statement

PROTECTION OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS AT WOODBROOKE

Woodbrooke Quaker Study Centre

This policy was adopted by trustees of Woodbrooke on

As trustees of Woodbrooke

* we are committed to supporting parents and families
* we are committed to the nurturing, protection and safeguarding of children, young people and vulnerable adults
* we recognise that child protection is everybody's responsibility
* we are committed to following the agreed procedures and following statutory, Quaker and specialist guidelines
* we support all affected by abuse
* we agree to review this policy annually

If you have any concerns for a child/vulnerable adult or in relation to any child protection matter then speak to one of the following who have been approved as safeguarding officers for Woodbrooke:

Darrell Farnsworth

Michael Eccles

A copy of the full policy can be seen in the Director’s office.

Signed (by trustees)

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Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Appendix 1

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| When we are providing:We need: | Wdbk event adults in loco parentis | Wdbk event with parents and children | Group with Wdbk tutors and helpers | Group responsible for own children | Parents and children as paying guests and visitors | WB event off-site |
| Essential practice guidelines |  |  |  |  |  |  |
| Site safety guidelines for staff |  |  |  |  |  |  |
| Site safety guidelines for group leaders/tutors |  |  |  |  |  |  |
| Site safety guidelines for participants |  |  |  |  |  |  |
| Definitions of abuse and recognition of abuse |  |  |  |  |  |  |
| Responding to a child |  |  |  |  |  |  |
| Action following disclosure |  |  |  |  |  |  |
| Guidelines for Discipline |  |  |  |  |  |  |
| Equal ops and data protection  |  |  |  |  |  |  |
| Video and photography  |  |  |  |  |  |  |
| Practice Guidelines as applicable |  |  |  |  |  |  |
| Boundaries of responsibility for visiting groups |  |  |  |  |  |  |
| Copy of Local Safeguarding Procedures that we will follow |  |  |  |  |  |  |
| Name of local safeguarding co-ordinator |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| Boundaries of responsibility for adults with children |  |  |  |  |  |  |
| Peer group activities |  |  |  |  |  |  |
| Talking and listening to children |  |  |  |  |  |  |
| Working with disruptive children |  |  |  |  |  |  |
| Transport of children and swimming trips |  |  |  |  |  |  |
| Children with special needs |  |  |  |  |  |  |
| Using the internet and internet safety |  |  |  |  |  |  |
| Host families |  |  |  |  |  |  |
| Parents/carers in children’s groups |  |  |  |  |  |  |

Notes:

The ticks on the grid indicate areas in which specific written guidelines may be appropriate to include, dependant on the group or activity. Don’t forget to publicise the guidelines so workers, parents and young people know what is required.

 Safeguarding Policy

Appendix 2

Current post holders as at September 2015:

Darrell Farnsworth and Michael Eccles

This list can be up-dated and corrected without the policy being re-approved

| Post | Name | Phone no. | Email |
| --- | --- | --- | --- |
| Safeguarding Officer  | Darrell Farnsworth | Work :0121 415 6791Home: 01623 636590Mobile: 07742883687 | Darrell.farnsworth@woodbrooke.org.uk |
| Safeguarding Officer | Michael Eccles | Work: 0121 415 6772Mobile: 07525 143264 | Michael.eccles@woodbrooke.org.uk |
| Director of Woodbrooke | Sandra Berry | 0121 415 6790Mobile: 07834 233803 | sandra.berry@woodbrooke.org.uk |
| Clerk to Woodbrooke Trustees | Linda Craig | Home: 020 7639 6688Mobile: 07714 471309 | quakers@lindac.org.uk |
| Churches' Child Protection Advisory Service (CCPAS) 24 hours helpline |  | 0845 120 4550 | PO Box 133, Swanley, Kent, BR8 7UQinfo@ccpas.co.uk |
| Police Child Protection Team |  | 0845 113 5000 |  |
| Emergency |  | 999 |  |
| Birmingham Area Integrated Access Team (office hours)  |  | 0121 303 9515 | IAT.Citywide@birmingham.gov.uk |
| The out of hours emergency number is |  | 0121 675 4806 |  |
| Birmingham Safeguarding Adults Board telephone number (office hours) |  | 0121 303 1234 | Web Link:<http://www.bsab.org/what-you-can-do/> |
| The out of hours emergency number is Birmingham City Council Adults and Communities Emergency Duty Team |  | 0121 675 4806. |  |
| Birmingham Safeguarding Children’s Board |  | 0121 464 2612Web link leads to an on-line referral form  | <http://www.lscbbirmingham.org.uk/index.php/staying-safe/children-a-young-people/what-should-i-do> |
| Insurance Company |  |  |  |
| NSPCC |  | 0808 800 5000 |  |
| Childline (for Children) |  | 0800 1111 |  |
| BYM Safeguarding Officer | Michael Booth | 020 7663 1023 | michaelsb@quaker.org.uk  |
| BYM Deputy Safeguarding Officer | Chris Nickolay | 020 7663 1014 | chrisn@quaker.org.uk  |

Table last checked for accuracy February 2013

Appendix 3

**Initial Response to a Concern or Allegation of Abuse**

If there is a concern that a child, young person or vulnerable adult may have been abused or a direct allegation of abuse is been made, it is important the person receiving this information does the following:

* Make notes as soon as possible (preferably within one hour of the person talking) including a description of any injury, its size, and a drawing of its location and shape on the child's body.
* Write down exactly what has been said, when s/he said it, what was said in reply and what was happening immediately beforehand (e.g. a description of an activity).
* Write down dates and times of these events and when the record was made.
* Write down any action taken and keep all hand written notes even if subsequently typed up.

These notes should be passed on to the safeguarding co-ordinator to assist them should the matter need to be referred to Adult or Children’s Birmingham’s Integrated Access Team or the police. Any referral should be confirmed in writing within 48 hours and you should expect an acknowledgement of your written referral within one working day of receiving it.

All documents should be signed, dated and kept for an indefinite period in a secure place. Consideration should be given to any procedures that have already been adopted by the organisation and it is important that the conditions laid down by organisation’s insurers are followed to ensure there is appropriate cover against any claims. There is also a requirement for some allegations to be reported to both the Charity Commission (if the place of worship or organisation has charitable status) and the Independent Safeguarding Authority – see In Focus’ ‘Reporting a ‘Serious Incident’ to the Charity Commission’ and ‘Referrals to the Independent Safeguarding Authority (ISA)’ below.

CCPAS can also offer independent advice that will be followed by written confirmation of the advice given.

Appendix 4

INTEGRATED ACCESS TEAMS – BIRMINGHAM CITY COUNCIL

Integrated Access Teams will provide a single point of contact for professionals and members

of the public who want to seek support or raise concerns about a child.

Where there are safeguarding concerns, all professionals should contact the area Integrated

Access Team with the exception of those very rare emergencies which require an instant

response, which should go through to the Police on 999.

Where possible, all professionals should undertake a Common Assessment Framework to

determine the level of support required before contacting children’s services. This is to ensure

that referrals are being made to the right service area at the right time.

CHILDCARE PROFESSIONALS

Integrated Family Support Teams will bring together professionals from a range of children’s

services where additional support is required. They will work together in a coordinated way to

meet the needs of the child and the family. Where additional needs are identified, the

following childcare professionals will need to contact the Integrated Family Support Team in

their locality:

1. Children’s Centres and Nurseries

2. Youth Centres

3. Schools - all referrals should be made to their Integrated Family Support Team link worker.

WHICH BIRMINGHAM’S INTEGRATED ACCESS TEAM DO YOU

NEED TO CONTACT?

The referral should be made to the Birmingham’s Integrated Access Team in the area where the child lives.

If uncertain, contact any of the Integrated Access Teams who will be able to assist and advise.

All Disabled Children’s referrals should also be directed to the area Integrated Access Teams.

HEALTH AND NON-CHILDCARE PROFESSIONALS

Where either safeguarding issues or additional needs are identified, all other professionals (for example GPs, health centre and hospital staff, housing officers, police and voluntary

organisations) should telephone the Birmingham’s Integrated Access Team for the area in which they work.

Please refer to the table below.

GENERAL PUBLIC

Members of the general public need to contact their local Integrated Access Team:

Area Integrated Phone Email

Access Team Number Address

North 0121 464 8022 IAT.North@birmingham.gov.uk

West and Central 0121 303 4362 IAT.West&Central@birmingham.gov.uk

East 0121 303 6541 IAT.East@birmingham.gov.uk

**South: 0121 303 1888**

IAT.South@birmingham.gov.uk

**Outside office hours the Emergency Duty Team can be contacted on 0121 675 4806**

Appendix 5

Useful Websites

Birmingham Safeguarding Adults Board:

 <http://www.bsab.org/>

BCC Integrated Access Team: <http://www.birmingham.gov.uk/cs/Satellite?c=Page&childpagename=SystemAdmin%2FCFPageLayout&cid=1223370875347&packedargs=website%3D4&pagename=BCC%2FCommon%2FWrapper%2FCFWrapper&rendermode=live>

BCC Emergency Duty Team (children):

<http://www.birmingham.gov.uk/child-protection>

Birmingham Protect Children web page:

<http://www.birmingham.gov.uk/cs/Satellite/protect-children?packedargs=website%3D4&rendermode=live>

Birmingham Safeguarding Children Board

<http://www.lscbbirmingham.org.uk/index.php/home>

CCPAS:

<http://www.ccpas.co.uk/>

User name: membersarea

Password: satellite

Britain Yearly Meeting (Staff Contacts):

<http://www.quaker.org.uk/staff>