



Raising awareness of safeguarding
when working with volunteers -

Focus on 16-18 year olds and those
affected by mental health

Session 2: Spotting the signs early -
Safeguarding young adult volunteers and those affected
by mental health

What we will be covering:



- ▶ **Session One:** Current legislation around safeguarding youths and young adults. Being aware of risks and preventative factors and myths around safeguarding, particularly around mental health.
- ▶ **Session Two:** Signs to look out for, red flags within young adults and those affected by mental health.
- ▶ **Session Three:** Looking at how safeguarding will look day-to-day and addressing myths around safeguarding young adults and those with mental health.

General Housekeeping...

- ▶ We will be covering signs to look out for when safeguarding and red flags to look out for today.
- ▶ This is just an introduction to safeguarding - please remember we are not here to diagnose. It is our job to 'safeguard' and refer if necessary.
- ▶ Please use the chat on the right hand side to introduce yourself and where you are from.
- ▶ If you have any questions throughout, please pop your hand up.
- ▶ We will do breakout rooms to allow you to share ideas and good practice.
- ▶ Please be mindful that certain areas of safeguarding will be discussed, everything shared is strictly confidential.
- ▶ All slides will be sent out at the end so no pressure to have to take notes.



Importance of spotting signs:

- ▶ What signs/behaviours would be indicators to you for safeguarding?

Importance of spotting signs:

Here are some of the common things to look out for:

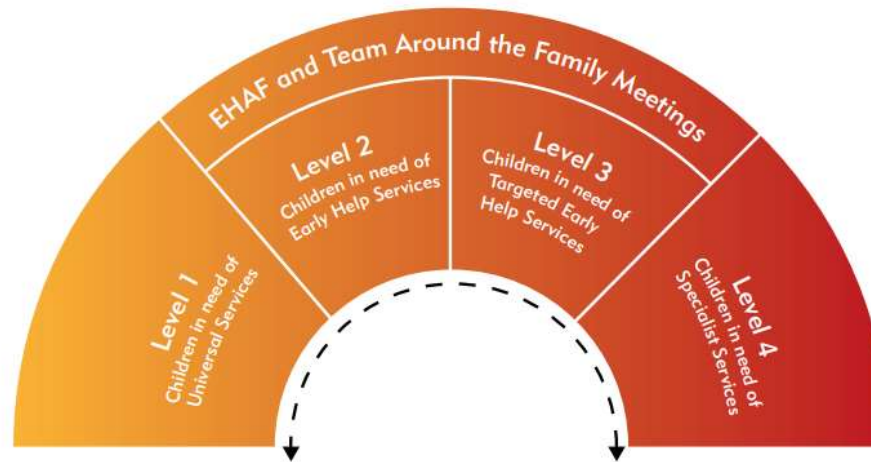
- ▶ unexplained changes in behaviour or personality;
- ▶ becoming withdrawn;
- ▶ seeming anxious;
- ▶ becoming uncharacteristically aggressive;
- ▶ lacks social skills and has few friends, if any;
- ▶ poor bond or relationship with a parent;
- ▶ knowledge of adult issues inappropriate for their age;
- ▶ running away or going missing;
- ▶ Poor cleanliness and dirty appearance, body or clothes;
- ▶ unusual body odour, including a bad smell, alcohol or drugs;
- ▶ always choosing to wear clothes which cover their body.

It is important to note that this is not a comprehensive list and we must also take into consideration the individual and what is usual for them.

How do we assess when to intervene with a referral?

► Nottinghamshire - Pathway to Provision:

Figure 1: The Nottinghamshire Continuum of Children and Young People's Needs



NB. The Nottinghamshire Continuum illustrates the levels of need rather than numbers of children at each Level.

We can assess the level of need based upon the pathway to provision. Within the documentation it outlines each level giving you a good understanding on when it is best to intervene and seek specialist and services.

<https://www.nottinghamshire.gov.uk/media/1731833/pathwaytoprovision.pdf>

Pathway to Provision - Level 1

Child's Developmental Needs	Parents and Carers
<p>HEALTH</p> <ul style="list-style-type: none"> • Good physical health • Adequate diet/hygiene/clothing • Developmental checks/immunisations up to date • Accesses health services • Developmental milestones met including Speech & Language • Appropriate height & weight • Healthy lifestyle • Sexual activity appropriate for age • Good state of mental health • No substance misuse (including alcohol) <p>EDUCATION & LEARNING</p> <ul style="list-style-type: none"> • Good attendance at school/college/training • No barriers to learning • Achieving key stages <p>EMOTIONAL & BEHAVIOURAL DEVELOPMENT</p> <ul style="list-style-type: none"> • Growing level of competencies in practical and emotional skills • Good quality early attachments <p>IDENTITY</p> <ul style="list-style-type: none"> • Positive sense of self & abilities • Demonstrates feelings of belonging & acceptance • An ability to express needs <p>FAMILY & SOCIAL RELATIONSHIPS</p> <ul style="list-style-type: none"> • Stable & affectionate relationships with care givers • Good relationships with siblings • Positive relationships with peers <p>SOCIAL PRESENTATION</p> <ul style="list-style-type: none"> • Appropriate dress for different settings • Good level of personal hygiene <p>SELF-CARE SKILLS</p> <ul style="list-style-type: none"> • Age appropriate independent living skills 	<p>BASIC CARE, SAFETY AND PROTECTION</p> <ul style="list-style-type: none"> • Carers able to provide for child's needs and protect from danger and harm <p>EMOTIONAL WARMTH AND STABILITY</p> <ul style="list-style-type: none"> • Carers able to provide warmth, praise and encouragement <p>GUIDANCE, BOUNDARIES AND STIMULATION</p> <ul style="list-style-type: none"> • Carers provide appropriate guidance and boundaries to help child develop appropriate values • Supports development through interaction and play <p>Family and Environmental Factors</p> <p>FAMILY HISTORY AND FUNCTIONING</p> <ul style="list-style-type: none"> • Supportive family relationships, including when parents are separated <p>HOUSING, EMPLOYMENT AND FINANCE</p> <ul style="list-style-type: none"> • Housing has basic amenities and appropriate facilities • Appropriate levels of cleanliness/ hygiene are maintained • Not living in poverty <p>FAMILY'S SOCIAL INTEGRATION</p> <ul style="list-style-type: none"> • Good enough social and friendship networks exist • Appropriate use of social media <p>COMMUNITY RESOURCES</p> <ul style="list-style-type: none"> • Good enough universal services in neighbourhood



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Pathway to Provision - Level 1

Children or young people who don't present significant concerns and are living in circumstances where there may be worries, concerns or conflicts over time but these are infrequent, short lived and quickly resolved by the family themselves or with support and guidance from extended family, the community or professionals with whom they are normally in touch.



Pathway to Provision - Level 2

Child's Developmental Needs	Parents and Carers
<p>HEALTH</p> <ul style="list-style-type: none"> • Slow in reaching developmental milestones • Missing immunisations or checks • Susceptible to minor health problems • Minor concerns ref: diet, hygiene, clothing, alcohol consumption (but not immediately hazardous) • Disability requiring support services • Starting to have sex (under 16) • Previous pregnancy <p>EDUCATION & LEARNING</p> <ul style="list-style-type: none"> • Occasional truanting or non-attendance, poor punctuality • At risk of fixed term exclusion or a previous fixed term exclusion • SEN Support • Few opportunities for play/socialisation • Not in education, employment or training • Identified language and communication difficulties • Not reaching educational potential <p>EMOTIONAL & BEHAVIOURAL DEVELOPMENT</p> <ul style="list-style-type: none"> • Low level mental health or emotional issues requiring intervention • Substance misuse that is not immediately hazardous including alcohol • Superficial self harming as a coping mechanism • Involved in behaviour seen as anti-social • Attachment issues and/or emotional development delay e.g. adopted child • Involved in bullying behaviour <p>IDENTITY</p> <ul style="list-style-type: none"> • Some insecurities around identity • May experience bullying around 'difference' <p>FAMILY & SOCIAL RELATIONSHIPS</p> <ul style="list-style-type: none"> • Some support from family and friends • Has some difficulties sustaining relationships • Undertaking occasional caring responsibilities • Child of a teenage parent • Child adopted from care • Low parental aspirations <p>SOCIAL PRESENTATION</p> <ul style="list-style-type: none"> • Can be over-friendly or withdrawn with strangers • Personal hygiene starting to be a problem <p>SELF-CARE SKILLS</p> <ul style="list-style-type: none"> • Not always adequate self-care — poor hygiene • Slow to develop age appropriate self-care skills • Overprotected/unable to develop independence 	<p>BASIC CARE, SAFETY AND PROTECTION</p> <ul style="list-style-type: none"> • Parental engagement with services is poor • Parent requires advice on parenting issues • Professionals are beginning to have some concerns around child's physical needs being met • Professionals are beginning to have some concerns about substance misuse (including alcohol) by adults within the home • Some exposure to dangerous situations in home/community/online • Teenage parent(s) <p>EMOTIONAL WARMTH AND STABILITY</p> <ul style="list-style-type: none"> • Inconsistent parenting, but development not significantly impaired • Post natal depression • Perceived to be a problem by parent <p>GUIDANCE, BOUNDARIES AND STIMULATION</p> <ul style="list-style-type: none"> • May have different carers • Inconsistent boundaries offered • Can behave in an anti-social way • Spends much time alone (TV, etc) • Child not exposed to new experiences <p>Family and Environmental Factors</p> <p>FAMILY HISTORY AND FUNCTIONING</p> <ul style="list-style-type: none"> • Parents have relationship difficulties which may affect the child • Experienced loss of significant adult • May look after younger siblings • Parent has health difficulties • Some support from family and friends <p>HOUSING, EMPLOYMENT AND FINANCE</p> <ul style="list-style-type: none"> • Families affected by low income or unemployment • Parents have limited formal education • Adequate/poor housing • Family seeking asylum or refugees <p>FAMILY'S SOCIAL INTEGRATION</p> <ul style="list-style-type: none"> • Family may be new to area • Some social exclusion problems • Victimisation by others <p>COMMUNITY RESOURCES</p> <ul style="list-style-type: none"> • Adequate universal resources but family may have access issues

Pathway to Provision - Level 2

Children or young people where there are concerns and are living in circumstances where the worries, concerns or conflicts over time are becoming more frequent or are over an extended period.

In order to resolve the issues these children or families may require support, advice, direction and sometimes planned intervention or additional resources.

These resources would be agreed by professionals already involved.



Pathway to Provision - Level 3

Child's Developmental Needs	SELF-CARE SKILLS
<p>HEALTH</p> <ul style="list-style-type: none"> • Some concerns around mental health • Has some chronic/recurring health problems • Missed routine and non-routine health appointments • Concerns re: diet, hygiene, clothing • Conception to child under 16 • Sex with multiple partners • Administration of substances in a hazardous manner (sharing equipment etc) • Substance misuse impacts negatively on their risk taking behaviour (e.g. unprotected sex) • Disability requiring significant support services • Risk taking behaviour (e.g. unprotected sex) <p>EDUCATION & LEARNING</p> <ul style="list-style-type: none"> • Short term exclusion or persistent truanting, poor school attendance • At risk of permanent exclusion or previous permanent exclusion • Has an Education Health and Care Plan and / or High Level Needs funding • Not achieving key stage benchmarks • Limited access to books, toys • Persistent NEET <p>EMOTIONAL & BEHAVIOURAL DEVELOPMENT</p> <ul style="list-style-type: none"> • Difficulty coping with anger, frustration and upset • Physical and emotional development raising significant concerns • Significant attachment difficulties e.g. child adopted from care • Escalation of self harming* • Early onset of sexual activity (13-14) • Hazardous substance misuse (including alcohol) • Persistent bullying behaviour • Inappropriate sexual behaviour including online and via social media • Offending or regular anti-social behaviour • Carrying a weapon • Found with quantities of drugs, more than personal use • Frequent missing episodes <p>IDENTITY</p> <ul style="list-style-type: none"> • Subject to discrimination • Significantly low self-esteem • Extremist views • Gang membership/affiliation <p>FAMILY & SOCIAL RELATIONSHIPS</p> <ul style="list-style-type: none"> • Peers also involved in challenging behaviour • Regularly needed to care for another family member • Involved in conflicts with peers/siblings • Adoptive family under severe stress <p>SOCIAL PRESENTATION</p> <ul style="list-style-type: none"> • Clothing regularly unwashed • Hygiene problems • Is provocative in behaviour/appearance 	<p>Parents and Carers</p> <p>BASIC CARE, SAFETY AND PROTECTION</p> <ul style="list-style-type: none"> • Parent is struggling to provide adequate care • Parental learning disability, parental substance misuse (including alcohol) or mental health impacting on parent's ability to meet the needs of the child • Previously subject to child protection plan • Teenage parent(s) • Either or both previously looked after <p>EMOTIONAL WARMTH AND STABILITY</p> <ul style="list-style-type: none"> • Child often scapegoated • Child is rarely comforted when distressed • Receives inconsistent care • Has no other positive relationships <p>GUIDANCE, BOUNDARIES AND STIMULATION</p> <ul style="list-style-type: none"> • Few age appropriate toys in the house • Parent rarely referees disputes between siblings • Inconsistent parenting impairing emotional or behavioural development <p>Family and Environmental Factors</p> <p>FAMILY HISTORY AND FUNCTIONING</p> <ul style="list-style-type: none"> • Evidence of domestic violence • Acrimonious divorce/separation • Family members have physical and mental health difficulties • Parental involvement in crime • Evidence of problematic substance misuse (including alcohol) • Child is subject to a Special Guardianship Order <p>HOUSING, EMPLOYMENT AND FINANCE</p> <ul style="list-style-type: none"> • Overcrowding, temporary accommodation, homelessness**, unemployment • Poorly maintained bed/bedding • Serious debts/poverty impacting on ability to care for child <p>FAMILY'S SOCIAL INTEGRATION</p> <ul style="list-style-type: none"> • Family socially excluded • Escalating victimisation <p>COMMUNITY RESOURCES</p> <ul style="list-style-type: none"> • Parents socially excluded with access problems to local facilities and targeted services <p>* If no other concerns or risks are identified, discuss with primary mental health worker linked to school</p> <p>** Homelessness if no other concerns or risks are identified is an issue for district and borough councils. Contact details at section D9 on page 27</p>

Pathway to Provision - Level 3

A child or young person presenting significant concern and living in circumstances where the worries, concerns, behaviour or conflicts are frequent, are multiple and over an extended period or are continuous. The young person or family may be resistant to help offered and may require proactive engagement. Specialist assessment, plans and interventions are required if the situation is not to escalate into neglect, abuse or long term dysfunction.



Pathway to Provision - Level 4

Child's Developmental Needs	Parents and Carers
<p>HEALTH</p> <ul style="list-style-type: none"> • Has severe/chronic health problems • Persistent substance misuse • Non-organic failure to thrive • Fabricated illness • Injury and bruising in babies and children who are not independently mobile • Early teenage pregnancy • Serious mental health issues • Seriously obese • Dental decay and no access to treatment • Sexual exploitation/abuse • Sexual activity under the age of 13 • Female genital mutilation (FGM)* • Disability requiring highest level of support <p>EDUCATION & LEARNING</p> <ul style="list-style-type: none"> • No education provision • Permanently excluded from school • History of previous exclusions • Home education where there are concerns and risks identified • Significant developmental delay due to neglect/poor parenting <p>EMOTIONAL & BEHAVIOURAL DEVELOPMENT</p> <ul style="list-style-type: none"> • Regularly involved in anti-social/criminal activities • Puts self or others in danger • Endangers own life through self harm/substance misuse including alcohol/eating disorder/ suicide attempts including online/through social media • In sexually exploitive relationship • Frequently goes missing from home for long periods • Child who abuses others • Severe attachment problems and/or severe emotional development delay • Regularly involved in anti-social / criminal activities • Being criminally exploited • Puts self or others in danger • Fatalistic thinking / fear of repercussions <p>IDENTITY</p> <ul style="list-style-type: none"> • Experiences persistent discrimination • Is socially isolated and lacks appropriate role models • Alienates self from others • Distorted self image • Extremist views or behaviour <p>FAMILY & SOCIAL RELATIONSHIPS</p> <ul style="list-style-type: none"> • Looked after child • Care leaver • Family breakdown related in some way to child's behavioural difficulties • Subject to physical, emotional or sexual abuse/neglect • Is main carer for a family member • Adoption breakdown • Forced marriage of a minor <p>SOCIAL PRESENTATION</p> <ul style="list-style-type: none"> • Poor and inappropriate self-presentation <p>SELF-CARE SKILLS</p> <ul style="list-style-type: none"> • Neglects to use self-care skills due to alternative priorities, e.g. substance misuse 	<p>BASIC CARE, SAFETY AND PROTECTION</p> <ul style="list-style-type: none"> • Parents unable to provide "good enough" parenting that is adequate and safe • Parents' mental health problems or substance misuse significantly affect care of child • Parents unable to care for previous children • There is instability and violence in the home continually • Parents are involved in crime • Parents unable to keep child safe • Victim of crime <p>EMOTIONAL WARMTH AND STABILITY</p> <ul style="list-style-type: none"> • Parents inconsistent, highly critical or apathetic towards child • Child is rejected or abandoned <p>GUIDANCE, BOUNDARIES AND STIMULATION</p> <ul style="list-style-type: none"> • No effective boundaries set by parents • Regularly behaves in an anti-social way in the neighbourhood • Child beyond parental control • Subject to a parenting order which may be related to their child/young person's criminal behaviour, antisocial behaviour or persistent absence from school
	<p>Family and Environmental Factors</p> <p>FAMILY HISTORY AND FUNCTIONING</p> <ul style="list-style-type: none"> • Significant parent discord and persistent domestic violence • Child looked after by a non-relative within scope of private fostering arrangement • Destructive relationships with extended family • Parents are deceased and there are no family/friends options • In contact with an individual identified as high risk to children • Parents are in prison and there are no family/friends options <p>HOUSING, EMPLOYMENT AND FINANCE</p> <ul style="list-style-type: none"> • Physical accommodation places child in danger • No fixed abode or homeless** • Chronic unemployment due to significant lack of basic skills or long standing issues such as substance misuse/offending, etc. • Extreme poverty/debt impacting on ability to care for child <p>FAMILY'S SOCIAL INTEGRATION</p> <ul style="list-style-type: none"> • Family chronically socially excluded <p>COMMUNITY RESOURCES</p> <ul style="list-style-type: none"> • Restricting and refusing intervention from services

* FGM must also be reported directly to the police. ** Homelessness if no other concerns or risks are identified is an issue for district and borough councils. Contact details at section D10 on page 29.



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Pathway to Provision - Level 4

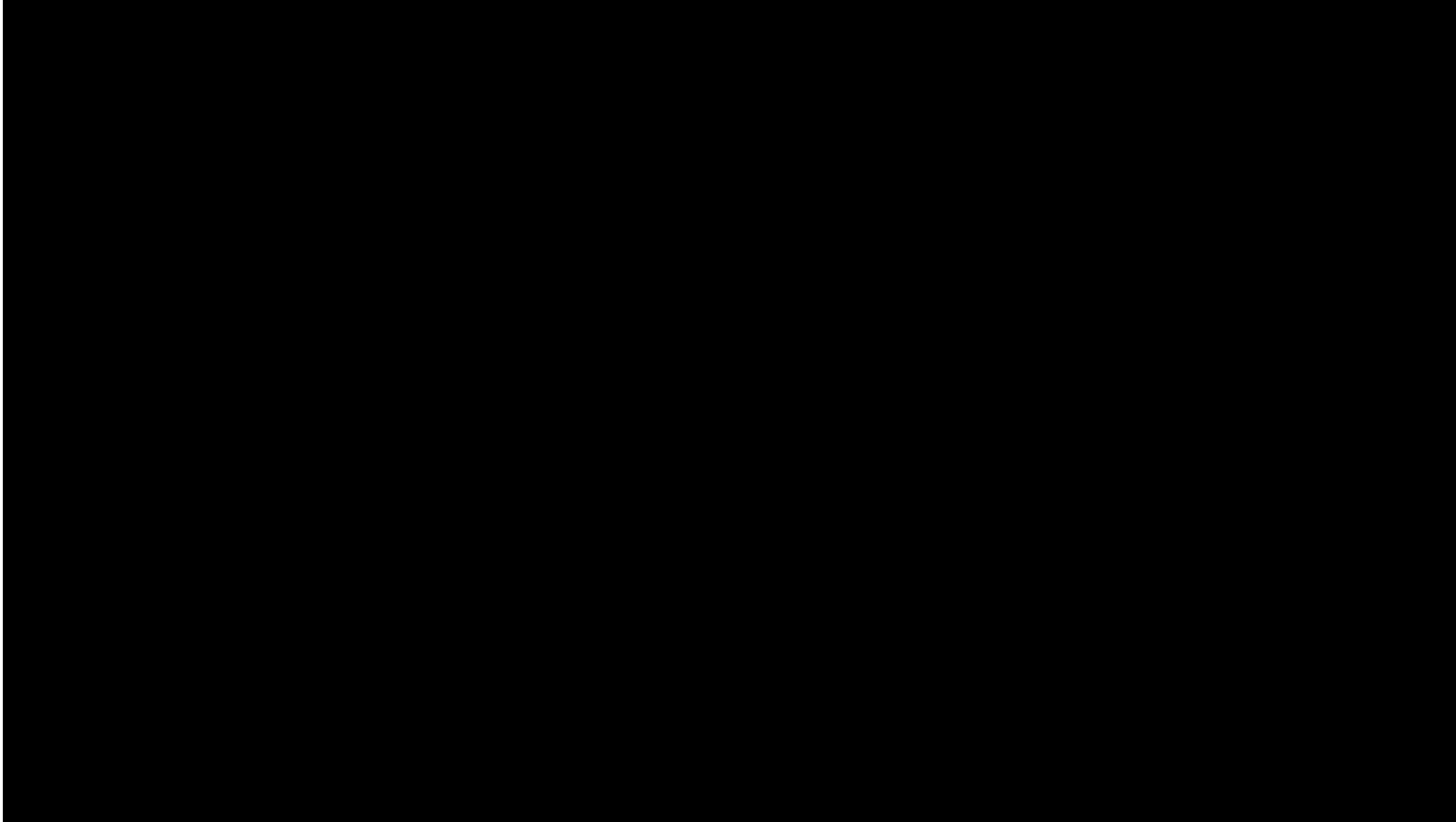
A child or young person living in circumstances where there is a significant risk of abuse or neglect, where the young person themselves may pose a risk of serious harm to others or where there are complex needs in relation to disability.



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 **BCVS**
Bassetlaw Community and Voluntary Service

Safeguarding in reality...




Direct link - https://www.youtube.com/watch?v=6caCqn_nD6o

How do you feel about safeguarding now?

- ▶ How did the video make you feel?
- ▶ Has it made you view Safeguarding differently?
- ▶ Has your opinion changed on the inclusion and safeguarding of young adults?



Safeguarding can be lifechanging!

A landscape photograph of mountains at sunset. The sky is a gradient of orange and red, transitioning into a blue sky above the mountains. The mountains are silhouetted against the sky, with some peaks appearing as dark blue shapes. The overall mood is serene and contemplative.

Safeguarding the rights of
others is the most noble and
beautiful end of a human being.

Khalil Gibran

quote fancy



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BCVS
Bassetlaw Community and Voluntary Service

NSPCC Learning states:

- ▶ Volunteering can be a great way for young people to learn and develop new skills, gain experience for their future employment, 'give back' to an organisation that has previously offered them support and help their local community.
- ▶ As well as the time, support and skills that young people can offer, organisations can learn from their young volunteers - particularly a young person's own experiences both within and outside of your group might be very different to those of adult volunteers. The peer support that young volunteers can provide can also be invaluable.
- ▶ If you're working with young volunteers then there are a few things you must consider. Organisations and groups must protect their young volunteers and do all they can to make sure that their volunteering experience is positive. This should be balanced with the needs of the groups and individuals you work with.



Assessing the risk

- ▶ As with all voluntary placements, you should carry out a risk assessment to identify any potential safeguarding issues that might occur with the tasks that young people are asked to undertake. These include:
- ▶ the potential risks for exploitation of the young volunteers
- ▶ the possible emotional impact of tasks
- ▶ the impact of pressures young people might be experiencing in their lives (for example during exams)
- ▶ Particularly with your younger adults it is recommended to gain parental/guardian consent

Hours and types of work

- ▶ There is no specific legislation about young people volunteering for a not-for-profit organisation. Following the rules for employing young people can help ensure you aren't expecting them to work excessive hours or carry out inappropriate tasks. <https://www.hse.gov.uk/youngpeople/law/index.htm>
- ▶ You should also consider whether they are able to carry out the work and have everything they need to complete tasks. Your assessment of this should take into account the young person's age and stage of development, their circumstances and any additional needs they might have, in particular, mental health concerns.



Sexual exploitation and grooming

- ▶ Forming healthy working relationships with adults and peers is an important part of being a young volunteer. However, you should be aware of the risks of grooming and other inappropriate behaviour. Measures you can take to mitigate risk include:
- ▶ having a code of conduct that sets out how you expect young volunteers and anyone working with them to behave.
- ▶ making sure young volunteers know who they can talk to if they have a concern and that they feel safe to do so.
- ▶ making sure young volunteers aren't left alone with anyone, unless as part of a designated support role.

Emotional impact and pressures

- ▶ Every club, group and organisation is different. You might work with vulnerable groups of people or your volunteers might undertake activities that are challenging or sensitive. You should think about the emotional impact of these on your young volunteers and make sure support is in place if they are ever worried or concerned about anything.
- ▶ In addition, young volunteers might be facing other pressures at home or at school. For example, they might experience additional stress during exam periods or if they have caring responsibilities at home. Consider whether you need to make any adjustments to their role and make sure they know who they can talk to if they need to.



Roles unsuitable for young people may include:

- ▶ Driving
- ▶ Working heavy equipment
- ▶ Roles where they would be working alongside people who have not had DBS checks, or who you know are not 'young person friendly', however this is also a time for older volunteers/staff to develop their attitudes and get to know and understand young people better. DBS checks are a must though, and regular monitoring of staff who supervise young people - we all know that a police check is only a snapshot of a person's history, and not always the full story!
- ▶ Anything that puts them in a vulnerable situation, perhaps when they are working in isolation.
- ▶ No lone working - don't put a young person in a situation where they could be at risk of harm themselves, or could put others at risk of harm.

Volunteering and mental health

- ▶ For young adults suffering mental health concerns, volunteering can be the perfect support for them! A staggering 1 in 4 young adults suffer a mental health concern so it is likely you will come across individuals coping with mental health issues.

Volunteering has been shown to be beneficial to the mental health of individuals. It can improve overall mental health and also help to protect from mental health problems.

The Mental Health Foundation lists some benefits of volunteering:

- It provides structure and routine
- It can help people feel good about themselves
- It can improve feelings of self-esteem
- It provides opportunities to make friends and take part in social activities
- It can provide learning opportunities which can protect mental health



Volunteering and mental health

Can you suggest the benefits in volunteering for those affected by Mental Health?

Volunteering and Mental Health

- ▶ Ensure they are being properly supported within your individual settings.
- ▶ Link to support networks e.g. Young Minds for online support and advice. Also MIND is a fantastic charity online that offers help and support. UK charities:



- ▶ If applicable, chat regularly with parents and guardians to keep them up to date with how they are managing within the group and how they are getting on at home. (home/group relationship is key).
- ▶ Ensure they are aware of the urgent Mental Health helpline for Nottinghamshire:

Nottinghamshire Healthcare NHS Foundation
Trust

[0808 196 3779](tel:08081963779)

Volunteering and Mental Health

- ▶ More local Organisations and groups:

Crisis Team at Bassetlaw Hospital (0800 - 2000) 0300 123 1804

Nottinghamshire Service (2000 - 0800) 0300 300 0065

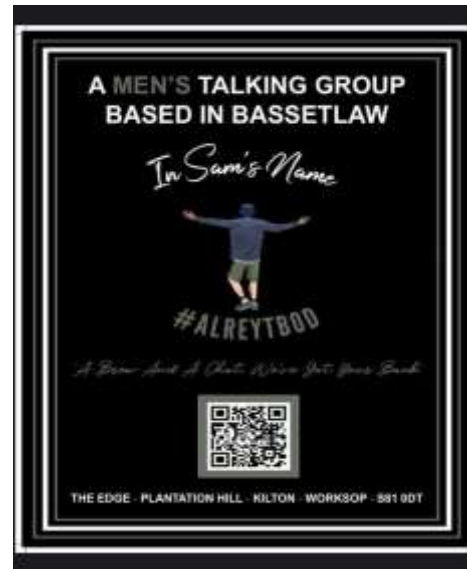
- ▶ Centre Place - Talkzone in Worksop support those aged between 11 and 24.
<http://www.talkzone.org.uk/>



- ▶ Nottinghamshire MIND
- ▶ Insight - Counselling service, generally used by doctors to refer. Offers CBT, emotional coaching.

Volunteering and Mental Health

- ▶ SOBS - For those affected by suicide/bereavement. This is a support group, one runs locally in Retford at The Well.
- ▶ Harmless - Self harm and suicide charity. People can self refer to this.
- ▶ In Sam's Name - Men's Mental Health support group.
- ▶ Meets fortnightly on a Thursday evening and one Sunday a month for a walk. Support group in Worksop, all welcome. Meet at The Edge Kilton.



Volunteering and Mental Health

- ▶ Do build links with employment and training providers that might help people with training and support in areas like self confidence, assertiveness, basic administration and IT skills. Many people with mental health issues will have been out of the work place for a while, or had their career and education interrupted. Often there are projects and services out there which can help with this.
- ▶ Do make sure that everyone in your organisation has an awareness and understanding of mental health, and opportunities to address issues of stigma and discrimination. There are specific training that you could tap into e.g. Mental Health First Aid.
- ▶ Do be available to people, and flexible in how people can access support.



Your next steps ...

Now that you have completed the session, please let us know in the chat area one thing that you have learnt today that you will take back and implement in your organisation.

Evaluation

Please complete our short evaluation form on how you have found this session.

Being able to measure the success of funded sessions like this one will give us more opportunities to be able to do more.

You can either scan this QR code to take you to the Form, or you can use the link, which we will put in the chat comments for you.



<https://bit.ly/bcvs-evaluate>

Links of relevant websites:

- ▶ Notts Pathway to Provision

<https://www.nottinghamshire.gov.uk/care/childrens-social-care/nottinghamshire-children-and-families-alliance/pathway-to-provision>

- ▶ NSPCC

https://www.nspcc.org.uk/support-us/ways-to-give/donate/?source=ppc-brand&gclsrc=aw.ds&ds_rl=1279303&ds_rl=1279303&gclid=EAlaIQobChMIrqXL2vC49glV2u3tCh3oxQQwEAAYASAAEgL65_D_BwE&gclsrc=aw.ds

- ▶ Nottinghamshire MIND

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

- ▶ Young Minds

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

Links of relevant websites:

- ▶ Talkzone

<http://www.talkzone.org.uk/>

- ▶ Nottinghamshire MIND

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

- ▶ Insight

<https://www.insightiapt.org/locations/bassetlaw/>

- ▶ SOBS

<https://uksobs.org/support-groups/bassetlaw/>

- ▶ In Sam's Name

<https://www.facebook.com/groups/457132082431436/>

- ▶ BCVS

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

Special thanks to NAVCA

Special thanks to NAVCA for working in collaboration with BCVS to make this safeguarding training possible.

