

Colleague Safeguarding and Prevent Policy

This policy has been prepared and approved to provide a framework for safeguarding and promoting the welfare of young people and vulnerable team members at Boots.

PLEASE NOTE - the policy refers to colleague safeguarding only and you should refer to the relevant policy if the concern refers to a patient/customer.

See links below:

Optical - [Safeguarding and Chaperone Policy](#)

Pharmacy - [Safeguarding Children and Adults with Care & Support Needs](#)

The Safeguarding and Prevent policy applies to Boots UK, Boots Opticians, UK No7 Beauty Company and all other team members on BMSL contracts. The policy provides guidance on defining, identifying and reporting possible safeguarding concerns and/or abuse, and has been developed with reference to the Safeguarding Children and Adult Boards as well as procedures, Acts and guidance issued by relevant bodies and groups.

Related Boots policies and procedures which all staff should be aware of, and are accessible on the intranet, 'BootsLive' and Insight pages are:

- Dignity at Work Policy
- Mental Health Policy
- Health and Safety Policy
- Colleague Privacy Policy
- Codes of Conduct and Ethics
- Grievance Policy
- Whistleblowing Policy
- Computer Security Policy

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Caring for team members and keeping them safe is at the heart of our vision and it's an important and legal duty that we do the right thing to help those team members who may be at risk of harm, by reporting allegations and incidents of abuse when children and vulnerable adults are involved.

The Designated Safeguarding Leads have a legal and moral duty to refer allegations and incidents of abuse to external agencies when appropriate.

A child (or young person) is legally defined as any person who is under the age of 18 years. The broad definition of a 'vulnerable adult' is a team member over the age of 18 that may be vulnerable, permanently or temporarily, due to having a mental illness, physical or learning disability, being dependent on drugs or alcohol or being at risk of exploitation or radicalisation.

Definitions of Abuse:

Safeguarding incidents may be distinct from complaints from a team member. To constitute a safeguarding incident there must be an allegation or suspected or actual evidence of abuse (which can be to themselves or others).

There are different types of abuse:

Physical Abuse - this may be done deliberately or recklessly or be the result of a deliberate failure to prevent injury occurring.

Neglect - is the persistent or severe failure to meet an individual's basic physical and/or psychological needs. It will result in serious impairment of their health or development.

Sexual Abuse or Exploitation - involves individuals being forced or coerced into participating in or watching sexual activity. Their apparent consent is irrelevant.



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Emotional Abuse - occurs where there is persistent emotional ill treatment or rejection. It causes severe and adverse effects on individuals' behaviour and emotional development, resulting in low self-worth.

Financial Abuse - this usually relates to theft or misuse of a young or vulnerable person's money.

Radicalisation - this has been defined as 'the process through which an individual changes from passivity or activism, to become more revolutionary, militant or extremist, especially where there is intent towards, or support for violence'. Driving factors behind radicalisation can include:

- Lack of integration and/or polarisation
- Identity crises and/or isolation
- Political and/or democratic disenfranchisement
- Discrimination
- Foreign policy and/or international crises or disputes
- Political movements
- Ideologies or faiths

Specific Safeguarding Issues:

There are other specific issues that have become critical issues in Safeguarding and below are some current key concerns.

- Child sex exploitation
- Domestic violence
- Drugs
- Fabricated or induced illness
- Faith abuse
- Female genital mutilation (FGM)
- Forced marriage
- Honour-based Violence

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- Gangs and youth violence
- Gender-based violence/violence against women and girls (VAWG)
- Radicalisation
- Sexting
- Teenage relationship abuse
- Trafficking
- AI Deep Fakes
- Psychoactive Substances

This gives details of what is meant by **psychoactive substance**, which:

- Is capable of producing a psychoactive effect in a person who consumes it
- Is not an exempted substance.

Further details/guidance can be found [here](#).

Children Missing Education (CME) 2025:

This duty is in relation to the Education Act 2011 and whilst it relates to children of compulsory school age, Boots recognises the implications of young people on work experience or an apprenticeship, missing or having poor attendance of training/work. Boots takes responsibility to intervene where necessary, to help them achieve good attendance and promote re-engagement with their learning.



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General Policy Statement and Commitment for Safeguarding:

We are committed to ensuring we provide a safe work environment and that we identify young or vulnerable team members who are at risk of or experiencing significant harm at work or at home.

The first point of contact if you have a safeguarding concern about a team member is **PeoplePoint** (ER team), either by calling, emailing, completing the form [here](#), or scanning the QR code:



All safeguarding concerns received are flagged and an SLA for response to submitted forms is 2 hours from 'opening' for medium and high-risk concerns and 24 hours for low risk. Escalation for medium and high-risk concerns would be to the Employee Relation Partners (ERP) and where appropriate the ERP would link in with the relevant HR Business Partner (HRBP)/ (Functional Safeguarding Partner) and Designated Safeguarding Lead (DSL) for all high risk.

Our Designated Safeguarding Leads will review our Safeguarding and Prevent policy and procedures annually so that they continue to be effective in raising awareness of safeguarding issues, helping with the identification of team members at risk and setting out clear processes to deal with concerns.

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There are nine **Designated Safeguarding Leads at Boots**, these are:

- **Trish Frettsome** – Quality and Funding Manager Employability and Skills
- **Julie Cockayne** – Head of Employee Relations
- **Bonnie Eyre** – Head of People Boots Opticians
- **Daljit Ojla** – Head of People Healthcare Business Unit
- **Russell High** – People Partner Warehouse and Logistics
- **Edyta Boltruczyk** – People Business Partner No7 Beauty Company
- **Katie Collins** – Head of People Boots UK Stores
- **Clare Staples** – Head of People Boots UK Stores and Central Operations
- **Raminder Sihota** – Head of Professional Standards Superintendent Pharmacist Office

PeoplePoint Advisors, ERP's, HRBP's and the Designated Safeguarding Lead will complete appropriate training to equip them to make decisions on when to refer a safeguarding matter internally or to an appropriate external agency and how to do this correctly. They also participate in training updates and share general safeguarding knowledge as a group and with all team members at Boots as and when appropriate, to raise and maintain awareness.

The Designated Safeguarding Leads will meet at least three times a year, to discuss and check, how well safeguarding duties are being discharged. They will also review current reported concerns along with actions taken/needed.



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Responsibilities of the PeoplePoint Employee Relations Advisors (ERA's), Employee Relations Partners (ERP's) and Employee Relations Manager (ERM):

They are responsible for:

- Completion of all relevant internal training to ensure they maintain Knowledge of process and procedures
- Giving appropriate advice and guidance to team members contacting with concerns to ensure appropriate safeguards are put in place for team members of concern
- Completion of detailed notes in 'Salesforce' system, appropriately tagged for any child protection or Safeguarding complaint or concern (even where that concern does not lead to a referral) to aid reporting
- Seek clarification and or guidance from relevant Employee Relations Partners (ERP'S) as and when needed or appropriate
- Refer any concern rated as 'Med' or 'High' to the Employee Relations Partner (ERP)
- ERP's to link in with HRBP's (Functional Safeguarding Partner) for any 'Med' risk concerns as and when deemed appropriate, and HRBP's and DSL's for ALL 'High' risk concerns
- ERM consolidate a monthly report of all safeguarding concerns raised and send to Trish Frettsome Lead DSL



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Responsibilities of the HRBP's (Functional Safeguarding Partner):

- Completion of all relevant training to ensure they maintain knowledge of process and procedures (refresher training to be completed every 2 years)
- Seek clarification and/or guidance from Designated Safeguarding Leads as and when needed or appropriate
- Support the Designated Safeguarding Leads in providing advice and support to other team members on issues relating to child protection, and Safeguarding including the Prevent duty
- Liaising with appropriate managers to ensure appropriate safeguards are put in place for team members, apprentices or students on work placements
- Ensuring ALL team members are aware of our Safeguarding and Prevent policy
- Follow up any 'Med' or 'high' referred safeguarding concerns from ERP's (even where that concern does not lead to an external referral) and where appropriate, liaise with ERP's to ensure appropriate follow up actions are recorded in 'Salesforce' system
- Dealing with any external referrals as appropriate, ensuring that the appropriate Designated Safeguarding Lead is informed



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Responsibilities of the Designated Safeguarding Leads:

- Overseeing the referral of cases of suspected abuse or allegations to any external agencies including but not limited to - Social Services access team, Child Protection Officer of the local police, local police, safeguarding boards and the local Prevent Co-ordinator, as appropriate
- Providing advice and support to other team members on issues relating to child or vulnerable adult protection, and Safeguarding including the Prevent duty
- Ensure appropriate full records are maintained and stored appropriately, for any child protection or Safeguarding concern (even where that concern does not lead to an external referral)
- Review policy and arrangements annually for effectiveness and consistency with the Safeguarding Children and Adult Board's requirements or guidance
- Ensuring that relevant team members are receiving training in safeguarding issues and are aware of Boots' Safeguarding and Prevent procedures (refresher training to be completed every 2 years)
- Reporting how they have discharged their duties regularly (at least twice yearly) to the Senior Leadership team through their Safeguarding meetings minutes
- Provide regular data reports via Lead DSL of ongoing reported safeguarding issues, along with recommendations for any changes to process, and or additional training recommendations, sourcing relevant training agencies/organisations as required
- Report any deficiencies in policy, procedures or training provision to the Senior Leadership team without delay

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Responsibility of all Boots' Team Members:

All team members are responsible for reporting allegations, suspicion and actual cases of any type of abuse or safeguarding concern involving any team members including, young or vulnerable team members.

- Report concerns or incidents of suspected abuse or radicalisation to PeoplePoint as soon as possible
- All team members should be made aware of the Safeguarding and Prevent policy and their line managers should check that they know how to report potential or actual safeguarding incidents involving themselves or others
- Safeguarding and Prevent awareness will be reinforced with apprentices throughout their learning programme

Dealing with Disclosure of Abuse and Procedure for Reporting Concerns:

If a young person, vulnerable adult or any team member tells you about possible abuse, safeguarding concern or radicalisation:

- Inform the individual that you must pass the information on to PeoplePoint and they may also need to refer the allegation or incident onto a Designated Safeguarding Lead and a third party if required. However, this will be the limit of disclosure.
- If they then decline to discuss the incident you must still inform PeoplePoint.

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NOTE - if the person is not under 18 or a vulnerable adult by definition, the designated person has no obligation legally to refer the incident onto a third party but should give guidance to the team member concerned on what action is recommended.

- Listen carefully and stay calm
- Do not interview them, but question normally and without pressure, in order to be sure that you understand what they are telling you
- Do not put words into their mouth, influence or misinterpret the information
- Reassure them that by telling you, they have done the right thing
- Make a detailed note of the date, time, place, what the team member said, did, and your questions etc
- Be clear in your note taking and try to write down/relay information exactly as its been told to you by the individual
- Team members should not investigate concerns or allegations themselves but should report them immediately or as soon as practically possible to PeoplePoint
- Reconfirm that the incident will be referred to appropriate personnel
- The record of the discussion must be relayed to PeoplePoint as soon as possible via the previous mentioned reporting form

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HRBP (Functional Safeguarding Partner) and Designated Safeguarding Lead Procedures:

Where a referred 'Med' or 'High' concern from PeoplePoint to a designated person (HRBP) has been received, they will support/advise on the allegation/concern. If it is an HRBP that is directly involved in the disclosure, then a Designated Safeguarding Lead will support/advise depending on the nature or seriousness of the allegation. The designated person may carry out the following procedure:

- Contact the team member concerned and arrange, where possible, a face-to-face meeting with them to determine a course of action
- Where allegations are made against another Boots team member an investigation possibly involving them will occur. At this point the line manager or a senior leader will be informed of the allegation and be involved in the process. The team member may be suspended or prevented from having contact with the person concerned and others until the investigation has been carried out. Where abuse has been proven, the company's disciplinary procedure will be applied
- The young or vulnerable team member will be informed of the outcome of the investigation by the designated person
- At any point through the investigation, any of the Designated Safeguarding Leads can be contacted for support or advice
- In some cases, it may be appropriate to refer the case/individual to Telus Health Support Service or Colleague Health etc.
- The team member will be informed of the actions taken by the designated person

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- In some cases, the designated person will contact external support agencies immediately to report the incident or obtain advice. Such cases may include situations where the individual is deemed to be in danger of being re-abused or abuse has been observed by a team member, or where potential extremist behaviour has been observed or reported to Boots. In this instance the use of the 'Channel' scheme could also be considered
- In all reported cases of safeguarding incidents, a clear record of advice given will be maintained in the 'Salesforce' system by the ER team as needed and which is stored securely

Safer Recruitment within the Employability and Skills Provision at Boots:

- In line with safer recruitment requirements, an enhanced DBS check (Disclosure and Barring Service) will be requested and carried out on all appropriate staff that are involved in the Employability and Skills provision at Boots, prior to commencement of employment with Boots or before taking up their new position
- Team members will be invited to disclose any incidents of current outstanding convictions within the interview process. Any false information provided by the applicant may lead to the position being withdrawn
- Where unspent convictions relating to safeguarding and child abuse are identified within the DBS, under current legislation Boots will be unable to approve an appointment under the vetting and barring scheme and the job offer will be withdrawn
- Further guidance should be sought in the [Boots Recruitment Policy](#).

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Further Guidance:

- Disclosure and Barring Service (DBS)
- The definition of regulated activity (i.e. work that a barred person must not do) in relation to children or young people comprises, in summary: 'Unsupervised activities: teach, train, instruct, care for or supervise children, or provide advice/guidance on well-being, or drive a vehicle only for children.'
- More information is available: [Regulated activity with children in England and Wales - GOV.UK](#)

Designated Safeguarding Leads Contact Details:

Trish Frettsome	07384 237208 / <u>trish.frettsome@boots.co.uk</u>
Julie Cockayne	07887 056532 / <u>julie.cockayne@boots.co.uk</u>
Bonnie Eyre	07384 804264 / <u>Bonnie.Eyre@boots.co.uk</u>
Daljit Ojla	07720 699729 / <u>Daljit.Ojla@boots.co.uk</u>
Russell High	07823 524905 / <u>Russell.High@boots.co.uk</u>
Edyta Boltruczyk	07980 654357 / <u>edyta.boltruczyk@no7company.com</u>
Raminder Sihota	07734 056179 / <u>raminder.sihota@boots.co.uk</u>
Katie Collins	07471 146475 / <u>Katie.Collins@boots.co.uk</u>
Clare Staples	07393 757383 / <u>clare.staples@boots.co.uk</u>

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Other Internal Referral and Support Contact Details:

The following services are available to all team members:

- **Boots EAP Telus Health**

Telephone: 0800 077 8316 (UK) or 1800 818618 (ROI)

Online: www.telus.com/en/health/employer

Enter 'boots' for the login and 'care' for the password

- **Boots Benevolent Fund – Financial Hardship Fund**

To apply to the fund or if you have any questions, please contact the Fund Team on 0115 9595166 or email bbf@boots.co.uk

Links to Further Guidance:

- [Leaders Supporting Team Members who may be Experiencing Domestic Abuse](#)
- [Supporting Suicidal Team Members](#)



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Examples of other external agencies and support lines available dependant on the need identified:

Nature of Support Required:	National Support Services/Helplines:	Nottingham-based Support Agencies (equivalent/similar regional ones should/may be available):
Child Safety or Safeguarding Concern	<p>Childline: 0800 1111 (available 24 hours, 7 days per week) Contacting Childline Childline</p> <p>NSPCC: 0808 800 5000 (available 24 hours, 7 days per week) Contact us NSPCC</p> <p>National Youth Advocacy Services: 0808 808 1001 Get Support Child and Family Advocacy Services NYAS</p> <p>MIND for 11-18 year olds: 0300 123 3393 Useful contacts for support - for 11-18 year olds Mind</p> <p>Find your local council: Find your local council - GOV.UK</p>	<p>Nottinghamshire Safeguarding Children Partnership (NSCP): 0115 977 3935 https://nscp.nottinghamshire.gov.uk</p> <p>Local Authority Designated Officer (LADO): 0115 977 3935 LADO Online Form is now live</p> <p>Safeguarding Children Nottinghamshire MASH: Safeguarding children - Multi-Agency Safeguarding Hub (MASH) Nottinghamshire County Council</p> <p>Nottinghamshire/Local Police: Tel: 101 In Emergency: 999</p>

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Domestic Violence/ Abuse

Refuge – National Domestic Violence Helpline:

Freephone, 24-hour Helpline
0808 2000 247
www.refuge.org.uk

Respect – Men’s Advice Line:

Freephone 0808 8010327
www.mensadviceline.org.uk

Mankind – Help for Men Survivors of Domestic Abuse:

[ManKind Initiative - Supporting Male Victims of Domestic Abuse](#)

LGBTQ+ Domestic Abuse

Support:
[Galop - the LGBTQ+ anti-abuse charity](#)

Ask for Ani:

[National Support Services/Helplines](#)

Abuse Against Women and Girls:

[National Support Services/Helplines](#)

Support for Recovery of Childhood Abuse:

Freephone 0808 801 0331
[NAPAC - Supporting Recovery From Childhood Abuse](#)

Nottinghamshire Safeguarding Adults Board:

[Nottinghamshire Safeguarding Adults Board](#)

Nottingham City Safeguarding Adults Board:

[Report a concern – Nottingham City Safeguarding Adults Board](#)

Notts Help Yourself:

www.nottshelpyourself.org.uk
0300 500 80 80

Nottinghamshire County Council Customer Service Centre:

0300 500 80 80 (Opening times; Monday – Friday 8.00am–8.00pm, Saturday 8.00am-12.00pm)

Nottinghamshire/Local Police:

Tel: 101
In Emergency: 999

Nottinghamshire Stalking Advocacy Service (Non-Domestic Abuse):

[Nottinghamshire Stalking Advocacy Service - Nottinghamshire Women's Aid \(nottswa.org\)](#)

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How to Support Adult Survivor of Childhood Abuse:

[P2739-Adult-survivors-of-CSA_Supporting-someone-you-know](#)

Cranstoun Domestic Abuse Support:

[Adult & Young People Support](#) | [Help & Advice](#) | [Cranstoun](#)

GOV.UK Forced Marriage Unit:

www.gov.uk/stop-forced-marriage

fmu@fcdo.gov.uk / 020 7008 0151

From overseas: +44 (0)20 7008 0151 (Monday to Friday, 9am to 5pm Out of hours: 020 7008 5000)

Met Police Honour Based Violence Support:

<https://www.met.police.uk/advice/advice-and-information/honour-based-abuse/honour-based-abuse-support-organisations/>

GOV.UK Support with Modern Slavery and Human Trafficking:

<https://www.nidirect.gov.uk/articles/help-victims-modern-slavery-and-human-trafficking>

Scottish Women's Aid:

[Scottish Women's Aid](#) / 0800 027 1234

Welsh Women's Aid:

[Welsh Women's Aid](#) / 0808 08 10 800

LGBT Anti-Violence Charity:

[Galop](#) / 020 7704 2040

National Stalking Helpline:

[National Stalking Helpline](#) | [Suzy Lamplugh Trust](#)

Paladin National Stalking Advisory Service:

[Paladin – National Stalking Advocacy Service](#)

Domestic
Violence/ Abuse

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Radicalisation/ Extremist Views

GOV.UK Prevent Support and Guidance:

www.gov.uk/guidance/get-help-if-youre-worried-about-someone-being-radicalised

ACT (Action Counter Terrorism): [Counter Terrorism Policing](#)

Internet Matters Resources: [Radicalisation Resources - Internet Matters](#)

Sam Slack:

East Midlands Regional Prevent Coordinator HE/FE
07384 452156
sam.slack@education.gov.uk

Nottinghamshire County Council Prevent: [Prevent Duty | Nottinghamshire County Council](#)

Nottinghamshire/Local Police:
Tel: 101
In Emergency: 999

Mental Health – Children and Young People

Young Minds:
Resource and advice for emotional wellbeing
0808 802 5544
<https://youngminds.org.uk/>

Papyrus:
Charity for the prevention of young suicide
0800 068 41 41
<https://www.papyrus-uk.org/>

Childline:
0800 1111
[Childline | Free counselling service for kids and young people | Childline](#)

Child and Adolescent Mental Health Services – Nottinghamshire:
www.nottinghamshirehealthcare.nhs.uk/camhs-young-people
0115 8542 299

Nottinghamshire NHS Crisis Helpline:
www.nottinghamshirehealthcare.nhs.uk/help-in-a-crisis
0808 196 3779

AskLion Mental Health Crisis Helpline:
www.asklion.co.uk/kb5/nottingham/directory
0300 300 0065

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Mind UK:
0300 123 3393
www.mind.org.uk/information-support/helplines/

NHS – Better Health/Every Mind Matter:
<https://www.nhs.uk/every-mind-matters/>

Rethink Mental Illness:
0808 801 0525
<https://www.rethink.org/>

ManUp – Mens Mental Health Charity:
MANUP?.| MEN'S MENTAL HEALTH CHARITY

LGBTQ+ Community Support:
LGBT Foundation – The UK's leading health and wellbeing charity

Supporting Trans, Non-Binary and Gender Diverse Communities:
Homepage - Mermaids

National LGBTQIA+ Support Line:
Homepage | Switchboard

Nottinghamshire NHS Crisis Helpline:
<https://www.nottinghamshirehealthcare.nhs.uk/help-in-a-crisis>
0808 196 3779

AskLion Mental Health Crisis Helpline:
<https://www.asklion.co.uk/kb5/nottingham/directory/service.page?id=7JEtQFBlttM>
0808 196 3779

Turning Point Nottinghamshire Mental Health:
<https://www.turning-point.co.uk/services/nottingham-helpline>
0808 196 3779

Notts Help Yourself:
www.nottshelpyourself.org.uk
0300 500 80 80

Nottingham Vulnerable Adults: Adult Safeguarding - Nottingham City Council
0808 196 3779

NHS Nottingham Mental Health Support:
Mental Health - NHS Nottingham and Nottinghamshire ICB
0808 196 3779

Mental Health –
Adults/All



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Men's Suicide Prevention Charity:
ANDYSMANCLUB - It's Okay To Talk

National Suicide Prevention Helpline UK:
0800 587 0800
National Suicide Prevention Helpline |
SPUK Suicide Prevention Charity

Anxiety UK:
03444 775 774
<https://www.anxietyuk.org.uk/>

No Panic:
0300 772 9844 **<https://nopanic.org.uk/>**

OCD Action:
0300 636 5478 **<https://ocdaction.org.uk/>**

**Qwell – Online Counselling and Wellbeing
for Adults and Carers:**
<https://www.qwell.io/>

SOS (Silence of Suicide):
0808 115 1505
SOS Silence of Suicide - NSPA

Samaritans:
116 123
**Samaritans | Every life lost to suicide is a
tragedy. | Here to listen**

**CALM (Campaign Against Living
Miserably):**
0800 58 58 58

**Nottinghamshire Crisis
Sanctuaries:**
Get Help |
Nottinghamshire Crisis
Sanctuaries
0330 822 4100

**Mental Health –
Adults/All**

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Homelessness

Shelter:

[Homelessness - Shelter England](#)
Freephone 0808 800 4444

[Home - Shelter Scotland](#)
Freephone 0808 800 4444

[Shelter Wales - Home is everything](#)
Freephone 08000 495 495

Gov.UK Homelessness Support:
[Help if you're homeless or about to become homeless - GOV.UK](#)

Cranstoun Housing & Homelessness Support:
[Adult & Young People Support | Help & Advice | Cranstoun](#)

Salvation Army Homelessness Support:
[Homelessness | The Salvation Army](#)

Crisis Homelessness Support: [Get help if you're experiencing homelessness | Crisis | Together we will end homelessness](#)

Nottingham Homelessness Support:
[Homelessness Prevention and Advice - Nottingham City Council](#)
0115 876 3300

Emmanuel House:
[Are you homeless in Nottingham? Here's how to get help | Emmanuel House Support Centre](#)
0115 950 7140

Nottingham Street Support:
[Find Help - Street Support](#)

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Drug/Alcohol Abuse

NHS Drug Addiction Support:
<https://www.nhs.uk/live-well/addiction-support/drug-addiction-getting-help/>

Talk to FRANK – Find Support Near You:
<https://www.talktofrank.com/get-help/find-support-near-you>

Turning Point Drug and Alcohol Abuse Support:
<https://www.turningpoint.co.uk/services/drug-and-alcohol-support.html>

Cranstoun Support for Drug and Alcohol:
[Adult & Young People Support | Help & Advice | Cranstoun](#)

MIND:
[Drug and alcohol addiction - useful contacts](#)

NHS Alcohol Support:
[Alcohol support - NHS](#)

With You:
[Drug and Alcohol Support | WithYou](#)

Free Support for Drug and Alcohol Abuse:
<https://www.nottinghamrecoverynetwork.com/>
0800 066 5362

Nottinghamshire County Council Drug and Alcohol Support:
<https://www.nottinghamshire.gov.uk/care/health-and-wellbeing/drugs-and-alcohol-support>
01158 960 798

Change, Grow, Live – Support for Individuals and Families:
[Nottinghamshire | Change Grow Live](#)

Nottingham Recovery Network:
[Overview - Nottingham Recovery Network - NHS](#)
0800 066 5362

Ask Lion:
[Alcohol & Drug support - Nottingham Recovery Network \(NRN\) | Ask Lion - Nottingham City Directory](#)
0800 066 5362