

## **Bradford Safeguarding Children Board**

### **Allegations against Staff, Carers and Volunteers**

These procedures are to be applied in conjunction with procedures for individual agencies.

In using these procedures, please refer to the contact list for Local Authority Designated Officer, Senior Managers within Organisations, and Named Senior Officers. This contact list is regularly updated and can be found on the BSCB website, [or by following this link](#). Also appended to this procedure are two flow charts which set out the process to be followed when an allegation regarding staff, carers or volunteers is being addressed using these procedures. [Click here to see the flow charts](#)

#### **Scope**

The following procedures apply to situations:

- a) Where there are suspicions or allegations of abuse by a person who works with children in either a paid or unpaid capacity i.e. any employee, foster carer, child minder or volunteer.
- b) When it is discovered that an individual known to have been involved previously in child abuse, is or has been working with children, and
- c) When the allegation or suspicion arises in connection with the individual's work, her/his own children or in relation to other children.

Compliance with these procedures should ensure that where allegations of abuse are made or where there is reasonable suspicion, organisational responses are prompt, thorough, independent and proportionate to the issue of concern.

These procedures are based on guidance contained within Working Together to Safeguard Children 2006. The framework set out in guidance applies to a wider range of allegations than those in which there is reasonable cause to believe that a child is suffering or is likely to suffer significant harm. It also caters for cases of



allegations that might indicate that a person is unsuitable to continue to work with children in their present position, or in any capacity. It should be used in respect of all cases in which it is alleged that a person who works with children has:

- behaved in a way that has harmed a child, or may have harmed a child
- possibly committed a criminal offence against or related to a child or
- behaved toward a child or children in a way that indicates she or he is unsuitable to work with children

## **Roles and Responsibilities**

Each BSCB member organisation should identify a named senior officer with overall responsibility for:

- ensuring that the organisation deals with allegations in accordance with these procedures
- resolving any inter-agency issues
- liaising with the BSCB on the subject

Other employer's procedures should identify a senior manager to whom allegations or concerns should be reported, together with a deputy in his/her absence or if he/she is the subject of the allegation.

The Local Authority should designate a Local Authority Designated Officer (LADO) to:

- be involved in the management and oversight of individual cases
- provide advice and guidance to employers and voluntary organisations
- liaise with the police and other agencies
- monitor the progress of cases to ensure that they are dealt with as quickly as possible consistent with a thorough and fair process

The Detective Chief Inspector for the West Yorkshire Police Child and Public Protection Unit (CPPU) will:

- have strategic oversight of the local police arrangements for managing allegations against staff and volunteers
- liaise with BSCB on the issue
- ensure compliance

Each CPPU Detective Inspector will:

- liaise with the local authority designated officer(s) (LADO)
- take part in strategy discussions
- review the progress of cases in which there is a police investigation
- share information as appropriate, on completion of an investigation or related prosecution

## **Threshold & Response**



Residential Social Workers, Teachers, Foster Carers, Health workers in residential child care establishments, Hospital staff and Early Years professionals are all prohibited by law from applying more than permissible types and levels of restraint to those children for whom they are professionally responsible.

Volunteers who work with children are also expected to maintain standards of conduct comparable to those prescribed for colleagues in paid employment.



All allegations or suspicions of abuse or neglect by staff, carers or volunteers should be considered under the child protection procedures.

All allegations and suspicions should be considered in the first instance as requiring a child protection response, including child protection (Section 47) enquiries where necessary.

All concerns must be referred to the West Yorkshire Police Child and Public Protection Unit (CPPU) as a potential criminal investigation. It is not permissible for a member of staff to conduct an enquiry about suspicion or allegation of abuse with respect to:

- a) A relative.
- b) A friend.
- c) An immediate colleague or supervisor/supervisee.

Even when there is insufficient evidence to support a criminal prosecution, complaints, regulatory or disciplinary procedures may still be justified.

Subject to legal constraints, any evidence gathered in the course of an enquiry about allegations against staff /carers/volunteers can be made available to the staff responsible for disciplinary, regulatory or complaint investigation.

If, following the conclusion of protection processes, further enquiries are pursued for the purpose of disciplinary, regulatory or complaint investigation, they should be arranged in a way that avoids the repeated interviewing of children or other vulnerable witnesses.

As far as possible, enquiries must be conducted in the strictest confidence so that information can be given freely and without fear of victimisation and in a way that protects the rights of staff, employees, volunteers, foster carers and childminders.

If an allegation relating to a child is made about a person who undertakes paid or unpaid care of vulnerable adults, consideration must be given to the possible need to alert those who manage her/him in that role and to the Adult Safeguarding Unit.

Conversely, if an allegation relating to a vulnerable adult is made about a person who undertakes paid or unpaid care of children, consideration must be given to the possible need to invoke these procedures.



## **Allegations Against Staff In Their Work**

An allegation may require consideration from any of the following four inter-related perspectives:

- a) Enquiries and assessment by children's Social Services about whether a child is in need of protection or in need of other services.
- b) Criminal investigation.
- c) Staff disciplinary or foster care, early years services or childminder regulatory procedures.
- d) Compliant procedures.

These procedures deal with child protection enquiries and any associated criminal investigation as distinct from complaints of poor practice and disciplinary procedures, though exploration of the latter may reveal abuse and/or neglect.

The employing or responsible agency must ensure that allegations are investigated and that any justifiable action is taken to ensure that the service is safe for children and young people to use.

Information about an allegation must be restricted to those who have a need to know in order to:

- a) Protect children, (including the Family Court, where appropriate).
- b) Facilitate enquiries.
- c) Manage disciplinary/complaints aspects.
- d) Protect any rights of the alleged perpetrator.

## **Initial Response to Recognition of Concern/Allegation**

Recognition of concern or an allegation may arise from a number of sources e.g. a report from a child or an adult within an establishment, a complaint or information arising from a disciplinary investigation.

When a member of staff is suspicious or has received allegations of abuse by a colleague, they must report this in accordance with their agency procedure.



The information must be reported to the Designated/Named Person for child protection in that agency and also to the Senior Manager within the organisation responsible for ensuring that these BSCB procedures are appropriately followed.

In schools the information must be reported to the Headteacher, or in the case of an allegation against the Headteacher, to the Chair of Governors who will refer this to the, Principal Education Social Worker at Education Bradford.

The recipient of an allegation should not determine its validity and failure to report it in accordance with procedures should be a potential disciplinary matter.

The Designated/Named Person for the agency will be able to advise staff and managers if the concerns constitute sufficient grounds for the initiation of child protection procedures. Children's Social Services Child Protection Unit may be consulted for advice.

During such consultations:

- a) Any matter(s) that may constitute an allegation of crime must be reported to CPPU.
- b) Consideration should be given to the suspension of the person(s) against whom the allegation has been made, pending the outcome of the enquiry.
- c) Consideration should be given to the need for protective action in relation to children in the care of the alleged perpetrator(s).

If, for any reason, there are difficulties with following the above procedure, the agency's whistle blowing procedure should be considered or a referral made directly to Children's Social Services or CPPU.

The need for consultation must not delay a referral to Children's Social Services or CPPU.

The disciplinary policies of agencies should reflect the rigour of the approach summarized above and any other organisations contracted by agencies should be made aware that they too will be expected to comply with these requirements.

### **Resignations and "Compromise agreements"**

The fact that a person tenders his or her resignation, or ceases to provide their services, must not prevent an allegation being followed up in accordance with these procedures. It is important that every effort is made to reach a conclusion in all cases of allegations bearing on the safety or welfare of children including any in which the person concerned refuses to cooperate with the process.



Wherever possible the person should be given a full opportunity to answer the allegation and make representations about it, but the process of recording the allegation and any supporting evidence, and reaching a judgement about whether it can be regarded as substantiated on the basis of all the information available should continue even if that cannot be done or the person does not cooperate.

It may be difficult to reach a conclusion in those circumstances, and it may not be possible to apply any disciplinary sanctions if a person's period of notice expires before the process is complete, but it is important to reach and record a conclusion wherever possible.

By the same token so called "compromise agreements" by which a person agrees to resign, the employer agrees not to pursue disciplinary action, and both parties agree a form of words to be used in any future reference, must not be used in these cases. In any event, such an agreement will not prevent a thorough police investigation where appropriate. Nor can it override an employer's statutory duty to make a referral to the Protection of Children Act list or DfES List 99 where circumstances require that (see paragraph 12.29 and 12.33 respectively).

### **Required Response within Educational Establishments or against other education staff**

In November 2006, the Department for Education and Skills published statutory guidance entitled "Safeguarding Children and Safer Recruitment in Education". This comes into force on 1st January 2007. It sets out in detail the responsibilities held by all schools, education providers and further education establishments that work with under 18s for the safe recruitment of the workforce, including those staff being recruited from overseas.

The guidance replaces the following earlier documentation:

- *Child Protection: Preventing Unsuitable People from Working with Children and Young Persons in the Education Service* (2002)
- *Criminal Records Bureau (CRB): Managing the Demand for Disclosures* (2002)
- *Safeguarding Children in Education* (2004)
- *Use of Supply Teachers and associated Guidance Notes for Teacher Employment Businesses and Agencies* (2004)
- *Safeguarding Children: Safer Recruitment and Selection in Education Settings* (2005)
- *Dealing with Allegations of Abuse against Teachers and Other Staff* (2005).



The document covers:

- the duties for safeguarding and promoting the welfare of children in education
- recruitment and selection processes
- recruitment and vetting checks
- dealing with allegations of abuse against teachers and other staff.

Head teachers and managers in Education should ensure that they are familiar with this guidance, and that they have access to it. The guidance can be downloaded from the following web address:

<http://publications.teachernet.gov.uk/eOrderingDownload/6836-Safeguarding%20Children%20webFinal.pdf>

Upon receipt of an allegation of abuse by a member of staff, including temporary staff, in a school or other educational establishment, Head Teachers/Service Managers must immediately inform and consult with the Education Bradford lead officer for child protection.

If the allegation is against a Head Teacher the staff member receiving it must alert the nominated governor (usually the Chair or Vice-chair) who in turn must inform and consult with the Education Bradford lead officer for child protection.

The Education Bradford lead officer for child protection must determine, following consultation with the Local Authority Designated Officer, if the nature or seriousness of the allegation requires referral to Children's Social Services.

If the circumstances justify it, a referral should be made without delay and CPPU informed at the earliest opportunity of any matters that may constitute a criminal offence. In these circumstances, witnesses should not be interviewed or asked to provide a written statement by anyone other than the CPPU.

### **Response by Children's Social Services and CPPU**

A referral to CPU of an allegation against a member of staff, carer or volunteer must be reported immediately to the Local Authority Designated Officer who will determine who is to chair the inter-agency Strategy Discussions.

A Strategy Discussion about the member of staff, carer or volunteer, must take place wherever possible within one working day or a maximum of two working days.

A Strategy Discussion will determine the approach to be taken and whether child protection (Section 47) enquiries should be made. The CPPU will decide whether or not to investigate an allegation of crime.



If the situation requires allocation in Children's Social Services for Section 47 enquiries or other assessment for services, the Local Designated Officer will liaise with the relevant divisional services Manager (care management) to ensure appropriate allocation.

### **Allegations against Children's Social Services Staff**

If an allegation is made about any staff member employed by Children's Social Services, the Local Authority Designated Officer and Head of Children's Social Services must be informed, who in turn will ensure that appropriate arrangements are made for managing the enquiry and chairing the Strategy Discussions.

Achieving an appropriate degree of independent scrutiny over the process and an independent element in the investigation may involve:

- a) The appointment of external independent investigator/s to supplement or oversee the process.
- b) Use of staff within the organisation who are sufficiently separate from the line management of those against whom the allegation is made.

### **Allegations against West Yorkshire Police Officer or civilian employed by West Yorkshire Police**

The allegation must be brought to the immediate attention of the Detective Inspector for CPPU. The Detective Inspector must ensure that concern is reported to the Local Authority Designated Officer.

### **Allegations against Health Services Staff**

The relevant Designated or Named Doctor or Nurse of the PCT, Hospital Trust or other NHS Trust should be informed of allegations against Health services staff and be involved in Strategy Discussions. The Designated Doctor or Nurse must ensure that the concern is reported to the Local Authority Designated Officers.

### **Allegations against Staff Employed by Other BSCB Agencies**

All allegations against staff of BSCB agencies should be dealt with by compliance with the procedures in this section, including notification of the concern to the Local Authority Designated Officer.



## **Allegations against Staff Employed in Regulated Organisations**

The Commission for Social Care Inspection (CSCI) must be notified of any action taken under child protection procedures in any residential establishment.

OFSTED's Early Years Directorate must be notified of any action taken under these procedures in any day care establishment or with respect to a childminder.

## **Allegations against Agency Staff**

Allegations against agency staff should be dealt with by compliance with the procedures in this section. Following receipt of legal advice with respect to confidentiality and preservation of integrity of the enquiry, the employing agency must be informed of the allegation and the outcome of the enquiry.

## **Allegations against Volunteers**

Allegations against volunteers should be dealt with in a manner which is consistent with the principles and procedures contained in this section, as far as possible. The organisation using the volunteer should (following receipt of legal advice with respect to confidentiality and preservation of integrity of the enquiry) be informed of the allegation and the outcome of the enquiry.

## **Allegations against Staff Employed In Other Local Authorities**

Where the allegation is against staff employed in establishments located in another authority, the referral must be passed to that authority, for enquiries to be made in accordance with its procedures.



## First Strategy Meeting

A Strategy meeting must take place when the outcome of the initial assessment indicates that there is cause to suspect a child is suffering, or is likely to suffer significant harm. Those invited should be:

- a) The Chair of the Meeting (as determined by the Local Authority Designated Officer).
- b) Relevant Social Worker and her/his manager.
- c) Police CPPU representative.
- d) Senior member of the organisation of the worker concerned, other than the line manager of the subject of enquiries.
- e) Those responsible for regulation and inspection of the unit, such as Commission for Social Care Inspection or OFSTED, if applicable.
- f) Personnel or Human Resources representatives as appropriate.
- g) Named/Designated Person for child protection for the agency in question.
- h) Consultant Paediatrician if sexual abuse has been alleged.
- i) A representative of the relevant Children's Social Services if the child is placed elsewhere.
- j) Complaints Officer if the concern has arisen from a complaint or a complaint investigation is in progress.
- k) A representative of the Legal Department (or access to legal advice).

Where the representative of an agency is implicated through an accusation of collusion or failure to respond to previous complaints, it is inappropriate for her/him to attend the Strategy Discussion. In these circumstances consideration must be given to arrangements for alternative representation.

The Strategy meeting should take as its focus the suspected/actual risk posed by the adult about whom there are concerns/allegations. They are the 'Index Person' for the purposes of these procedures and records should be maintained which allow for any future concerns to be cross-referenced. In addition, records relating to children and young people associated with investigations should note details of the nature of the enquiries/investigation and its outcome and signpost where Strategy Discussion or Strategy meeting minutes are located.



The Strategy meeting must:

- a) Review any previous allegations made against the member of staff and the establishment.
- b) Decide whether there should be a S.47 enquiry and/or an internal disciplinary investigation.
- c) Consider the implications arising from the CPPU decision whether or not to investigate as an allegation of crime.
- d) Consider if a S.47 enquiry is appropriate, whether a complex abuse investigation is applicable.
- e) Scope and plan the S.47 enquiry.
- f) Allocate tasks.
- g) Set time-scales.
- h) Decide who to inform.

The meeting must also:

- a) Ensure that any emergency action needed to protect a child is taken.
- b) Ensure that all children who may be affected directly and indirectly are identified, considered and provided with support, including ex-residents if appropriate.
- c) Consider, where relevant, which other local authorities should be informed.
- d) Ensure that the investigation is sufficiently independent.
- e) Make arrangements to ensure the safety of children known to the worker outside of the workplace and at home.
- f) Make arrangements to inform the child's parents, and consider how to involve them in the investigation and provide support and information during enquiries.
- g) Consider the safety of children after the enquiry.



- h) Recommend to the employing agency or responsible authority any action required to protect the interests of children whilst enquiries are conducted, including transfer, suspension or removal of staff (such action is the responsibility of the employing agency or responsible agency and is to be taken in the light of the details of the individual case and in accordance with 'human resource' procedures agreed with Trades Union or work place representatives).
- i) Agree which manager within each agency will be responsible for co-ordinating the investigation.
- j) Consider the need to interview other members of staff and ex-members of staff.
- k) Consider the need for individual support for any workers, including those who are the subject of allegations.
- l) Consider linkage and impact on industrial relations, personnel issues, registration and complaints issues and ongoing or subsequent proceedings in the Family or Criminal Courts.
- m) Consider the use of any record of video interviews for disciplinary purposes.
- n) Consider possible claims for compensation and alert insurers.
- o) Consider notifying the chief executive/senior officer of the employing agency.
- p) Identify the information to be shared with the alleged abuser.
- q) Consider the need to ensure management of any anticipated media interest.
- r) Agree on arrangements for the Local Authority Designated Officer to receive regular progress reports.

The Strategy Meeting should set a review date within two weeks with a view to concluding the enquiry as soon as possible.



## **Conduct of Enquiry**

Once a decision has been made to initiate an enquiry, the member of staff should be contacted and told (unless this prejudices any aspect of the investigation e.g. criminal enquiries):

- a) The nature of the allegation.
- b) How the enquiries will be conducted and her/his co-operation sought.
- c) The possible outcomes e.g. disciplinary action (if relevant, including dismissal) or referral to the Criminal Records Bureau, or a referral to a professional body, e.g. the General Social Care Council.
- d) Consideration should be given to support networks for staff whom allegations are made against, e.g. counselling/employee assistance sessions.

The enquiry should take into account any signs or patterns, which could suggest the abuse may be more widespread than it appears and if it involves other perpetrators or institutions.

During the course of the enquiries, the Local Authority Designated Officer must be provided with regular progress reports as agreed at the initial Strategy meeting.

## **Second and Subsequent Strategy Meeting**

In addition to the issues addressed at the first Strategy Meeting, subsequent meetings must also address, as relevant:

- a) Progress and results of enquiries.
- b) Therapeutic and support needs of child/ren.
- c) Appropriate applications for criminal injuries compensation.
- d) Support needs of all appropriate staff.
- e) Future needs of the establishment.

A final Strategy Meeting must be held at the end of enquiries to plan further actions required. The process of the enquiries/investigation should be evaluated.



Whether or not concerns are substantiated, the Local Authority Designated Officer should decide whether the details of the case should be presented to the BSCB or a Sub Committee, to consider if any lessons can be learnt and whether any change in policy or practice is required.

### **Substantiated Allegations**

Where concerns are confirmed, relevant information must be passed to appropriate authorities, such as the DH Protection of Children Act 1999 register or DFES (List 99), CRB and GSCC.

### **Unsubstantiated Allegations**

Where, following initial enquiries, it is concluded either that the allegation is unsubstantiated or that there is insufficient evidence to determine whether the allegation is substantiated, the Chair of the Strategy Discussions or Meeting(s) should prepare a separate report of the enquiry.

This report will be for the relevant senior manager of the employing agency, and will enable her/him to consider what further action, if any, should be taken.

The member of staff concerned must be notified of the outcome.

Consideration must be given to any support the staff member may need, particularly if returning to work following suspension.

The associated child and her/his parents should also be informed of the outcome.

Consideration should be given to the provision of support or counselling for the child, and where appropriate, her/his parents, taking full account of a child's needs if a seemingly false or malicious allegation has been made.

Staff conducting disciplinary proceedings also need to be informed when the child protection investigation/enquiries have concluded.

### **Disciplinary Procedures**

Any disciplinary process must be clearly separated from child protection enquiries.

Child protection enquiries take priority over any disciplinary investigations, and will determine whether the investigations can be carried out concurrently.



Relevant service managers must be informed of all allegations made against members of their staff. Consideration must be given to any potential misconduct or gross misconduct on the part of a staff member, and the appropriateness of the staff member being suspended whilst the child protection enquiry takes place.

A decision to suspend or temporarily re-deploy staff rests with the employing agency (school governing body in the case of a school) may be informed by the discussion at a Strategy Meeting, which must take into account:

- a) The safety of the child/ren.
- b) Any impact on the enquiry.

The fact that there may be insufficient evidence to support a CPPU investigation or prosecution should not prevent any action being taken that is necessary to safeguard a child's welfare.

It may be that the allegation was prompted by inappropriate behaviour, not considered sufficiently harmful under the child protection procedures, but which may still need to be considered under the disciplinary procedures.

Following notification that the child protection investigation has been concluded, staff conducting any disciplinary proceeding should request access to relevant information from Children's Social Services and the CPPU .

All possible steps must be taken to avoid repeated interviewing of children.

### **Allegations Against Staff In Their Personal Lives**

If an allegation about abuse or neglect of a child or vulnerable adult is made about conduct outside of the work role, by a member of staff from one of the agencies subscribing to these procedures, the general principles and approach detailed above apply. A senior manager representing the employing agency should be briefed and involved in the process.

As in the case of allegations against staff in their work role, achieving an appropriate degree of independent scrutiny over the process and an independent element in the investigation may involve:

- a) The appointment of external independent investigator/s to the team or to oversee the process.
- b) Use of staff within the organisation who are sufficiently separate from the line management of those against whom the allegation is made.



The decision about the methodology to be adopted is to be made by the Local Authority Designated Officer in conjunction with Children's Social Services Senior Care Manager leading the enquiries. The decision and reasons for it must be placed on the case record.

### **Strategy Meeting (Childminders)**

A member of OFSTED staff should be invited to the Strategy Meeting. Their role will be to consider the legal implications of continued registration or cancellation.

The planning must include consideration of all children using the childminder, as well as the implications for any children that have used the facility in the past and the child minder's own children.

The timing, method and content of the information to be shared with parents of other children will be discussed and agreed at the Strategy Meeting.

### **Other Adults With Access To Children**

Where there are concerns about the behaviour, actions and attitudes of an adult who has access to children, such as youth club leaders, drivers, sporting coaches' etc. consideration should be given to convening a planning meeting of key personnel from relevant agencies.

### **Abuse By Visitors To Children's Homes**

The possibility of abuse in children's homes perpetrated by visitors needs to be recognised in the way practices relating to vetting and recording in the way described in The Children Act 1989 Guidance and Regulations, Volume 4, Residential Care, including in some circumstances vetting of regular visitors and keeping a daily record of visitors.

Should such abuse occur it should be referred to Children's Social Services.

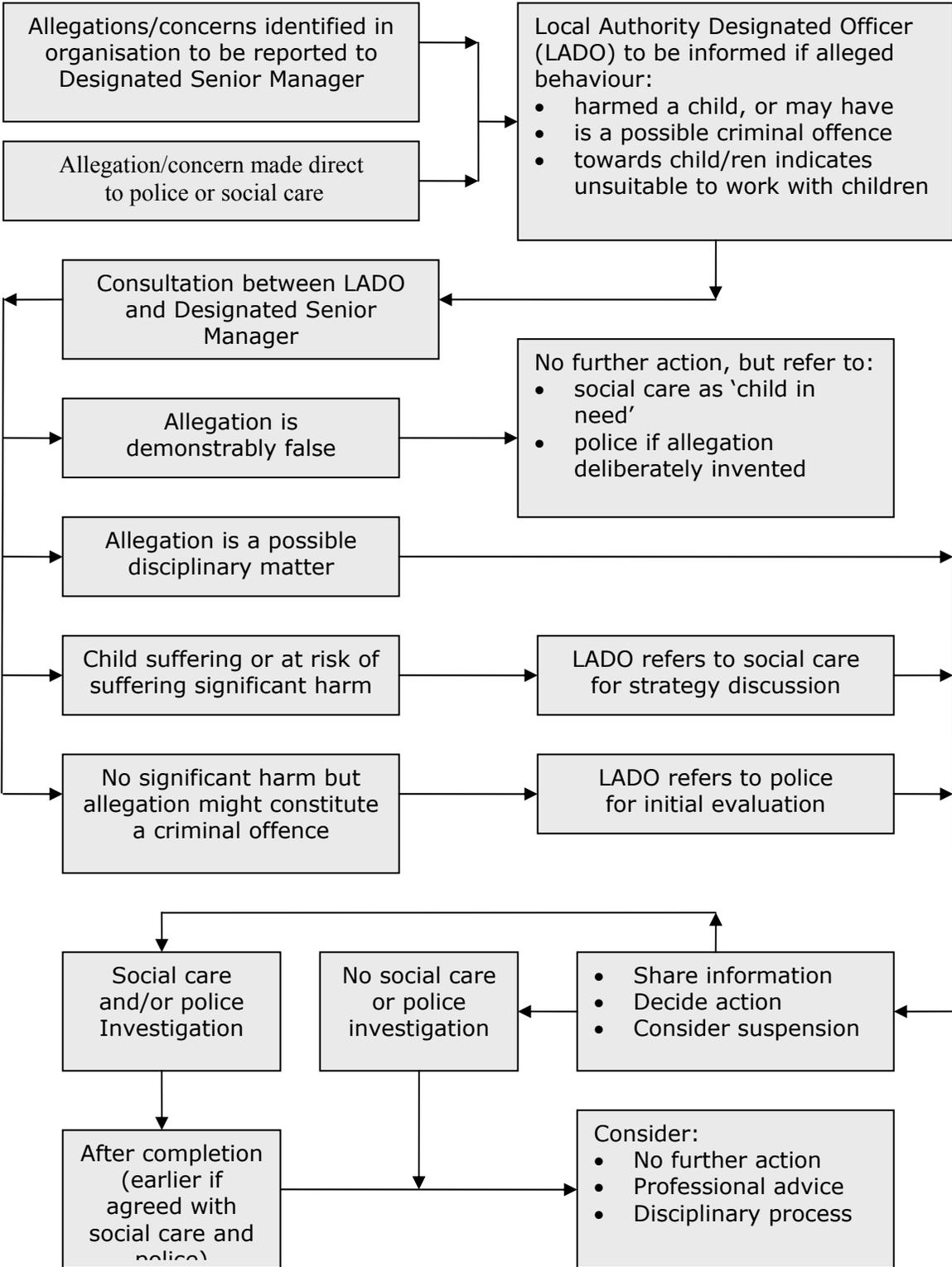
### **Child Abuse Perpetrated In Foster Placements**

The possibility of physical, emotional and sexual abuse or neglect of children by foster carers must not be discounted.

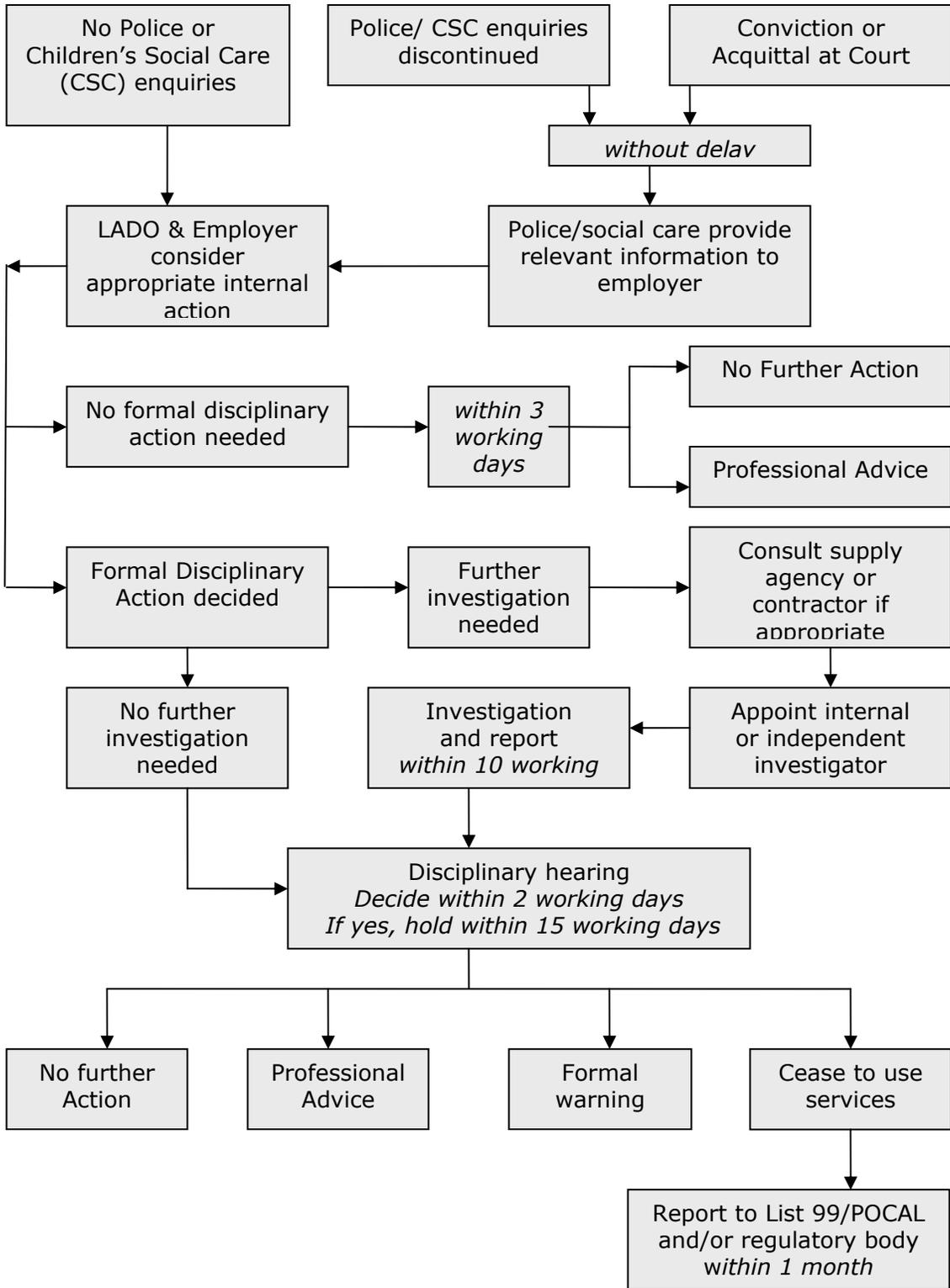
The Children's Social Services Department's duty to investigate under Section 47 of the Children Act 1989 applies equally to children in foster carer as it does to children living with their own families. Action taken to investigate allegations of abuse of foster children should also include consideration of the safety of any other children living in the household, including the foster carer's own children.



**ALLEGATIONS/CONCERNS AGAINST STAFF AND VOLUNTEERS  
CHILD PROTECTION PROCESS**



**ALLEGATIONS/CONCERNS AGAINST STAFF AND VOLUNTEERS  
DISCIPLINARY/SUITABILITY PROCESS**



### Allegations Management

Contact details for Local Authority Designated Officers (LADO),  
Named Senior Officers and Senior Managers within organisations

<p><b>1</b> <b>Bradford Safeguarding Children Board</b>  <b>Local Authority Designated Officer</b>          Frank Hand - Service Manager          Children's Safeguarding &amp; Reviewing Unit          2<sup>nd</sup> Floor, Olicana House          Bradford BD1 5RE          Contact via Duty Officer, Children's Safeguarding          &amp; Reviewing Unit</p> <p>☎ 01274 434343          ✉ frank.hand@bradford.gov.uk</p>		
<p><b>2</b> <b>NHS Bradford &amp; Airedale (Airedale Hospital)</b></p> <table border="0"> <tr> <td data-bbox="140 920 491 1144"> <p><b>Named Senior Officer</b>            Bridget Fletcher            Director of Nursing            Airedale General Hospital            Steeton            Keighley            West Yorkshire BD20 6TD</p> <p>☎ 01535 652511            ✉ bridget.fletcher@anhst.nhs.uk</p> </td> <td data-bbox="847 920 1310 1205"> <p><b>Senior Manager</b>            Joanne Newman            Matron - Children's Services            Airedale General Hospital            Steeton, Keighley            West Yorkshire BD20 6TD</p> <p>☎ 01535 652511            ✉ Joanne.newman@anhst.nhs.uk</p> </td> </tr> </table>	<p><b>Named Senior Officer</b>            Bridget Fletcher            Director of Nursing            Airedale General Hospital            Steeton            Keighley            West Yorkshire BD20 6TD</p> <p>☎ 01535 652511            ✉ bridget.fletcher@anhst.nhs.uk</p>	<p><b>Senior Manager</b>            Joanne Newman            Matron - Children's Services            Airedale General Hospital            Steeton, Keighley            West Yorkshire BD20 6TD</p> <p>☎ 01535 652511            ✉ Joanne.newman@anhst.nhs.uk</p>
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<p><b>3</b> <b>NHS Bradford &amp; Airedale</b></p> <table border="0"> <tr> <td data-bbox="140 1308 635 1630"> <p><b>Named Senior Officer</b>            Jo Coombs            Director of Nursing and Patient Care            NHS Bradford &amp; Airedale            Douglas Mill            Bowling Old Lane            Bradford BD5 7JR</p> <p>☎ 01274 237600            ✉ jo.coombs@bradford.nhs.uk</p> </td> <td data-bbox="847 1341 1326 1659"> <p><b>Senior Manager</b>            Barbara Cox            Designated Nurse for Safeguarding            NHS Bradford &amp; Airedale            Douglas Mill            Bowling Old Lane            Bradford BD5 7JR</p> <p>☎ 01274 237344            ✉ barbara.cox@bradford.nhs.uk</p> </td> </tr> </table>	<p><b>Named Senior Officer</b>            Jo Coombs            Director of Nursing and Patient Care            NHS Bradford &amp; Airedale            Douglas Mill            Bowling Old Lane            Bradford BD5 7JR</p> <p>☎ 01274 237600            ✉ jo.coombs@bradford.nhs.uk</p>	<p><b>Senior Manager</b>            Barbara Cox            Designated Nurse for Safeguarding            NHS Bradford &amp; Airedale            Douglas Mill            Bowling Old Lane            Bradford BD5 7JR</p> <p>☎ 01274 237344            ✉ barbara.cox@bradford.nhs.uk</p>
<p><b>Named Senior Officer</b>            Jo Coombs            Director of Nursing and Patient Care            NHS Bradford &amp; Airedale            Douglas Mill            Bowling Old Lane            Bradford BD5 7JR</p> <p>☎ 01274 237600            ✉ jo.coombs@bradford.nhs.uk</p>	<p><b>Senior Manager</b>            Barbara Cox            Designated Nurse for Safeguarding            NHS Bradford &amp; Airedale            Douglas Mill            Bowling Old Lane            Bradford BD5 7JR</p> <p>☎ 01274 237344            ✉ barbara.cox@bradford.nhs.uk</p>	
<p><b>4</b> <b>Bradford District Care Trust</b></p> <table border="0"> <tr> <td data-bbox="140 1695 467 2018"> <p><b>Named Senior Officer</b>            Nick Morris            Director of Nursing            Level 2            New Mill            Saltaire            BD18 3LD</p> <p>☎ 01274 228381            ✉ Nick.morris@bdct.nhs.uk</p> </td> <td data-bbox="847 1695 1198 2018"> <p><b>Senior Manager</b>            Dawn Lee            Named Nurse            Level 3            New Mill            Saltaire            BD18 3LD</p> <p>☎ 01274 323721            ✉ dawn.lee@bdct.nhs.uk</p> </td> </tr> </table>	<p><b>Named Senior Officer</b>            Nick Morris            Director of Nursing            Level 2            New Mill            Saltaire            BD18 3LD</p> <p>☎ 01274 228381            ✉ Nick.morris@bdct.nhs.uk</p>	<p><b>Senior Manager</b>            Dawn Lee            Named Nurse            Level 3            New Mill            Saltaire            BD18 3LD</p> <p>☎ 01274 323721            ✉ dawn.lee@bdct.nhs.uk</p>
<p><b>Named Senior Officer</b>            Nick Morris            Director of Nursing            Level 2            New Mill            Saltaire            BD18 3LD</p> <p>☎ 01274 228381            ✉ Nick.morris@bdct.nhs.uk</p>	<p><b>Senior Manager</b>            Dawn Lee            Named Nurse            Level 3            New Mill            Saltaire            BD18 3LD</p> <p>☎ 01274 323721            ✉ dawn.lee@bdct.nhs.uk</p>	

<p><b>5</b> <b>Bradford Teaching Hospitals NHS Trust</b>  <b>Named Senior Officer</b>  Sally Ferguson  Chief Nurse  Trust HQ  Chestnut House  Bradford Royal Infirmary  Duckworth Lane  Bradford BD9 6RJ</p> <p>☎ 01274 364305  ✉ Sally.ferguson@bradford.gov.uk</p>	<p><b>Senior Manager</b>  Janette Reynolds  General Manager, Women's and Children's Services  Maternity Block  Bradford Teaching Hospitals  Bradford Royal Infirmary  Duckworth Lane  Bradford BD9 6RJ</p> <p>☎ 01274 364910  ✉ janette.reynolds@bradfordhospitals.nhs.uk</p>
<p><b>6</b> <b>CAFCASS</b>  <b>Named Senior Officer</b>  Jane Booth - Corporate Director  PO Box 114  Leeds  LS13 9AL</p> <p>☎ 0113 256 7463  ✉ jane.booth@cafcass.gov.uk</p>	<p><b>Senior Manager</b>  David Dunn  Head of Service  CAFCASS West Yorkshire  1 Park Cross Mews  Park Cross Street  Leeds  LS1 2QH</p> <p>☎ 0113 394 7474  ✉ david.dunn@cafcass.gov.uk</p>
<p><b>7</b> <b>Children's Social Care</b>  <b>Named Senior Officer</b>  Julie Jenkins  Assistant Director – Social Care  Room 202  City Hall  Bradford  BD1 1HY</p> <p>☎ 01274 432904  ✉ julie.jenkins@bradford.gov.uk</p>	<p><b>Senior Manager</b>  Melanie John-Ross – Group Services Manager  2<sup>nd</sup> Floor, Olicana House  Chapel Street  Bradford BD1 5RE</p> <p>☎ 01274 437077  ✉ melanie.john-ross@bradford.gov.uk</p>
<p><b>8</b> <b>Transformation Services</b>  <b>Named Senior Officer</b>  Richard Tipping  Assistant Director - Transformation  Room 202  City Hall  Bradford  BD1 1HY</p> <p>☎ 01274 431512  ✉ Richard.tipping@bradford.gov.uk</p>	<p><b>Senior Manager</b>  Gillian Simpson-Morris  Senior Manager – Service Development  2<sup>nd</sup> Floor  Olicana House  Chapel Street  Bradford  BD1 5RE</p> <p>☎ 01274 432633  ✉ Gillian.simpson-morris@bradford.gov.uk</p>

<p><b>9</b> <b>Education Bradford</b>  <b>Named Senior Officer</b>  Denise Faulconbridge  Director  Education Bradford  Future House  Bolling Road BD4 7EB</p> <p>☎ 01274 385590  ✉ denise.faulconbridge@educationbradford.com</p>	<p><b>Senior Manager</b>  Jennie Sadowskyj, Behaviour Support Manager  Education Bradford  Future House  Bolling Road, BD4 7EB</p> <p>☎ 01274 385617  ✉ Jennie.Sadowskyj@EducationBradford.com</p>
<p><b>10</b> <b>NSPCC</b>  <b>Named Senior Officer</b>  Wes Cuell - Director of Services for Children and  Young People  Weston House  42 Curtain Road  London EC2A 3NH</p> <p>☎ 020 7825 1332  ✉ wcuell@nspcc.org.uk</p>	<p><b>Senior Manager</b>  Gordon Ratcliffe - Divisional Director (North)  2<sup>nd</sup> Floor, Arndale House  Station Road  Crossgates  Leeds LS15 8EU</p> <p>☎ 0113 229 2200  ✉ gratcliffe@nspcc.org.uk</p>
<p><b>11</b> <b>West Yorkshire Police</b>  <b>Named Senior Officer</b>  DCI Marianne Huison  West Yorkshire Police  Laburnum Road  Wakefield  WF1 3QP</p> <p>☎ 01924 292388  ✉ Marianne.huison@westyorkshire.pnn.police.uk</p>	<p><b>Senior Manager</b>  DI Chris Stones  Child &amp; Public Protection Unit  Eccleshill Police Station  Javelin House, Javelin Close  Bradford BD10 8SD</p> <p>☎ 01274 376133  ✉ chris.stones@westyorkshire.pnn.police.uk</p>
<p><b>12</b> <b>West Yorkshire Probation</b>  <b>Named Senior Officer</b>  Neil Moloney  Cliff Hill House  Sandy Walk  Wakefield  WF1 2DJ</p> <p>☎ 01924 885303  ✉ mark.siddall@west-yorkshire.probation.gsi.gov.uk</p>	<p><b>Senior Manager</b>  Stuart MacPherson - Bradford Area Manager  West Yorkshire Probation Board  Fraternal House  45 Cheapside  Bradford BD1 4HP</p> <p>☎ 01274 703700  ✉ stuart.macpherson@west-yorkshire.probation.gsi.gov.uk</p>
<p><b>13</b> <b>Youth Offending Team</b>  <b>Named Senior Officer</b>  Julie Jenkins  Assistant Director – Social Care  Room 202  City Hall  Bradford  BD1 1HY</p> <p>☎ 01274 432904  ✉ julie.jenkins@bradford.gov.uk</p>	<p><b>Senior Manager</b>  Paul O'Hara – Area Manager  Bradford District  Youth Offending Team  Bank House  41 Bank Street  Bradford BD1 1RD</p> <p>☎ 01274 436060  ✉ <a href="mailto:paul.ohara@bradford.gov.uk">paul.ohara@bradford.gov.uk</a></p>

14 **Localities**

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