



TWMAD Safeguarding & Child Protection Policy (Specialist Intervention & Mentoring Services)

Together We Make A Difference (TWMAD)

Policy Version: 2026 Updated Version

Policy Area: Specialist Intervention, Mentoring & Alternative Provision Services

Aligned To: Working Together to Safeguard Children 2026

Review Date: May 2027

Approved By: Marvin Molloy & Marissa Glover

1. Introduction

Together We Make A Difference (TWMAD) is committed to safeguarding and promoting the welfare of all children and young people.

Safeguarding is everybody's responsibility. All staff, mentors, volunteers, contractors, associates, and partner organisations working with or on behalf of TWMAD have a duty to safeguard and promote the wellbeing of children and young people.

This policy applies specifically to TWMAD's:

- Specialist mentoring services
- Early intervention programmes
- Rapid Re-Engagement support
- Intensive Intervention programmes
- Alternative provision support
- Community-based interventions
- Education and school-based delivery
- Intervention Hub provision
- Group intervention programmes
- Edge of Care and high-risk intervention work

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.



This policy is not designed for residential childcare provision and should be read as applying to TWMAD's mentoring, intervention, educational and community-based services.

TWMAD recognises that children and young people may face a wide range of safeguarding risks including:

- Abuse and neglect
- Criminal exploitation
- Child sexual exploitation
- Online harm
- County lines involvement
- Knife crime and serious violence
- Emotional and mental health difficulties
- Self-harm and suicidal ideation
- Peer-on-peer abuse
- Domestic abuse
- Harmful sexual behaviour
- Missing episodes
- Contextual safeguarding risks
- Family instability
- Placement breakdown
- School disengagement

We recognise that many of the children and young people supported by TWMAD present with complex vulnerabilities and require a coordinated, trauma-informed, multi-agency safeguarding response.

2. Purpose of this Policy

The purpose of this policy is to:

- Protect children and young people receiving TWMAD support
- Provide clear safeguarding expectations for all staff and representatives
- Ensure concerns are identified and responded to quickly
- Promote a culture of safeguarding awareness and professional curiosity

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.



- Support effective information sharing and multi-agency working
- Ensure TWMad complies with statutory safeguarding guidance
- Ensure safeguarding is embedded across all services and interventions

This policy reflects the expectations outlined within:

- Working Together to Safeguard Children 2026
- Keeping Children Safe in Education
- The Children Act 1989 and 2004
- The Education Act 2002
- Working Together reforms regarding Family Help and early intervention
- Local safeguarding partnership procedures

3. Safeguarding Principles

TWMAD operates with the following safeguarding principles:

Child-Centred Approach

The welfare and best interests of the child are paramount.

Children and young people will be:

- listened to
- respected
- taken seriously
- supported to feel safe
- involved appropriately in decisions affecting them

Early Help & Family Help

TWMAD supports the 2026 Working Together approach to Family Help and early intervention.

We recognise that:

- early support can prevent escalation
- safeguarding is strengthened through coordinated partnership working
- children benefit from joined-up support systems

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.



- families may require support before crisis occurs

TWMAD contributes to wider multi-agency Family Help arrangements where appropriate.

Multi-Agency Working

Safeguarding is most effective when agencies work together.

TWMAD will:

- share concerns appropriately and without delay
- contribute to meetings and reviews
- work collaboratively with schools, social care, police, health and other professionals
- support coordinated safeguarding plans
- maintain professional curiosity regarding risk and vulnerability

Contextual Safeguarding

TWMAD recognises that risks to children may occur outside of the home, including:

- peer groups
- schools
- online environments
- community spaces
- exploitation networks

Safeguarding responses must therefore consider the wider contexts in which harm may occur.

4. Definitions of Abuse and Harm

Safeguarding concerns may include but are not limited to:

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.



Physical Abuse

Causing physical harm through hitting, shaking, throwing, burning, poisoning, restraint, or other physical acts.

Emotional Abuse

Persistent emotional maltreatment causing severe and adverse effects on emotional development.

This may include:

- humiliation
- intimidation
- coercive control
- threats
- rejection
- exposure to domestic abuse

Sexual Abuse

Forcing or enticing a child or young person to participate in sexual activities.

This includes:

- contact abuse
- non-contact abuse
- online exploitation
- grooming
- sexualised communication
- image sharing

Neglect

Persistent failure to meet a child's physical and/or emotional needs.

Child Criminal Exploitation (CCE)

Including:

- county lines activity
- drug-related exploitation

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.



- carrying weapons
- organised criminal activity
- exploitation for financial gain

Child Sexual Exploitation (CSE)

Where a child is manipulated or coerced into sexual activity in exchange for something.

Peer-on-Peer Abuse

Including:

- bullying
- physical aggression
- sexual violence
- sexual harassment
- image sharing
- initiation/hazing behaviours

Online Harm

Including:

- grooming
- exploitation
- harmful content
- coercion
- online bullying
- exposure to inappropriate material

Honour-Based Abuse

Including:

- forced marriage
- female genital mutilation (FGM)
- abuse linked to family or cultural expectations

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.



Knife Crime & Serious Violence

TWMAD recognises the increased safeguarding risk linked to knife carrying, serious violence, gang affiliation and exploitation.

Concerns relating to weapons, threats, or criminal exploitation will always be treated seriously.

5. Scope of the Policy

This policy applies to:

- Employees
- Mentors
- Volunteers
- Agency staff
- Contractors
- Trustees
- Consultants
- Partner organisations
- Visitors involved in delivery

All individuals representing TWMAD are expected to follow this policy.

Failure to do so may result in:

- disciplinary action
- removal from delivery
- referral to statutory agencies
- referral to the DBS where appropriate

6. Designated Safeguarding Leads

Designated Safeguarding Lead (DSL)

Marissa Glover

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.



Deputy Safeguarding Leads

Marvin Molloy

Trevor Molloy

The DSL is responsible for:

- managing safeguarding concerns
- making referrals
- liaising with external agencies
- maintaining safeguarding records
- ensuring staff receive safeguarding training
- monitoring safeguarding systems and practice
- ensuring policy compliance

7. Roles & Responsibilities

All Staff and Representatives Must:

- read and follow this policy
- maintain professional boundaries
- prioritise the welfare of children
- report safeguarding concerns immediately
- maintain confidentiality appropriately
- attend safeguarding training
- act professionally at all times
- contribute to a culture of safety

Staff Must Never:

- ignore safeguarding concerns
- promise confidentiality to a child
- engage in inappropriate relationships
- use abusive, degrading, or discriminatory language
- share inappropriate content
- communicate with children inappropriately online
- minimise disclosures or concerns

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.



Managers & Leaders

Managers are responsible for:

- promoting safeguarding culture
- ensuring concerns are escalated
- supporting staff appropriately
- ensuring safer practice
- monitoring safeguarding compliance

8. Safer Recruitment

TWMAD operates safer recruitment procedures.

This includes:

- Enhanced DBS checks
- Identity verification
- Reference checks
- Interview processes
- Safeguarding discussions during recruitment
- Ongoing suitability monitoring

No staff member will begin unsupervised delivery without appropriate safeguarding checks.

9. Safeguarding Training

All staff receive safeguarding training appropriate to their role.

Training includes:

- safeguarding awareness
- recognising abuse
- exploitation risks
- online safety

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.



- contextual safeguarding
- trauma-informed practice
- professional boundaries
- information sharing
- reporting procedures
- Prevent awareness where appropriate

Refresher training is provided regularly.

10. Professional Boundaries

TWMAD staff must maintain clear and professional boundaries at all times.

This includes:

- appropriate communication
- safe physical boundaries
- appropriate use of technology
- professional social media conduct
- avoiding dependency relationships
- maintaining accountability in 1:1 situations

Staff must never:

- share personal inappropriate information
- engage in secretive communication
- transport children without authorisation
- develop inappropriate relationships
- meet children outside authorised arrangements

11. Online Safety & Digital Safeguarding

TWMAD recognises the increasing safeguarding risks associated with digital technology.

Staff must:

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.



- use approved communication methods
- maintain professional online conduct
- report online safeguarding concerns
- support children to understand online risks

Safeguarding concerns may include:

- grooming
- exploitation
- coercion
- radicalisation
- cyberbullying
- harmful content exposure
- online sexual abuse

12. Information Sharing & Confidentiality

TWMAD recognises that effective safeguarding depends on timely information sharing.

Information will be:

- shared appropriately
- recorded accurately
- handled securely
- disclosed on a need-to-know basis

Staff must never promise confidentiality where safeguarding concerns exist.

TWMAD follows GDPR and data protection legislation while recognising that safeguarding concerns may require proportionate information sharing.

13. Responding to Safeguarding Concerns

If a child discloses information:

Staff should:

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.



- remain calm
- listen carefully
- avoid leading questions
- reassure appropriately
- explain next steps honestly
- record accurately
- report immediately

Staff must not:

- investigate themselves
- make promises of secrecy
- delay reporting
- minimise concerns

All safeguarding concerns must be reported to the DSL immediately.

14. Recording Safeguarding Concerns

TWMAD maintains clear safeguarding recording systems.

Records must:

- be factual
- be timely
- distinguish between fact and opinion
- include actions taken
- include dates/times
- be stored securely

Safeguarding records are confidential and retained appropriately.

15. Multi-Agency Safeguarding Practice

TWMAD works closely with:

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.



- schools
- local authorities
- social care
- police
- CAMHS
- health professionals
- safeguarding partnerships
- alternative providers

We recognise the importance of:

- professional challenge
- coordinated intervention
- information sharing
- attendance at meetings
- contribution to safeguarding plans

16. Family Help & Early Intervention

In line with Working Together 2026, TWMAD supports the Family Help model.

Where appropriate, TWMAD may:

- contribute to early help assessments
- support coordinated intervention plans
- share safeguarding concerns
- support engagement with wider services
- contribute to Team Around the Family processes

17. Children Missing Education & Missing Episodes

TWMAD recognises that children missing education or going missing may be at increased safeguarding risk.

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.



This includes risks linked to:

- exploitation
- criminality
- trafficking
- abuse
- gang involvement

Concerns relating to missing episodes will be reported appropriately.

18. Operation Encompass

TWMAD recognises the importance of Operation Encompass and information sharing relating to domestic abuse incidents affecting children.

Where relevant information is shared with TWMAD, this will be handled sensitively and appropriately to support safeguarding and emotional wellbeing.

19. Knife Crime & Serious Violence

TWMAD recognises the safeguarding implications associated with knife crime and serious youth violence.

Where concerns arise regarding:

- knife possession
- threats of violence
- gang association
- exploitation
- weapon carrying

these concerns will be treated as safeguarding matters requiring immediate assessment and appropriate action.

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.



20. Safeguarding Unborn Children

In line with Working Together 2026, TWMAD recognises that safeguarding concerns may extend to unborn children where risks are identified.

Where relevant within family-based intervention or safeguarding discussions, concerns regarding unborn children will be appropriately escalated.

21. Whistleblowing

TWMAD encourages all staff to report concerns regarding unsafe practice.

Concerns may relate to:

- safeguarding failures
- unsafe conduct
- poor practice
- abuse by professionals

Whistleblowing concerns will be taken seriously and investigated appropriately.

22. Allegations Against Staff

Any allegation regarding a staff member or representative will be:

- taken seriously
- reported immediately
- managed in line with safeguarding procedures
- referred to the Local Authority Designated Officer (LADO) where appropriate

TWMAD will cooperate fully with external investigations.

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.



23. Equality, Diversity & Inclusion

TWMAD believes all children have an equal right to protection.

Safeguarding practice must be:

- inclusive
- anti-discriminatory
- culturally aware
- trauma-informed
- responsive to individual need

24. Policy Monitoring & Review

This policy will be reviewed:

- annually
- following significant safeguarding incidents
- following statutory guidance updates
- where operational changes require review

25. Policy Approval

Approved by:

Trevor Molloy

Director – TWMAD

Marvin Molloy

Director – TWMAD

Marissa Glover – TWMAD DSL

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.



Appendix – Key Safeguarding Contacts

Designated Safeguarding Lead

Marissa Glover

Deputy Safeguarding Leads

Marvin Molloy

Trevor Molloy

Emergency Services

999

NSPCC Helpline

0808 800 5000

Staffordshire Safeguarding Contacts

Staffordshire Children's Advice & Support Service (SCAS): 0300 111 8007

Emergency Duty Service (Out of Hours): 0345 604 2886

Police Emergency: 999 NSPCC Helpline: 0808 800 5000

Key Statement

Safeguarding is embedded into every aspect of TWMAD delivery.

We recognise that strong relationships, early intervention, professional curiosity, and effective multi-agency working are essential in protecting children and young people and supporting safer outcomes.

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.