Little Acorns Montessori

Safeguarding: Exploitation and Abuse Policy

Incorporating: Domestic Abuse | Honour-Based Violence & Forced Marriage | Human Trafficking & Modern Slavery

Document Control

Version	Date	Review Date	Author
1.0	June 2026	June 2027	Jonathan Duffy

This policy applies to all staff, volunteers, students on placement, agency workers, and the management of Little Acorns Montessori.
It must be read in conjunction with the nursery's Child Protection & Safeguarding Policy, Whistleblowing Policy, Prevent Policy, and Safer Recruitment Policy.
This policy is reviewed annually or following any legislative change, serious incident, or updated statutory guidance — whichever is sooner.

1. Policy Statement

Little Acorns Montessori is committed to the safety, welfare, and well-being of every child in its care, and to the protection of their families and staff from exploitation and abuse. We recognise that domestic abuse, honour-based violence, forced marriage, human trafficking, and modern slavery are serious safeguarding issues that can affect children both directly and indirectly.

This policy sets out the nursery's commitment to:

- identify children and families who may be affected by exploitation or abuse;
- respond swiftly, proportionately, and in line with statutory guidance;
- report concerns to the appropriate authorities without delay;
- create a culture of openness in which staff feel supported to raise concerns;
- work in partnership with Bracknell Forest Multi-Agency Safeguarding Hub (MASH), Thames Valley Police, and other statutory agencies.
- Work in partnership with Bracknell Forest's Family Help arrangements, supporting families to access the right help at the earliest opportunity through the integrated Family Help model introduced by Working Together to Safeguard Children 2026;

Little Acorns Montessori recognises that children living in households where any form of exploitation or abuse is present are at significant risk of harm, even where the abuse is not directly perpetrated against the child.

2. Statutory Framework and Legislation

This policy fulfils the nursery's obligations under the following legislation and statutory guidance:

Primary Legislation

- Children Act 1989 — establishes the paramountcy of the child's welfare and the duty to refer concerns.
- Children Act 2004 — places a duty on agencies to cooperate to safeguard and promote the welfare of children.
- Children and Social Work Act 2017 — establishes multi-agency safeguarding arrangements.
- Domestic Abuse Act 2021 — provides a statutory definition of domestic abuse, recognises children as victims in their own right, and introduces new protective measures.
- Modern Slavery Act 2015 — consolidates offences relating to trafficking, slavery, servitude, and forced or compulsory labour; establishes the National Referral Mechanism (NRM).
- Forced Marriage (Civil Protection) Act 2007 — makes forced marriage a civil wrong and provides protective orders.
- Anti-social Behaviour, Crime and Policing Act 2014 — criminalises forced marriage.
- Female Genital Mutilation Act 2003 (as amended by the Serious Crime Act 2015) — FGM is a form of honour-based violence; mandatory reporting applies to regulated professionals.
- Serious Crime Act 2015 — introduces the offence of controlling or coercive behaviour in intimate or family relationships.
- Human Rights Act 1998 — underpins all safeguarding activity.
- Equality Act 2010 — requires due regard for protected characteristics in all safeguarding responses.
- Victims and Prisoners Act 2024 — places a statutory duty on police forces to notify schools and early years settings of domestic abuse incidents involving children (Operation Encompass). Also establishes statutory guidance on victim support roles, including independent domestic violence advisers (IDVAs).

Statutory Guidance

- DfE: Statutory Framework for the Early Years Foundation Stage (EYFS) 2025 — Section 3 (Safeguarding and Welfare Requirements). In force from 1 September 2025. All registered early years providers must follow this framework.
- DfE: Working Together to Safeguard Children 2026 (published 18 March 2026).
- Home Office: Modern Slavery: Statutory Guidance for England and Wales (under s49 of the Modern Slavery Act 2015), current version.
- Home Office / FCO: The Right to Choose — Multi-Agency Statutory Guidance for Dealing with Forced Marriage (2014).
- Home Office: Prevent Duty Guidance: England and Wales 2023.
- Bracknell Forest Safeguarding Board (BFSB): Multi-Agency Safeguarding Arrangements (December 2025 edition).
- Pan Berkshire Child Protection Procedures (accessed via BFSB).

3. Definitions

3.1 Domestic Abuse

The Domestic Abuse Act 2021 defines domestic abuse as behaviour by a person (“person A”) towards another person (“person B”) which is abusive, where both persons are aged 16 or over, are “personally connected”, and where the behaviour is any of the following:

- Physical or sexual abuse.
- Violent or threatening behaviour.
- Controlling or coercive behaviour.
- Economic abuse.
- Psychological, emotional, or other abuse.

The 2021 Act also recognises children as victims of domestic abuse in their own right where they see, hear, or experience the effects of abuse and are related to or are personally connected to the victim or perpetrator.

3.2 Honour-Based Violence (HBV)

Honour-based violence (HBV) is a collection of practices used to control behaviour within families or other social groups to protect perceived cultural and religious beliefs and/or honour. Violence may occur when perpetrators perceive that a relative has shamed the family or community by breaking their ‘honour code’.

HBV includes — but is not limited to — assault, imprisonment, and murder. It may be perpetrated by multiple members of a family or community.

3.3 Forced Marriage

A forced marriage is one conducted without the full and free consent of one or both parties, and where duress — emotional, physical, financial, or other pressure — is used to coerce a party into marriage. It is distinct from a lawfully arranged marriage.

Forced marriage can constitute child abuse, sexual abuse, and a breach of human rights. It is a criminal offence under the Anti-social Behaviour, Crime and Policing Act 2014. The minimum age for marriage in England is 18 (Marriage and Civil Partnership (Minimum Age) Act 2022).

3.4 Human Trafficking

Human trafficking involves the recruitment, transportation, transfer, harbouring, or receipt of persons by means of threat, force, coercion, deception, or abuse of power, for the purpose of exploitation.

Children cannot give informed consent to their own trafficking. Exploitation includes sexual exploitation, forced labour, domestic servitude, criminal activity (e.g. county lines drug running), and organ harvesting.

3.5 Modern Slavery

Modern slavery is an umbrella term encompassing slavery, servitude, forced or compulsory labour, and human trafficking. It is a crime under the Modern Slavery Act 2015. Children are disproportionately vulnerable.

4. Roles and Responsibilities

Role	Name	Campus
Designated Officer / Nominated Individual	Jonathan Duffy	All Campuses
Designated Safeguarding Lead (DSL)	Elaine Eastham (Manager)	Ascot Campus
Designated Safeguarding Lead (DSL)	Agata Payne (Manager)	Bracknell Campus
Designated Safeguarding Lead (DSL)	Emma Gray (Manager)	Crowthorne Campus
Deputy Designated Safeguarding Lead (DDSL)	Jessica McGrath/Katy Cooley (Deputy Manager)	Ascot Campus
Deputy Designated Safeguarding Lead (DDSL)	Joanne Broughton (Deputy Manager)	Bracknell Campus
Deputy Designated Safeguarding Lead (DDSL)	Martine Loveridge (Deputy Manager)	Crowthorne Campus
Deputy Designated Safeguarding Lead (DDSL)	Kira King	Crowthorne Campus (in the absence of Emma and Martine)
Manager on Duty	As rostered	All Campuses

4.1 Designated Safeguarding Lead (DSL)

The DSL must:

- Act as the lead professional for all safeguarding matters within the nursery.
- Receive all concerns raised by staff and make referrals to MASH, the NRM, or the Forced Marriage Unit as appropriate.
- Maintain secure, confidential records of all concerns, referrals, and outcomes.
- Liaise with Bracknell Forest MASH, Thames Valley Police, and other agencies.
- Ensure all staff receive safeguarding training covering exploitation and abuse, updated at minimum every two years in line with the EYFS 2025 framework.
- Attend and contribute to child protection case conferences and strategy meetings as required.
- Ensure this policy is reviewed annually and following any significant change.

4.2 Deputy DSL

The Deputy DSL must carry out all DSL functions in the absence of the DSL. The Deputy DSL should receive the same level of training as the DSL.

4.3 Nursery Manager

The Nursery Manager must:

- Ensure the nursery operates in full compliance with this policy.
- Support the DSL in discharging safeguarding duties.
- Ensure safe recruitment practices are followed and all staff are appropriately vetted.
- Ensure adequate cover is in place so the DSL or Deputy DSL is always accessible during operating hours.
- Escalate concerns about the DSL's conduct to the LADO where necessary.

4.4 All Staff and Volunteers

All staff and volunteers must:

- Attend mandatory safeguarding training, including training on domestic abuse, HBV, forced marriage, trafficking, and modern slavery, at induction and at minimum every two years thereafter.
- Be familiar with and adhere to this policy.
- Report all concerns — however minor they may seem — to the DSL without delay.
- Not investigate concerns themselves, or confront alleged perpetrators.
- Not promise a child or parent confidentiality that cannot be maintained.
- Complete written records of any concerns, disclosures, or observations promptly and accurately.
- Maintain confidentiality: information must only be shared on a need-to-know basis and in accordance with GDPR/UK GDPR and the Data Protection Act 2018.

4.5 Parents and Carers

Little Acorns Montessori will:

- Share this policy with parents and carers on request and on enrolment.
- Explain to parents and carers that the nursery has a statutory duty to report safeguarding concerns and that this duty may override parental consent in some circumstances.

Parents and carers are encouraged to share relevant information with the DSL that may affect a child's welfare, including changes in family circumstances.

In cases of suspected domestic abuse, HBV, forced marriage, or trafficking, parents or carers who are the alleged perpetrators must not be informed of a referral where doing so would place a child or victim at further risk of harm.

5. Recognising Signs of Concern

5.1 Domestic Abuse — Indicators in Children

Staff should be alert to children who present with:

- Unexplained injuries or injuries inconsistent with the explanation given.
- Regressive behaviour: bed-wetting, thumb-sucking, or clinging beyond developmental stage.
- Significant changes in behaviour, mood, or engagement at the setting.
- Extreme anxiety at collection time or reluctance to leave/arrive at nursery.
- Exposure to adult arguments, violent language, or distressing scenes at home (evidenced through play or disclosure).
- A parent or carer who appears fearful, controlled, or isolated.
- Unexplained or frequent absences.

5.2 Honour-Based Violence — Indicators

Staff should be alert to:

- A child being withdrawn abruptly from the setting without explanation.

- Family members expressing concern about a child's behaviour or perceived 'dishonour'.
- A parent or older sibling using language suggesting the child has brought shame on the family.
- Unexplained travel, particularly to countries where HBV practices are more prevalent.
- Disclosures from older siblings or family members (even where the concern relates to an adult female).

Note: HBV may involve multiple perpetrators and victims of any gender. Staff must not attempt to mediate within the family.

5.3 Forced Marriage — Indicators

Given that children at this nursery are aged 0–5, direct indicators of forced marriage within the child are unlikely. However, staff should be alert to:

- Siblings or older family members known or suspected to be at risk of forced marriage.
- Family travel to high-risk countries at an age at which marriage ceremonies can occur.
- Family making reference to 'arrangements' for the child's future.

Where forced marriage concerns relate to a family member of a child at the setting, the DSL must refer the matter to the Forced Marriage Unit.

5.4 Human Trafficking and Modern Slavery — Indicators

For children aged 0–5, indicators may include:

- The child is living with adults who are not family members and whose relationship to the child is unclear.
- Multiple children living in one address who appear to be unknown to one another.
- A parent or carer appears controlled, fearful, or unwilling to speak for themselves.
- The child is not registered with a GP or has no previous documentation.
- The family's address changes frequently and without explanation.
- Adults accompanying the child to the setting change regularly.
- Signs of poor nutrition, inadequate clothing, or evidence of neglect.
- Evidence of domestic servitude: the family appears to be performing labour for others without clear employment status.

6. Reporting and Recording Procedures

6.1 Step-by-Step Reporting Procedure

All staff must follow these steps chronologically:

- **Step 1 — Observe and Listen:** Note any concern, disclosure, or observable sign. Do not question the child beyond open, non-leading prompts such as "Tell me more about that." Never promise confidentiality.
- **Step 2 — Record Immediately:** Complete a Concern / Incident Record Form as soon as practicable after the observation or disclosure. Use the child's exact words where possible. Record the date, time, context, who was present, and the factual observations. Do not record opinion or interpretation.
- **Step 3 — Report to the DSL:** Report the concern to the DSL (or Deputy DSL in the DSL's absence) without delay and on the same day as the concern arises. Hand the completed form to the DSL.
- **Step 4 — DSL Assessment:** The DSL will assess the concern against the Bracknell Forest Safeguarding Children Threshold Guidance (2025–28) to determine the appropriate level of response. This assessment will result in one of two outcomes:

- (a) **Safeguarding referral to MASH** — where the threshold for child protection concern is met, the DSL must refer directly to Bracknell Forest MASH (Tel: 01344 352005) on the same working day. Where the concern is urgent or a child is in immediate danger, the DSL must contact MASH by telephone without delay and call 999 if necessary.

- (b) **Family Help referral via MASH** — where the threshold for child protection is not met but the child or family would benefit from additional support, the DSL should make an Early Help / Family Help referral via MASH. Under the Family Help model introduced by Working Together to Safeguard Children 2026, Early Help and Section 17 support are delivered as a single coordinated offer. All such referrals are made through MASH as the single point of contact.

  if the DSL is uncertain which threshold applies, they must seek advice from MASH before proceeding.

- **Step 5 — Referral:** Where the threshold for referral is met, the DSL must refer the concern to the appropriate agency (see below). Referrals must be made on the same working day.
- **Step 6 — Follow-Up:** If a verbal referral is made to MASH, this must be followed up in writing within 24 hours. The DSL must record the outcome of the referral and any further action.
- **Step 7 — If Concern is Not Acted Upon:** If a member of staff believes the DSL has not acted appropriately on a concern, they must escalate the matter directly to MASH or, in relation to a staff member's conduct, to the LADO. Staff also have the right to refer directly to MASH at any time.

6.2 Specific Referral Routes

Domestic Abuse

- Refer to Bracknell Forest MASH: Tel 01344 352005 | mash@bracknell-forest.gov.uk
- Where a child is in immediate danger, call 999.
- For adult victims, signpost to Berkshire Women's Aid or the National Domestic Abuse Helpline (0808 2000 247).
- Consider referral to MARAC (Multi-Agency Risk Assessment Conference) via the MASH where the risk to a victim is assessed as high.
- Do NOT inform the alleged perpetrator of the referral.

Honour-Based Violence

- Refer immediately to MASH and Thames Valley Police (101 or 999 if emergency).
- Do NOT attempt family mediation or contact the family to 'discuss' the concern.
- Do NOT share information with any extended family member without advice from police.
- Consider the safety of the child and any adult victim as a priority.

Forced Marriage

- Refer to MASH and Thames Valley Police.
- Contact the Forced Marriage Unit (FMU): Tel 020 7008 0151 (Mon–Fri 9am–5pm).
- Do NOT return the child to the family where a risk of forced marriage is identified without police advice.
- Do NOT attempt to resolve the matter through family, community, or religious leaders.

Human Trafficking and Modern Slavery

- Refer to MASH: Tel 01344 352005.
- Notify Thames Valley Police (101 or 999 in emergency).
- Refer potential victims (including children) to the National Referral Mechanism (NRM) via the Modern Slavery Helpline: 0800 0121 700.

- For children, the local authority has a duty to refer under the Modern Slavery Act 2015. The DSL must support the local authority in making an NRM referral where required.
- Do NOT confront alleged traffickers or alert them that a referral has been made.
- Preserve all evidence (documents, photographs, correspondence).

6.3 Recording Requirements

All records relating to exploitation and abuse concerns must:

- Be written clearly, factually, and in the first person by the member of staff who witnessed or received the concern.
- Include: date, time, location, individuals present, verbatim account of any disclosure, factual description of any physical signs observed, and action taken.
- Be completed on a Concern / Incident Record Form and countersigned by the DSL.
- Be stored securely in the child's confidential safeguarding file, separate from their general developmental records.
- Not be accessible to unauthorised staff.
- Be retained in line with the nursery's Data Retention Policy and, as a minimum, until the child's 25th birthday (in accordance with best practice guidance).
- Be transferred to the relevant receiving school or setting in a sealed, confidential envelope upon the child's transition, separately from general records.

Electronic records must be stored in a password-protected system accessible only to the DSL, Deputy DSL, and Nursery Manager.

7. Domestic Abuse

7.1 Impact on Children

The Domestic Abuse Act 2021 formally recognises children as victims of domestic abuse where they see, hear, or experience its effects. Research demonstrates that children exposed to domestic abuse are at increased risk of physical harm, emotional and behavioural difficulties, developmental delay, and long-term psychological harm.

Staff at Little Acorns Montessori must treat all children living in households where domestic abuse is present as children in need of safeguarding.

Working Together to Safeguard Children 2026 places specific emphasis on the safeguarding of babies and unborn children. Staff should be alert to concerns about unborn children where a pregnant person in a family known to the nursery is experiencing domestic abuse, and must report such concerns to the DSL without delay.

7.2 Definitions of Abuse under the 2021 Act

The Domestic Abuse Act 2021 includes the following forms of abusive behaviour within the definition of domestic abuse:

- Physical abuse.
- Sexual abuse.
- Violent or threatening behaviour.
- Controlling or coercive behaviour (including ‘coercive control’ as defined in the Serious Crime Act 2015).
- Economic abuse (controlling access to economic resources).
- Psychological or emotional abuse.

7.3 Staff Response

- A member of staff who observes signs of domestic abuse or receives a disclosure must report to the DSL immediately on the same working day.
- Staff must not challenge the parent or carer who is the alleged victim or perpetrator about the concern.
- Where it is safe to do so, the DSL should speak to the non-abusing parent/carer with sensitivity and signpost to support services.
- Where speaking to the non-abusing parent/carer would place them or the child at further risk, the DSL must refer to MASH immediately and await guidance from MASH or police.
- Operation Encompass: Under the Victims and Prisoners Act 2024, Thames Valley Police have a statutory duty to notify the DSL when a child at this nursery has been present at or involved in a domestic abuse incident. The DSL must act on all such notifications, and this information must remain strictly confidential.

8. Honour-Based Violence and Forced Marriage

8.1 Context

Honour-based violence and forced marriage are distinct concepts but may overlap. Both represent serious violations of human rights and may constitute criminal offences. They are often perpetrated by multiple family or community members, which can make disclosure extremely difficult for victims.

Little Acorns Montessori recognises that concerns about HBV or forced marriage may initially appear to relate to an adult member of a child’s family. Staff must be aware that children in such households are at significant safeguarding risk.

8.2 Absolute Prohibitions

The following actions are strictly prohibited and constitute a failure of safeguarding duty:

- Attempting to mediate between the child/victim and the family.
- Informing family members — including apparently 'supportive' relatives — of a concern or referral without police or MASH advice.
- Returning a child to the family home where an immediate risk of HBV or forced marriage is identified, without police clearance.
- Referring the matter to a community or religious leader for resolution.

8.3 Female Genital Mutilation (FGM)

FGM is a form of honour-based violence and child abuse. Under the Female Genital Mutilation Act 2003 (as amended by the Serious Crime Act 2015), all regulated professionals in England and Wales have a mandatory duty to report known cases of FGM in girls under 18 to the police.

- Where a member of staff identifies that a girl under 18 has had FGM performed on her, they must inform the DSL immediately.
- The DSL must report to Thames Valley Police (101 or 999 if emergency) and MASH.
- Concerns that a girl may be at risk of FGM (i.e. FGM has not yet occurred) should be referred to MASH in the usual manner.

8.4 Forced Marriage Unit (FMU)

The Forced Marriage Unit (FMU) is a joint Home Office and Foreign, Commonwealth and Development Office (FCDO) unit. It provides advice and assistance to professionals dealing with forced marriage cases.

Contact: Tel 020 7008 0151 (Mon–Fri 9am–5pm). Out-of-hours emergency: consular assistance via 020 7008 5000.

8.5 Anti-Racist and Culturally Competent Practice

In accordance with Working Together to Safeguard Children 2026, staff must approach all concerns relating to honour-based violence, forced marriage, and related harms with culturally informed, anti-racist, and anti-discriminatory practice. Staff must not allow assumptions based on ethnicity, culture, religion, or nationality to delay or distort their safeguarding response. Equally, staff must not avoid raising concerns about specific communities due to cultural sensitivity. The DSL must ensure that training on this policy specifically addresses how racism, discrimination, and previous experiences of services can affect family engagement and trust. Leaders are responsible for creating an inclusive safeguarding culture in which racism and disproportionality are actively identified and challenged.

9. Human Trafficking and Modern Slavery

9.1 Context and Legal Framework

The Modern Slavery Act 2015 consolidates the law on trafficking and slavery in England and Wales. It carries a maximum sentence of life imprisonment for the most serious offences.

Children are among the most vulnerable to trafficking and modern slavery. They cannot legally consent to their own exploitation, even if they appear to do so willingly.

Under the Modern Slavery Act 2015, public authorities — including early years settings as part of the wider public sector duty — have responsibilities to identify and refer potential victims through the National Referral Mechanism (NRM).

9.2 National Referral Mechanism (NRM)

The NRM is the UK Government's framework for identifying and supporting victims of modern slavery and human trafficking. For children, the local authority is the competent authority for making NRM referrals.

- Where the DSL suspects a child may be a victim of trafficking or modern slavery, they must contact Bracknell Forest MASH immediately: Tel 01344 352005.
- The MASH will support or make the NRM referral on behalf of the child.
- The Modern Slavery Helpline (0800 0121 700) is available 24/7 for advice.
- Thames Valley Police must also be notified: Tel 101 (or 999 in emergency).

9.3 County Lines

County lines is a form of criminal exploitation in which children and young people are coerced into transporting drugs across county borders by criminal gangs. Whilst children aged 0–5 are not typical direct victims, staff may become aware of older siblings or family circumstances that indicate county lines involvement. Any such concern must be reported to the DSL and referred to MASH.

9.4 Staff Response

- Do not alert the alleged trafficker or employer to any investigation.
- Do not attempt to 'rescue' the child or adult independently.
- Preserve all documents, correspondence, or other evidence and hand to the DSL.
- Record the names and details of all adults who bring or collect the child.

10. Information Sharing and Confidentiality

Little Acorns Montessori is committed to handling personal data in accordance with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018.

Confidentiality in safeguarding has limits. The Data Protection Act 2018 and UK GDPR do not prevent the sharing of personal information with relevant agencies for the purposes of safeguarding a child. In all cases, the safety and welfare of the child is the overriding consideration.

- Information about a safeguarding concern must only be shared on a strict need-to-know basis.
- Where possible, the DSL should seek the consent of the parent or carer before making a referral. Consent should not be sought where doing so would put the child or adult victim at increased risk of harm.
- All staff are reminded that sharing information in good faith, in the interests of safeguarding a child, does not constitute a breach of confidentiality.
- The nursery will follow the Information Commissioner's Office (ICO) guidance on data sharing in safeguarding contexts.
- When seeking parental consent for sharing, the DSL should be mindful that previous negative experiences of statutory services — including experiences of racism or discrimination — may affect a family's willingness to engage, and should respond with culturally informed sensitivity.

11. Safer Recruitment and Staff Training

11.1 Safer Recruitment

- All staff, volunteers, and students on placement must be subject to an enhanced Disclosure and Barring Service (DBS) check before commencing their role, in accordance with the EYFS 2025 framework.
- References must be obtained and verified. In accordance with EYFS 2025, references must confirm whether the referee is satisfied with the applicant's suitability to work with children and include substantiated safeguarding concerns that meet the harm threshold.
- At least one member of any interview panel must hold a safer recruitment qualification.

11.2 Staff Training

- All staff must complete safeguarding training at induction, covering recognition and response to domestic abuse, HBV, forced marriage, trafficking, and modern slavery.
- In accordance with the EYFS 2025 framework, safeguarding training must be renewed every two years as a minimum.
- The DSL and Deputy DSL must complete enhanced DSL training (minimum Level 3) and refresh this at least every two years.
- The nursery will keep a written record of all safeguarding training completed by each member of staff, including dates and the training provider.

12. Links to Related Policies and Procedures

This policy must be read alongside the following nursery policies:

- Child Protection and Safeguarding Policy (including Section 47 enquiry procedures).
- Prevent Policy (counter-extremism and radicalisation).
- Whistleblowing Policy.
- Safer Recruitment Policy.
- Data Protection and Privacy Policy.
- eSafety Safety Policy.
- Care Routines Policy.
- Allegations Against Staff Policy.

13. Policy Review

This policy must be reviewed:

- Annually — as a minimum.
- Following any legislative change or updates to statutory guidance.
- Following any serious safeguarding incident at this setting.
- Following any recommendations from Ofsted or the Bracknell Forest Safeguarding Board.

Appendix A — Key Contacts

Role	Name	Contact Details
Bracknell Forest MASH (urgent)	Multi-Agency Safeguarding Hub	Tel: 01344 352005 Email: mash@bracknell-forest.gov.uk
MASH Out of Hours	Emergency Duty Team	Tel: 01344 786543
LADO	Local Authority Designated Officer	Email: LADO@bracknell-forest.gov.uk Tel: 01344 351572
Thames Valley Police	Non-emergency	101
Emergency Services	Emergency	999
National Referral Mechanism	Modern Slavery Helpline	0800 0121 700
Forced Marriage Unit	Home Office / FCO	020 7008 0151

Appendix B — Glossary of Key Terms

Term	Definition
BFSB	Bracknell Forest Safeguarding Board
DBS	Disclosure and Barring Service
DSL	Designated Safeguarding Lead
EYFS	Early Years Foundation Stage — the statutory framework for all registered early years providers in England
FMU	Forced Marriage Unit — a joint Home Office and FCDO unit providing support in forced marriage cases
HBV	Honour-Based Violence
LADO	Local Authority Designated Officer — handles allegations against professionals working with children
MARAC	Multi-Agency Risk Assessment Conference — a multi-agency meeting to discuss high-risk domestic abuse cases
MASH	Multi-Agency Safeguarding Hub — Bracknell Forest's single point of contact for safeguarding referrals
NRM	National Referral Mechanism — the UK framework for identifying and supporting victims of modern slavery
UK GDPR	United Kingdom General Data Protection Regulation

END OF POLICY

Little Acorns Montessori | Ascot, Bracknell and Crowthorne | England