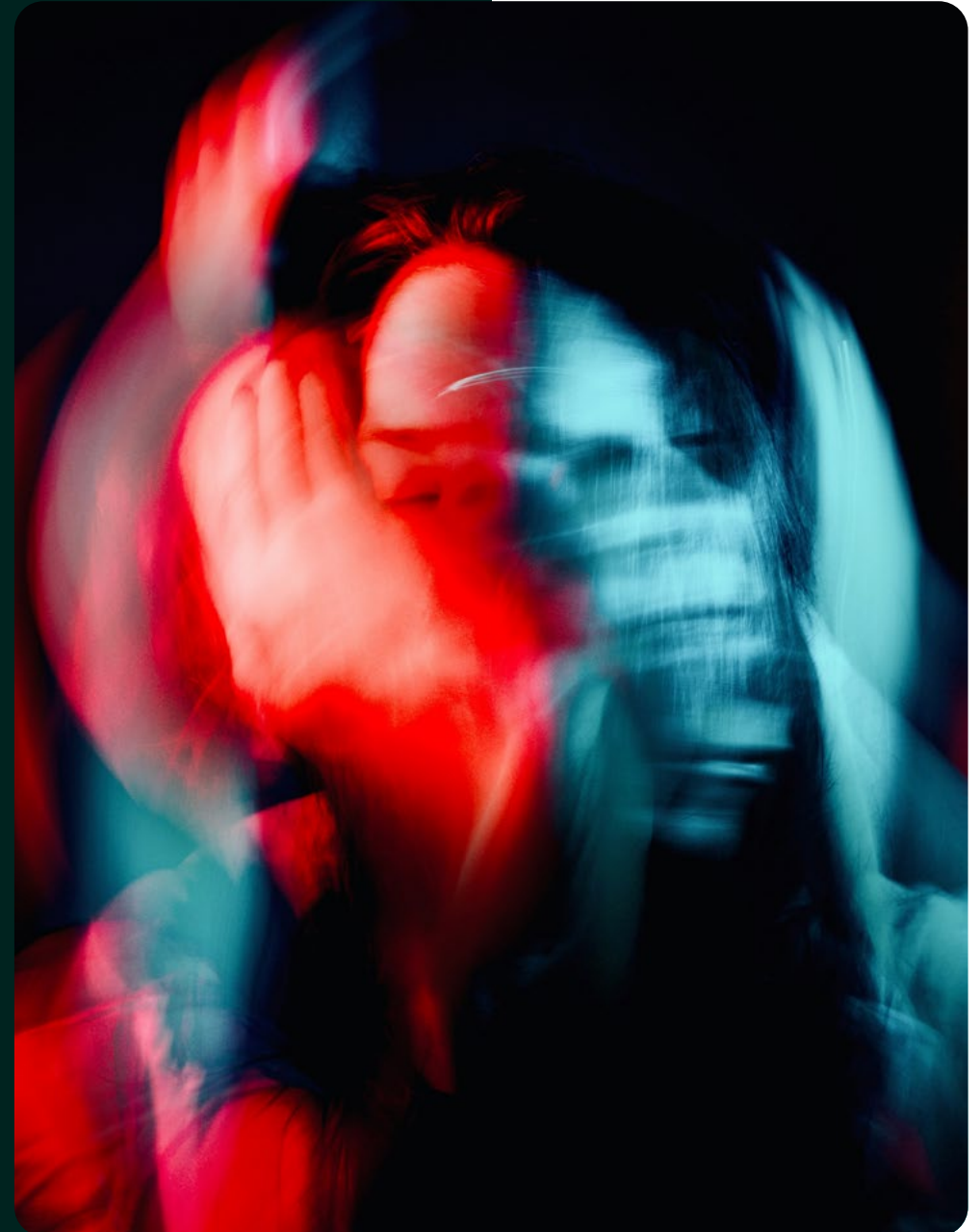


# Streets of Growth

## Safeguarding Policy & Procedures



# Contents

<b>Our Work</b> .....	4
<b>Purpose of Our Policy</b> .....	6
<b>Legal Framework</b> .....	8
<b>Designated Safeguarding Leads &amp; Trustee Safeguarding Lead</b> .....	10
Contact Details .....	11
<b>Categories of Abuse:</b>	
Physical Abuse .....	12
Emotional Abuse .....	12
Sexual Abuse .....	13
Neglect .....	13
Organised Abuse .....	13
<b>Key Issues in Identifying Child Abuse</b>	
Recognising the signs .....	14
<b>Detections – Signs of Abuse</b>	
Physical Signs .....	15

<b>Procedures for Responding to Allegations / Concerns Regarding Abuse</b>	
Emotional Signs .....	16
Neglect Signs .....	16
Sexual Signs .....	16
Reporting a Concern .....	16
<b>Internal Safeguarding Reporting a Concern Flowchart</b> .....	17
<b>Where to Make Your Referral for Borough of Tower Hamlets</b>	
Important contact information .....	18
Children’s Social Care Emergency Out of Hours Duty Team .....	18
<b>Where to Make Your Referral for Borough of Tower Hamlets</b>	
NSPCC Child Line .....	19
<b>Guidelines for Responding to an Allegation of Abuse From a Child</b> .....	20
General Points .....	21
Helpful things to say or show .....	21
Things not to say .....	22
Concluding the conversation .....	22
What to do After the Conversation .....	22
Seeking expert advice .....	22

# Contents

Raising a Concern & Reporting to LADO .....	23	Appendix .....	40
Working Practices & Code of Conduct for Streets of Growth .....	25	<b>Appendix 1:</b> Control Sheet for Staff .....	41
Practices to be avoided .....	28	<b>Appendix 2:</b> Summary of All Contact Details for Safeguarding .....	42
Otherwise, avoid .....	28	Where to make your referral for Borough of Tower Hamlets .....	42
Incidents that must be reported/recorded .....	28	<b>Appendix 3:</b> Safeguarding Reporting Concern & Risk Assessment Form .....	43
Safer Recruitment .....	29	<b>Appendix 4:</b> Multi Agency Support Team (Mast) Request For Support Form .....	49
Appointment of Paid Staff, Volunteers inclusive of Career Mentors & Trustees .....	30		
Appointing Paid Staff, Volunteers & Trustees .....	30		
Commitment to Safe Environment .....	32		
Insurance .....	32		
Whistle Blowing .....	33		
E-Safety .....	35		
Confidentiality Policy .....	37		
Safeguarding report to trustee board .....	38		
Support for staff and volunteers .....	38		
Control statement .....	39		
Trustee statement of last policy review .....	39		

# Our Work

# Our Work

Streets of Growth is a 'life changing' charity who are relentless at engaging and reengaging young communities aged 15-25 to ensure every young adult has equal access to progressive social and economic opportunity and that no young person is left behind living in harm.

**Our Vision:** A world where no young person is left behind or living harm and have equal access to socioeconomic opportunities and progressive mobility.

**Our Purpose:** We deliberately find, accompany, and equip young adults to reduce harm and positively change their lives, and their neighbours until independent of us.

**Our Values and Principles:** We practice the values of Belonging, Generosity Competence, Interdependence, and Independence to foster partnership understanding, changeability, shared vision, and maintained action.

**Our Approach:** is called The Appropriate Intervention Bridging Model™. This is because we seamlessly interweave outreach and targeted intervention with stage-based programming in lifestyle, environment, education, and career progression. A vital component of our system is how we support our young clients to address relapse. We are not a 'one chance' quick fix programme and we don't wait for young adults to walk through our doors to engage or reengage them. We work with our clients over the longer term in what we call a 'relationship for change' building trust, safety, shared vision, joint action, and sustained progression.



# Purpose of Our Policy



## Purpose of Our Policy

This policy statement aims to provide a framework for Streets of Growth (SofG) for the informed decision-making for the protection of children and young people. It sets out how Streets of Growth, the Charity, its frontline staff team, and other named people/roles in the organisation and how all linked/external agencies and professionals should work together to promote children's/young people's welfare and protect them from harm, abuse, and neglect.

Streets of Growth will review this policy on a yearly basis with approval at Trustee Board.

This policy acknowledges that:

- Child abuse exists and can present itself in any of its forms, physical, emotional neglect or sexual, alone or in combination.
- Children may be abused and/or neglected by their parents, carers, guardians, or other trusted adults as well as strangers.
- Abuse may be perpetrated by individuals, groups, or networks of individuals.
- Children may also be abused by other children.

Children and young persons under the age of 18 years of all races, religions, and cultures with and without disabilities, from any family have an equal right to protection from abuse. The children's Act 1989 places 2 specific duties on agencies to cooperate in the interest of vulnerable children:



# Legal Framework



## Legal Framework

This policy is informed by the 'Working Together to Safeguard Children' guidance, DfE (2018), 'Keeping Children Safe in Education' guidance, DfE (2022), 'Work-Related Learning and the Law' guidance, DfES (2006), and relevant legislation and Acts including the Children Act 2004, the Children and Social Work Act 2017, the Human Rights Act 1998, the United Nations Convention on the Rights of the Child 1991, the Criminal Justice and Court Services Act 2000, the Protection of Children Act 1999, the Rehabilitation of Offenders Act 1974, the Disqualification under the Child Care Act 2006 and the Safeguarding Vulnerable Groups Act 2006. We have also consulted guidance provided by Tower Hamlets Safeguarding Children Partnership to inform this policy.

To ensure that this responsibility is met by the Streets of Growth(SG), the Senior Management Team with approval and governance of Streets of Growth Trustee Board have.

1. Appointed a Designated Safeguarding Lead person to oversee the on-going implementation of this policy. This person is Diane Peters (CEO) who works with team of Deputy Designated Safeguarding Leads, who are senior frontline practitioners.
2. Organised child protection/Safeguard training for all Streets of Growth staff and volunteers. This training will be regularly updated on a yearly basis and reviewed by the DSL and Trustee Board on an annual basis or sooner if the need arises.
3. Ensured that all staff or volunteers who have direct contact with children/young people have a DBS and appropriate reference checks.
4. Ensured that all staff and volunteers are familiar with and trained in Streets of Growth Safeguarding policy procedures.



# Designated Safeguarding Leads & Trustee Safeguarding Lead

# Contact Details

The named Lead DSL for Streets of Growth is:

## Designated Safeguarding Lead

**Diane Peters:** CEO  
**Office:** 020 7515 7356  
**Work Mobile:** 078 6676 0271  
**Email:** [diane@streetsofgrowth.org](mailto:diane@streetsofgrowth.org)

## Deputies Safeguarding Leads

**Deputy Lead 1:** Muhibun Nessa – Programme Director  
**Work Mobile:** 079 6033 2879  
**Email:** [lucky@streetsofgrowth.org](mailto:lucky@streetsofgrowth.org)

**Deputy Lead 2:** Koyes Ali – Frontline Director  
**Work mobile:** 073 8899 6820.  
**Email:** [koyes@streetsofgrowth.org](mailto:koyes@streetsofgrowth.org)

**Deputy Lead 3:** Majeda Begum  
**Work mobile:** 073 8899 6821  
**Email:** [majeda@streetsofgrowth.org](mailto:majeda@streetsofgrowth.org)

**DSL Accredited Training Completed:** April 2024  
**Re-accreditation Training Date:** May 2026

## Lead Trustee for Safeguarding

**Name:** Rakesh Sund  
**Number:** 079 1914 7548  
**Email:** [rakesh@streetsofgrowth.org](mailto:rakesh@streetsofgrowth.org)



## Categories of Abuse



The definition of abuse outlined below is taken from 'Working Together to Safeguard Children' Department of Health 1999.

Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting; by those known to them, or more rarely, by a stranger.

### Physical Abuse

May involve hitting, shaking, throwing, poisoning, burning, or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm also is caused when a parent or carer feigns the symptoms of or deliberately cause's ill health to a child who they are looking after. This situation is commonly described using terms such as factitious illness by proxy or Munchausen's syndrome by proxy.



### Emotional Abuse

This is the persistent emotional ill treatment of a child such as to cause severe and persistent effects on the child's emotional development. It may involve conveying to children that they are worthless and unloved, inadequate, or valued only insofar as they meet the needs of another person. It may also involve the age or developmentally inappropriate expectations being imposed on children. It may involve causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill treatment of a child, though it may occur alone.



# Categories of Abuse



## Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual; activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g., rape or buggery) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production or, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

## Neglect

Neglect is the persistent failure to meet a child's physical and or psychological needs, likely to result in the serious impairment of the child's health or development. It may also involve a parent or carer failing to provide adequate food, shelter, and clothing, failure to protect a child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

## Organised Abuse

Organised or multiple abuse may be defined as abuse involving one or more abuser and a number of related or non-related abused children and young people. The abusers concerned may be acting in concert to abuse children, sometimes acting in isolation, or may be using an institutional framework or position of authority to recruit children for abuse.

Organised and multiple abuse occur both as part of a network of abuse across a family or community, and within institutions such as residential homes or schools. This includes abuse/harm outside of the home. Inclusive of Child Criminal Exploitation (CCE) and criminal sexual exploitation CSE.

**Note:** Children/young people whose situations do not current fit the above categories may also be at risk of significant harm. This could include situations where another child in the household has been harmed or in the household contains a known child abuser.

# Key Issues in Identifying Child Abuse

Child abuse can take place in a number of different settings, of which the following are examples:

- It is likely to occur most commonly where the child/young person knows the individual/s and is trusted. This can be a parent, carer, babysitter, sibling, relative, or friend of the child or the family.
- The abuser is sometimes someone in authority such as a teacher, youth leader, children's worker, or church worker/leader.
- The abuser is sometimes a paedophile or other person who sets out to join organisation to obtain access to children.

As an organisation working with high risk and vulnerable young people, the Streets of Growth, has a responsibility to act if abuse comes to light and, as far as is possible, to protect children/young people from the possibility of being abused within the Streets of Growth. For the purpose of this policy a child or a young person is anyone under the age of 18 years of age and young people up to the age of 25 years with a SEND needs.

**Please notes:** Streets of Growth works with young people aged 15 to 25 years and while this policy directly relates to under 18yrs all the young people/young adults (19 years plus) that we work with we apply and use the safeguarding policy, practices, and procedures to ensure that all young adults receive full safeguarding to reduce and move out of harm and trauma situations. Examples include our work in relation to the Modern Slavery Act and National Referral Mechanism (NRM) which includes

Contextual safeguarding, which has been developed by Dr. Carlene Firmin at the University of Bedfordshire's Contextual Safeguarding Network, recognises that as young people grow and develop they are influenced by a whole range of environments and people outside of their family. For example, in school or college, in the local community, in their peer groups or online.

Children and young people may encounter risk in any of these environments. Sometimes the different contexts are inter-related and can mean that children and young people may encounter multiple risks. Contextual safeguarding looks at how we can best understand these risks, engage with children and young people, and help to keep them safe. It is an approach that has often been used to apply to adolescents, though the lessons can equally be applied to younger children, especially in today's changing world

## Recognising the signs:

It can be rare for a young person to come forward and tell their Youth Intervention Coach that they are being exploited. As a result, it can be beneficial if we can recognise exploitation, encourage the young person to recognise it, and provide support. If we can do this, we stand a chance of stopping this cycle before things become violent or reach a critical legal stage. Some of the signs we have come across include:

- Unexplained finances
- Unexplained clothing
- Unexplained phones
- Pressure to go outside at all costs and despite barriers.
- Issues with trust
- The presence of a burner phone
- Talk of "debts" and "favours".
- Unexplained absence from home, particularly at irregular hours
- Unexplained absence from school
- Hanging around with older people or "elders"
- Regular beatings and/or punishment

## Detections – Signs of Abuse



Extreme care should be taken as mis-reading signs of abuse can result in significant harm or trauma to the child and their family. It is not the responsibility of Staff and volunteers of Streets of Growth to diagnose child abuse, but they do have a responsibility to be alert and aware of the signs.

- However, just because a child exhibits one of the signs listed below, this does not mean that they have been abused. Nevertheless, the presence of one or more of the signs, or their repeated presence, might raise concerns and should be used as a prompt for discussion with the Designated Safeguarding Lead (DSL, **Diane Peters, or the Deputy Designated Safeguarding Leads, Muhibun Nessa, Majeda Begum and Koyes Ali.** (details below) However, where a child has made a direct allegation or there is clear evidence of a child suffering or at risk of suffering significant harm that matter should be referred immediately to the Social Services District Office i.e. MAST (contact numbers attached)

### Physical Signs

- Any injuries, bruises, bites, burns, fractures, etc, which are not consistent with the explanation given for them.
- Any direct disclosure made by a child concerning physical abuse.
- Injuries which occur to the body in places which are not normally exposed to falls, rough games, etc
- Injuries which have been caused by a weapon e.g., cuts, welts, etc.
- Injuries which have not received medical attention.
- Instances where children are kept away from the group inappropriately or without explanation.
- Self-mutilation or self-harm e.g., cutting, slashing, drug abuse.



# Procedures for Responding to Allegations / Concerns Regarding Abuse

## Emotional Signs.

- Changes or regression in mood and behaviour, particularly where a child withdraws or becomes clinging. Also, depression/aggression.
- Nervousness/inappropriate fear of particular adults.
- Sudden changes in behaviour which are out of character e.g., lack of concentration.
- Inappropriate relationships with peers and/or adults e.g., excessive dependence
- Attention-seeking behaviour.
- Persistent tiredness
- Wetting or soiling of bed or clothes by an older child.
- Severe sleep disturbances with fears, phobias, vivid dreams, or nightmares, sometimes with overt or veiled sexual connotations.
- Other emotional signs (see above) may be indicative of sexual or some other form of abuse. It is essential that all safeguarding concerns are reported and addressed in a timely and effective manner.

## Neglect Signs:

- Regular poor hygiene
- Persistent tiredness
- Inadequate clothing
- Excessive appetite
- Failure to thrive e.g., poor weight gain.
- Consistently being left alone and unsupervised.

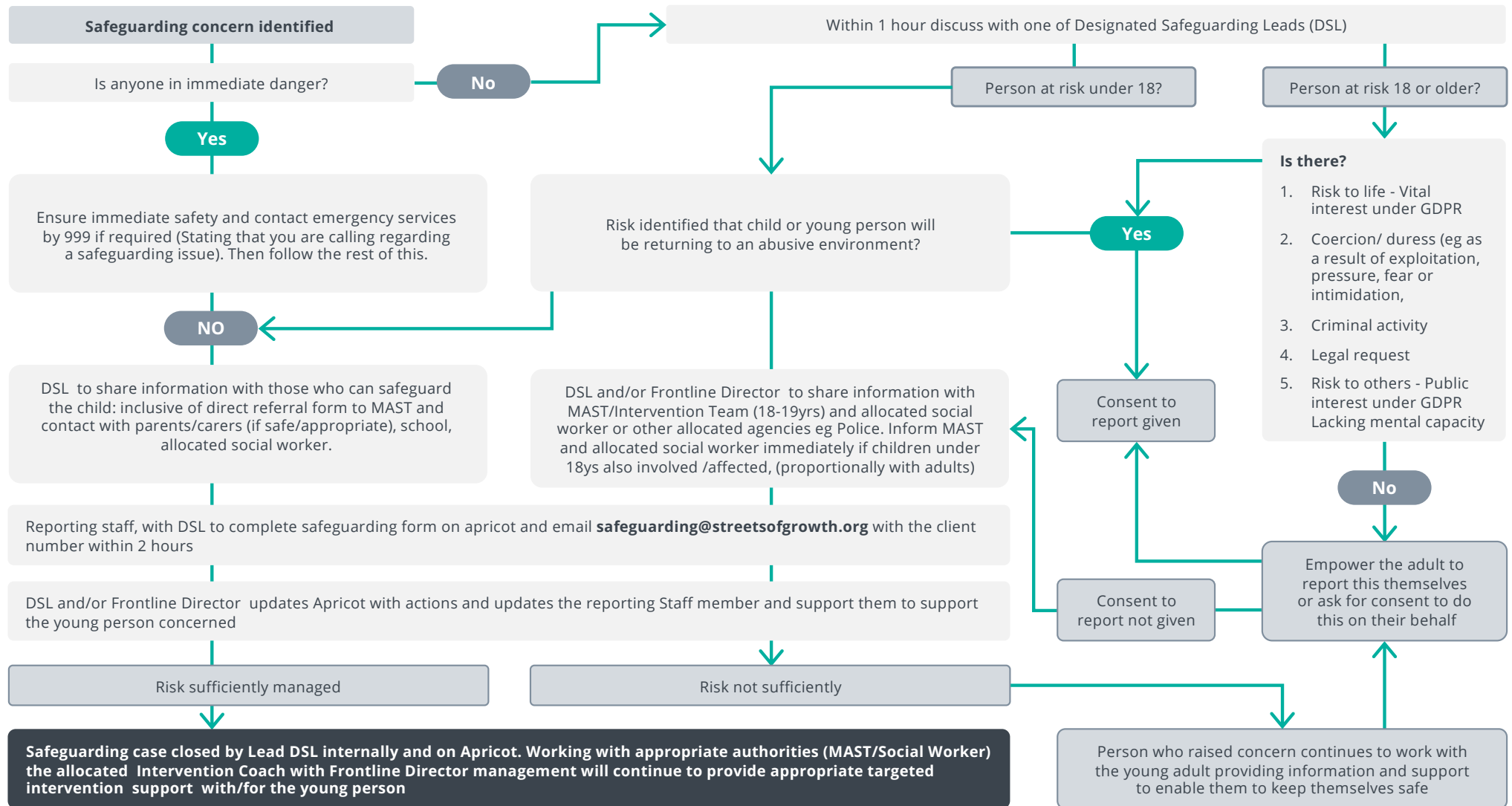
## Sexual Signs

- Any direct disclosure made by a child concerning sexual abuse.
- Child with excessive preoccupation with sexual matters and detailed knowledge of adult sexual behaviour, or who regularly engages in age inappropriate sexual play.
- Preoccupation with sexual activity through words, play, drawing
- Child who is sexually provocative or seductive with adults
- Inappropriate bed-sharing arrangements at home.

## Reporting a Concern

- Any trustee, staff member, volunteer, or member of the public who has a safeguarding concern should report it as soon as possible.
  - Reports should be made directly to the Designated Safeguarding Lead (DSL) or, in their absence, the Deputy DSL. (DSLs are named )
  - If the concern involves the DSL, it should be reported to the Chair of the Trustee Board.
1. Where there is a clear allegation or strong suspicion or evidence of abuse, danger to the child there must be no delay in making referral to the statutory agencies. Social Services Offices (MAST) who will seek to clarify that nature of the concern and where immediate action is needed to make them safe from harm. If this out of office hours then report to the police.

# Internal Safeguarding Reporting a Concern Flowchart



# Where to Make Your Referral for Borough of Tower Hamlets

## **Multi-Agency Support Team (MAST)** **020 7364 3444 / 5601 / 5606 / 5358 / 7796**

If there is a concern about the welfare of a child or young person and you would like to talk it through then you should contact the Tower Hamlets Children Services' Multi-Agency Support Team (MAST).

The Duty Officer will be able to discuss the concern, assist in deciding whether a referral is appropriate and facilitate the reporting of a referral in accordance with Tower Hamlets Safeguarding Children Partnership (THSCP) Procedures and to offer advice.

When there is a specific concern of a child protection nature whereby it is thought that a child has been harmed or at risk of being harmed then the MAST should then be contacted on 020 7364 3444 / 5601 / 5606 / 5358 / 7796 in the first instance to discuss the matter followed by the completion of the LBTH MAST Support Form

**Request for Support Form to** [mast@towerhamlets.gov.uk](mailto:mast@towerhamlets.gov.uk)

**Copy of the support form is also found in Appendix 4.**

The MAST operates between 9am and 5pm except at weekends and on public holidays. If the concern arises outside of the hours operated by the MAST and it is believed the child may be at immediate risk the Children's Social Care Emergency Out of Hours Duty Team or the Police should be contacted without delay.

## **Important contact information:**

**The Multi Agency Support Team (MAST) Note – information should only be emailed following prior discussion with the Duty Officer.**

**Email:** [mast@towerhamlets.gov.uk](mailto:mast@towerhamlets.gov.uk)

## **Children's Social Care Emergency Out of Hours Duty Team (5.00pm onwards)**

**Telephone:** 020 7364 4079

If a child is in immediate danger, please call the police on 999.

Your responsibility is to report your concerns. A Social Worker will follow these up with any necessary investigations or assessment or alternatively contact:

# Where to Make Your Referral for Borough of Tower Hamlets

## NSPCC Child Line

**Telephone:** 808 5000

2. Where there is no clear evidence or allegation, but suspicion exists, that abuse may have occurred, a preliminary consultation with **Streets of Growth DSL or Deputy DSL's** should take place without delay. The DSL will document all safeguarding concerns using the organisation's Safeguarding Concern Form. (Please refer to Appendix 3)
  - The record should include relevant details such as the date, time, nature of the concern, and any actions taken.
3. When the level of risk remains, unclear consultation should be sought from social services as to whether referral is appropriate.
4. At the end of any discussion about a child, the referrer and Social Services should be clear about who will be taking what action or that no further action will be taken. The decision will be recorded both by Social Services and Streets of Growth.
5. Concerns should be discussed with the parent or carer and, where possible their agreement should be sought before making referrals to Social Services unless this places a child at increased risk of significant harm. For example, in cases where the allegation of abuse is of a sexual nature, which must involve a referral directly to the relevant Social Services department or Police Child Protection Team.
6. Social Services should decide on the next course of action within 24 hours. On the basis of available evidence, they have a responsibility to address whether there are concerns about both the child's health and development, or actual and/or potential harm, which justify further inquiries, assessments, or intervention.

Staff should not discuss their suspicions or allegations with anyone other than those named in the above points.
7. Under no circumstances will any member of Streets of Growth Staff or volunteer team carry out any investigation into the suspicions or allegations of abuse. It is the task of social services to investigate the matter under the Section 47 of the Children Act 1989.
8. Referrals may lead to:
  - a. No further action
  - b. Directly to the provision of services or other help and/or
  - c. A fuller assessment of the needs and circumstances of the child which may in turn lead to child protection inquiries
  - d. Emergency action to safeguard the child.
  - e. Child protection inquiries being undertaken.

# Guidelines for Responding to an Allegation of Abuse From a Child

# Guidelines for Responding to an Allegation of Abuse From a Child.

## General Points

- Keep calm – do not appear shocked or disgusted.
- Accept what the child says without passing judgement (however unlikely the disclosure may sound)
- Look directly at the child.
- Be honest.
- Let them know you will need to tell someone else, don't promise confidentiality.
- Be aware the child may have been threatened and fear reprisals for having spoken to you.
- Never push for information or question the child as this can undermine any subsequent criminal investigation. If at any point a child decides not to continue, accept that, and let them know that you are ready to listen should they wish to continue at any time.

## Helpful things to say or show.

- Show acceptance of what the child says.
- "I take what you are saying very seriously".
- "I am pleased that you have told me. Thank you for telling me".
- "If appropriate, "it isn't your fault, and you are not to blame at all".
- "I am sorry that happened to you".
- "I will help you".



# Guidelines for Responding to an Allegation of Abuse From a Child.

## Things not to say.

- “Why didn’t you say something before?”
- “I really can’t believe it”.
- “Are you sure this has happened?”
- “Why?” “Where,” “when,” “who,” “what,” “how?”
- Don’t make false promises to the child – like confidentiality – be honest now, any lies will be further abuse and betrayal
- Never make statements such as “ I am shocked!” or “don’t tell anyone else
- Inform any of the named designated Safeguarding Leads (DSL’s) immediately
- Either the DSL or you should contact the MASH Office. Whilst allegations or suspicions of abuse will normally be reported to the DSL employee. Their absence should not delay a referral to the MASH Office.
- Exceptionally, should there be any disagreement between the person in receipt of the allegation or suspicion and the DSL as to the appropriateness of referral to the LBTH MASH, that person retains a responsibility as a member of the public to report serious matters to LBTH MASH service and should do so without hesitation.
- Do not be tempted to try to investigate further the claims – this could lead to contamination of the evidence and could jeopardize any police investigation and criminal prosecution activity.

## Concluding the conversation

- Reassure the child that they were right to tell you
- Let the child know what you are going to do next and tell them that you will let them know what is happening at each stage.

## What to do After the Conversation

- Make notes about the conversation as soon as possible after the discussion. Record exactly what the child/young person said and when s/he said it and what was happening immediately beforehand e.g. (description of the activity). Note the time, date and place of the conversation and the name of any other person present. If the initial note is handwritten, keep it if is subsequently typed up.

## Seeking expert advice

This will be done through the DSL or Deputy DSL’s (as explained above) or speaking with MAST as details already outlined.



# Raising a Concern & Reporting to LADO

## Raising a Concern & Reporting to LADO

If you have a malpractice/abuse concern, then staff should inform one of DSL's immediately. The DSL will then raise the matter directly with the management board/chair. If the concern involves your immediate manager or Director, or for any reason you would prefer not to discuss it with them, you may raise the matter directly with the management board/chair or directly contact designated LBTH LADO in relation to a safeguarding concern. (contact details below) You may be asked to set out your concerns in writing. Should you need guidance as to how to make a disclosure, please contact your manager for advice.

In raising a malpractice concern, you may assume that only those investigating the malpractice concern will know your identity. There may be circumstances, however, in which SoG may be required to reveal your identity. If this is the case, all reasonable steps will be taken to ensure that you suffer no detriment as a result.

If you raise a malpractice concern, you will be taken seriously and will be treated fairly and justly by SoG. We will take all reasonable steps to ensure that no person under our control engages in victimisation in any form.

You are reminded that you are not entitled to commit an offence in making a disclosure under this procedure. Any qualifying disclosure must be made in good faith, i.e., you must act honestly at all times and without any malicious intent or ulterior motive. Disciplinary action will be taken against anyone deliberately raising false or malicious allegations.

**For young people who raise a concern of malpractice/abuse with a member of staff then this staff member must then follow the above procedure and support the young person through this process.**

### LADO Contact Details

LADO Contact Melanie Benzie for allegations against professionals, staff, or volunteers.

**Telephone:** 020 7364 0677  
**Mobile:** 07903 238827  
**Email:** [lado@towerhamlets.gov.uk](mailto:lado@towerhamlets.gov.uk)

# Working Practices & Code of Conduct for Streets of Growth

## Working Practices & Code of Conduct for Streets of Growth



For all activities where children / young people are involved at least one designated leader / volunteers / mentor / sessional tutors will have received safeguarding training.

The designated leader, all staff, tutors, and volunteers including new members will have a recorded induction by Streets of Growth designated Safeguarding Leads (DSL).

The following are the code of practice that all workers/volunteers/Career Mentor in Streets of Growth are expected to follow are:

- + Understand and practice Streets of Growth 10 principles of Building a Relationship for positive change with a young person.
- + Always working in an open environment avoiding private or unobserved situations and encouraging open communication.
- + Treating all young people/disabled adults equally with respect and dignity.
- + Always putting the welfare of each young person first.
- + Maintaining a safe and appropriate distance with young people (e.g., it is not appropriate for staff or volunteers to have an intimate relationship with a child or to share a room with them).
- + For mentoring sessions online, career mentor will always have background cover and will only conduct mentoring session in the presence of either the Mentor Coordinator or a named Youth Intervention Coach

## Working Practices & Code of Conduct for Streets of Growth

- + No staff inclusive of Career Mentors will not give out personal social media contacts to any young person and not to engage with any young person if they do message/comment (inclusive of direct messaging on their personal social media. For Streets of Growth paid staff this must be reported to their line Manger so it can be documented and for Career Mentors it must be reported to the Mentor Coordinator. Mentor coordinator / Youth Intervention Coach will speak with the young person concerned to provided support and explain why this is not appropriate.
- + Building balanced relationships based on mutual trust and empowering children to share in decision making.
- + Ensuring all Streets of Growth activities are fun, enjoyable, and promoting respect to all.
- + Keeping up to date with technical skills, qualifications, and insurance.
- + Involving parents/carers wherever possible in the programmes and activities run by Streets of Growth.
- + Ensuring that on residential or overnight trips that if the groups are mixed, they should always be accompanied by a male and female member of staff. However, remember that same gender abuse can also occur.
- + Ensuring residential events, adults should not enter children's rooms or invite children into their rooms. ( for Intervention Coaches)
- + Being an excellent role model – this includes not smoking or drinking alcohol in the company of young people.
- + Giving enthusiastic and constructive feedback rather than negative criticism.
- + Recognising the developmental needs and capacity of young people avoiding excessive training or competition and not pushing them against their will.
- + Securing parental consent in writing to act in loco parentis if the need arises to administer emergency first aid and/or other medical treatment. ( this is only for Intervention Coaches )
- + Keeping a written record of any injury that occurs, along with the details of any treatment given.
- + Workers should take responsibility for monitoring one another in the area of physical contact. They should be free to constructively challenge a colleague if necessary. Please refer to section Raising and Reporting a Concern

# Working Practices & Code of Conduct for Streets of Growth

## Practices to be avoided

The following should be avoided except in emergencies. If a case arises where these situations are unavoidable (e.g., the child sustains an injury and needs to go to hospital, or a parent fails to arrive to pick a child up at the end of a session), it should be with the full knowledge and consent of a Senior Manager of Streets of Growth or the child's parents.

## Otherwise, avoid

- + Spending excessive amounts of time alone with children away from others.
- + Taking or dropping off a child to an event.
- + Practices never to be sanctioned.
- + The following should never be sanctioned. You should never:
  - + Engage in rough physical or sexually provocative games, including horseplay.
  - + Share a room with a child.
  - + Allow or engage in any form of inappropriate touching.
  - + Allow children to use inappropriate language unchallenged.
  - + Make sexually suggestive comments to a child, even in fun.
  - + Reduce a child to tears as a form of control.

- + Allow allegations made by a child to go unchallenged, unrecorded, or not acted upon.
- + Do things of a personal nature for children or disabled adults that they can do for themselves.
- + Invite or allow children to stay with you at your home unsupervised.

## Incidents that must be reported/recorded

If any of the following occur, you should report this immediately to another colleague and record the incident. Reporting form attached with policy and stored in staff SharePoint. You should also ensure the parents of the child are informed:

- + If you accidentally hurt a young person or a young person is hurt by another young person during a Streets of Growth activities, events, etc.
- + If a young person seems distressed in any manner
- + if a young person appears to be sexually aroused by your actions
- + If a young person misunderstands or misinterprets something you have done.

# Safer Recruitment



# Safer Recruitment

## Appointment of Paid Staff, Volunteers inclusive of Career Mentors & Trustees

The following procedures are designed to promote the effectiveness of work and to protect both children/young people and workers/volunteers/mentors. The procedures involve all current paid staff and volunteers and also potential staff, and volunteers being treated as potential job applicants.

These procedures will also apply to any organisations funded or contracted by Streets of Growth who will work directly with young people in an activity this will include training, mentoring and coaching activities.

## Appointing Paid Staff, Volunteers & Trustees

Prospective individuals will be asked to complete an application form details and experience of working with children/young people. The application forms will be devised in appropriation of the role applied for such as volunteer career mentor or a paid specialized Youth Intervention Coach.

The recruitment panel will check any gaps in a job applicant's history. Interviews will be conducted by at least two people from the Senior Management Team of Streets of Growth of which at least one is named Designated Safeguarding Lead.

Streets of Growth expects that all staff and volunteers working directly with children will be subject to enhanced Disclosure and Barring Service Enhanced with Children Barred List Check (formerly known as Criminal Record Bureau Check, CRB).

Through a pre-risk assessment, it has been determined that the following roles fall into the Regulated Activity in accordance with the Protection of Freedoms Act 2012 and merger of the CRB and ISA to for the DBS service. All staff and

volunteers who work in these regulated activities must have enhanced DBS with Children Barred List Check. These Regulated Activities delivered in Streets of Growth are:

- All training sessions are delivered by staff/volunteers to young people. These are sessions that are conducted on Streets of Growth named premises.
- All training sessions are delivered by staff/volunteers to young people. These are sessions that are conducted off-site of Streets of Growth named premises such as schools, etc
- All participation activities delivered by staff/volunteers to young people. These are sessions that are conducted on Streets of Growth named premises
- All participation activities delivered by staff/volunteers to young people. These are sessions that are conducted off-site of Streets of Growth named premises
- All one to one coaching and mentoring sessions are delivered by staff/volunteers with a young person. These are sessions that are conducted on Streets of Growth named premises
- All one to one coaching and mentoring sessions are delivered by staff/volunteers with a young person. These are sessions that are conducted online. In case of Career Mentoring this delivered in the presence of Mentor Coordinator and/or Senior Intervention Coach,
- All one to one coaching and mentoring sessions are delivered by staff/volunteers with a young person. These are sessions that are conducted off-site Streets of Growth named premises including home visits and street work.

## Safer Recruitment

In addition, Streets of Growth has registered with the DBS online 'Updated Service' and all staff and volunteers with enhanced DBS with Children Barred List Check, must all register, Streets of Growth will meet the subscription costs for staff while they employed by Streets of Growth.

It is now policy that Streets of Growth, senior staff, and appointed DSL will check on an annual basis that there is no new information been added to any staff/volunteers DBS check. In line with statutory legislation all staff and volunteers working in above named regulated activities have an enhanced DBS with Children Barred List Check before working in these activities and that Streets of Growth senior staff will annually check this.

DBS Disclosure of a criminal record may not itself prevent appointments as the nature of any offence is considered with the exception of convictions for crimes against children. In this we follow guidelines from

In addition, a successful applicant must provide two confidential references, including. One regarding previous work with children. These references must be taken up and confirmed through telephone or face-to-face contact. They must also provide evidence of identity such as a passport or driving licence with a photo. This must all be provided before the applicant will be formally offered a position

All appointments working directly with children/young people will have a six-month probation period and two-month probation for those on short-term contracts of four months or less.

On appointment a new paid worker will complete induction which will include:

- Providing training on Streets of Growth child protection policy and recording procedures for incidents
- Providing emergency contact numbers for police, social workers or carers and Streets of Growth Child Protection Officer
- Providing training on Streets of Growth Health and Safety and Equal Opportunities Policy
- In-depth training and coaching in the practices and principles of creating a safe environment for both young people and workers.
- Ensuring that risk assessments are in place for each activity.
- Ensuring a First Aid kit and accident book are available and used when necessary
- Ensuring good information is given to parents/guardians regarding the activity, most particularly when the activity is off-site
- Ensuring that signed parental/guardian consent is in place for each activity, most particularly when the activity is off-site

# Safer Recruitment

## Commitment to Safe Environment

Streets of Growth are committed to providing a safe environment for children and young people. SoG will seek to ensure an appropriate level of supervision and guidance for children and young people particularly when using equipment or undertaking outdoor activities as detailed in Health and Safety Policy.

Streets of Growth recognises that risk assessment is an important factor in keeping children/young people. We aim to incorporate risk assessment procedures into our everyday working practices. (please refer to appendix 3) Risk assessments are carried out for all off-site activities. Streets of Growth building risk assessment is reviewed and updated at least annually.

## Insurance

Streets of Growth will ensure that relevant insurance is in place to cover all activities.



# Whistle Blowing

# Whistle Blowing



Streets of Growth aim to develop a culture of openness where young people, staff and volunteers feel safe and able to voice concerns and worries.

The whistle blowing policy is designed to cover the airing of genuine concerns which young people, staff and volunteers may have about suspected practices, abuse within the organisation by other staff members or other young people using the activities. This policy is intended to conform to the guidance in the Public Interest Disclosure Act 1998 (PIDA). PIDA encourages all to raise concerns internally in the first instance.

Malpractice/abuse includes (but is not confined to) breach of all outlined in this policy breaches of internal rules and regulations, criminal offences or breaches of civil law, endangerment of the health and safety of any person, environmental damage, and the deliberate concealment of any malpractice.

A qualifying disclosure under PIDA is one which, in the reasonable belief of a young person or worker making the disclosure, suggests that one or more of the above has been committed, is being committed or is likely to be committed. PIDA protects you in making a disclosure to SoG where the disclosure meets the requirements set out above and is made in good faith.

# E-Safety



## E-Safety



SG has a duty of care to support a safe learning environment for participants.

This includes:

- Ensuring safety when using IT equipment or any other media device. All IT users are encouraged to adopt safe and responsible use of IT, both within Streets of Growth premises and outside.
- Obtain signed permission from parents/carers to be able to use children/young people's images in our publications, e.g. the website or newsletter.
- Where children/young people are freely searching the internet, staff, volunteers and partners are expected to be vigilant in monitoring the content of the websites they visit.
- Staff, volunteers, partners and participants must immediately report the receipt of any communication that makes them feel uncomfortable, is offensive, discriminatory, threatening or bullying in nature and must not respond to any such communications.
- Any digital communications between staff, participants, parents/carers, volunteers and any other partner/stakeholder (e.g. email) must be professional in tone and content.
- Staff should ensure that no reference should be in social media to participants or their parents/carers.



# Confidentiality Policy

# Confidentiality Policy

Streets of Growth respects the rights of children/young people to privacy and confidentiality but recognises that in certain circumstances confidentiality must be breached because of safeguarding concerns and the need for possible intervention.

Information about abuse should only be shared on a “need to know” basis, and staff and volunteers with sensitive information about a child / young person should not talk to other members of the team, or to anyone else, about the issue.

As soon as an allegation is made, Streets of Growth Designated Safeguarding Lead (s) will inform any relevant partners to co-operate with them in informing Children’s Social Care and/ or the police if required.

Streets of Growth Designated Safeguarding Lead/ and or CEO will keep the Board-appointed Trustee informed. If safeguarding issues arise outside of scheduled board meetings the designated DSL and/or CEO will inform the Chair of Trustee Board, who in turn will inform all trustees.

Information about the incident will be stored in a secure place with limited access to designated people, in line with data protection laws (e.g. that information is accurate, regularly updated, relevant and secure).

## Safeguarding report to trustee board

Designated Safeguarding Lead/CEO reports on a quarterly basis to the Trustee Board presenting a current safeguarding report as part of board papers along with an annual report included within the Streets of Growth Annual Report.

## Support for staff and volunteers

Streets of Growth staff or volunteers who are told about abuse by a child / young person may need guidance, emotional support or assurance that they have acted in the right way.

Staff will be supported by Streets of Growth Designated Safeguarding Lead / CEO and also Trustee Chair, who is also appointed Trustee Safeguarding Lead.

Support will be provided for staff reporting other concerns and risks to young people, or suspicions about other members of staff or volunteers.

## Support for staff and volunteers

Streets of Growth staff or volunteers who are told about abuse by a child / young person may need guidance, emotional support or assurance that they have acted in the right way.

Staff will be supported by Streets of Growth Designated Safeguarding Lead / CEO and also Trustee Chair, who is also appointed Trustee Safeguarding Lead.

Support will be provided for staff reporting other concerns and risks to young people, or suspicions about other members of staff or volunteers.

# Confidentiality Policy

## Control statement

This policy is reviewed by DSL/CEO (Diane Peters), Senior Management Team/ Deputy DSL's Koyes Ali, Muhibun Nessa, Majeda Begum on an ongoing basis. The policy is an active part of our safeguarding practice, particularly in relation to harm reduction, contextual safeguarding, and trauma informed practice.

The policy is officially reviewed by the above team in conjunction with the trustee board on an annual basis to ensure the policy and practices align with current legislation and good practice safeguarding guidelines.

## Trustee statement of last policy review

The Board reviewed the Policy on the Trustee meeting on and was approved by Board Members on Monday 3rd June 2024 as fit for purpose. Agreed at the meeting that all Safeguarding incidents must be reported to the Chair and Board by the CEO of Streets of Growth.

### Next Board Review Date: 19th May 2025

Signed: *Rakesh Sund*

Chair: RAKESH SUND

Date: 03/06/2024

### Attachments:

- **Appendix 1:** Staff and volunteers recipient signature for policy and monitoring of safeguard training
- **Appendix 2:** Summary sheet of contacts for reporting safeguarding concerns inclusive of DSL's
- **Appendix 3:** Reporting Concern Form & Safeguarding Risk Assessment Form
- **Appendix 4:** Support Form to be completed for MAST referral

# Appendix

# Appendix 1: Control Sheet for Staff

I have received a copy of Streets of Growth Safeguarding Policy

Name (BLOCK LETTERS) \_\_\_\_\_

Signed \_\_\_\_\_

Date \_\_\_\_\_

Induction Training	Learning Indicators	Name of Staff Delivery Training	Completion Date	Notes
<b>Safeguarding Training &amp; Training In Policy Application</b>	<ul style="list-style-type: none"> <li>• Aware of DSL's and contacts</li> <li>• Aware of contact details for appropriate safeguarding agencies</li> <li>• Aware of reporting procedures</li> </ul>			
<b>First Aid Training</b>	<ul style="list-style-type: none"> <li>• Completed first aid at work (for paid frontline staff only)</li> <li>• Aware of named first aiders.</li> <li>• First Aid policy &amp; situation of first aid boxes-</li> </ul>			
<b>Training on Health &amp; Safety Policy Inclusive of Risk Assessment Procedures for Activities</b>	<ul style="list-style-type: none"> <li>• Awareness of safety procedures</li> <li>• Awareness of and application practice of risk assessment templates</li> </ul>			
<b>Equalities &amp; Diversity policy</b>	<ul style="list-style-type: none"> <li>• Awareness training EDI policy and practical application</li> <li>• Awareness of young people needs that Streets of growth works</li> </ul>			

## Appendix 2: Summary of All Contact Details for Safeguarding

The named Lead DSL for Streets of Growth is:

### Designated Safeguarding Lead

**Diane Peters:** CEO  
**Office:** 020 7515 7356  
**Work Mobile:** 078 6676 0271  
**Email:** [diane@streetsofgrowth.org](mailto:diane@streetsofgrowth.org)

### Deputies Safeguarding Leads

**Deputy Lead 1:** Muhibun Nessa – Programme Director  
**Work Mobile:** 079 6033 2879  
**Email:** [lucky@streetsofgrowth.org](mailto:lucky@streetsofgrowth.org)

**Deputy Lead 2:** Koyes Ali – Frontline Director  
**Work mobile:** 073 8899 6820.  
**Email:** [koyes@streetsofgrowth.org](mailto:koyes@streetsofgrowth.org)

**Deputy Lead 3:** Majeda Begum  
**Work mobile:** 073 8899 6821  
**Email:** [majeda@streetsofgrowth.org](mailto:majeda@streetsofgrowth.org)

**DSL Accredited Training Completed:** April 2024  
**Re-accreditation Training Date:** May 2026

### Lead Trustee for Safeguarding

**Name:** Rakesh Sund  
**Email:** [rakesh@streetsofgrowth.org](mailto:rakesh@streetsofgrowth.org)  
**Number:** 079 1914 7548

### Where to make your referral for Borough of Tower Hamlets

**Multi-Agency Support Team (MAST)**  
**Telephone:** 020 7364 3444 / 5601 / 5606 / 5358 / 7796  
**Request for Support Form to:** [mast@towerhamlets.gov.uk](mailto:mast@towerhamlets.gov.uk)

**Information should only be emailed following prior discussion with the Duty Officer.**

The MAST operates between 9am and 5pm except at weekends and on public holidays. If the concern arises outside of the hours operated by the MAST and it is believed the child may be at immediate risk the Children's Social Care Emergency Out of Hours Duty Team or the Police should be contacted without delay.

**Children's Social Care Emergency**  
Out of Hours Duty Team (5.00pm onwards)  
**Telephone:** 020 7364 4079

**If a child is in immediate danger, please call the police on 999.**

**Reporting a concern in relation to a worker:**  
**Contact DSL:** (named above)  
**LADO Contact:** Melanie Benzie for allegations against professionals, staff, or volunteers.

**Telephone:** 020 7364 0677  
**Mobile:** 07903 238827  
**Email:** [lado@towerhamlets.gov.uk](mailto:lado@towerhamlets.gov.uk)



# Appendix 3: Safeguarding Reporting Concern & Risk Assessment Form

This form should be used in conjunction with Streets of Growth's Safeguarding policy and procedures. Please also refer to one of Streets of Growth's listed DSL's.

## Details of Child/Young Person and Parents / Guardian.

Name:

Age:       DOB:  /  /

Gender:      Male      Female

Ethnicity:

Language:

Names of Parents / Carers:

## Additional Needs of Child / Young Person

**Child / Young Person home address:**  
*If parents / carer address different please include.*

# Appendix 3: Reporting Concern Form

Name:

Position:

Contact Details:

Date of Incident:  /

Time of Incident:  AM PM

**Are you reporting your own concerns or responding to concerns raised by another person (please circle as appropriate).**

Reporting your own Concern

Responding to another person's concerns

**If you are responding to another person's concerns, please provide their name and contact details.**

Name:

Contact Details:

**Please provide details of the incident or concerns you have including dates/times plus full description of any injuries (please review policy) whether information is firsthand or from other accountants include all relevant information.**

**Please provide Child / Young person perspective / accountant.**

## Appendix 3: Reporting Concern Form

**Please provide details of person (s) alleged to have caused the incident or to be the source of concern.**

**Please provide details of person (s) who have witnessed the incident and / or shares the concerns.**

**Please note: Concern should be discussed with appropriate family members unless.**

- The view is that a family member might be responsible for abuse / concern of child / Young person
- Child / Young person or another family member may be in danger if relevant family members should as parents are informed
- Informing the family member may interfere with any criminal investigation
- If any of these circumstances apply consult directly with LA Social Services or Police. Please provide details of this action taken i.e., why did not speak to parents

# Appendix 3: Reporting Concern Form

If you have spoken to Parents / Carers if so, please provide details.

Are you aware of any relevant other previous incidents or concerns and of any current risk management / support plans in place. Please provide.

Summary of Discussion with Designated Safeguarding Lead.

Yes    No

Summary of agreed action:

# Appendix 3: Reporting Concern Form

After discussion with the DSL do you still have child / person safeguarding / protection concerns?

Yes No

Have you informed the Statutory Child Protection Authorities?

Police: Yes No

Date:  /  /  Time:  :  AM PM

Details of person spoken to:

Name:

Contact Details:

Actions:

LA Children's Social Care / MAST Yes No

Date:  /  /  Time:  :  AM PM

Details of person spoken to:

Name:

Contact Details:

Actions:

Signed:

Name:

Position:

Date:  /  /  Time:  :  AM PM

# Appendix 3: Safeguarding Risk Assessment Form for Incidents & Concerns

Safeguarding incident/ concern	Outline or the situation	Risk level (H/M/L)	Risk management strategies pending final decisions	Decisions and actions in response to the incident (including reason)	Person responsible for managing concerns

**Intervention Practitioner sign-off**

Name \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

**DSL / Senior Manager sign-off**

Name \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_



# Appendix 4: Multi Agency Support Team (Mast) Request For Support Form

If you are concerned about a child or family, use this form to get support from the team at Tower Hamlets Council and our partners. You can expect feedback within 24 to 48 hours upon submission of this referral form.

We are dedicated to actively collaborating with you and other relevant services to guarantee every child receives the necessary support.

*\*Please indicate the relevant option by placing a tick in the corresponding box.*

## 1. Child / Young Person

Name:

DOB:

Gender:    Male            Female

Unborn:    Yes            No            Expected DOB:

Child's First Language:

Is an Interpreter or Signer Required:    Yes            No

NHS Number:

Unique Pupil Number:

Address:

Post Code:

Phone:

Email:

### Child / Young Person's Ethnicity:

The categories below are defined by the Department of Health and Social Care (DHSC). In addition to helping us to consider the particular needs of the child / young person being referred, this information, when will allow better planning of the services.

- |             |             |               |             |
|-------------|-------------|---------------|-------------|
| African     | Bangladeshi | Chinese       | Caribbean   |
| Pakistani   | Indian      | White British | White Irish |
| White Mixed | Other Asian | Other Black   | Other White |
|             |             | Other Mixed   | Not Given   |

Any Other (please specify):

Religion:

## Appendix 4: Multi Agency Support Team (Mast) Request For Support Form

### 2. Child/Young Person's Principal Carers

Please include parents or others who have a caring role for the child/young person, siblings, and any relevant extended family members.

Full Name	D.O.B	Relationship to Child	Ethnicity	Parental Responsibility - Y/N		First Language of Carers
				Yes	No	
				Yes	No	
				Yes	No	
				Yes	No	
				Yes	No	

### 3. Other Household Members

Full Name	D.O.B	Relationship to Child	Ethnicity	Tick if also Referred

# Appendix 4: Multi Agency Support Team (Mast) Request For Support Form

## 4. Other Significant People in the child/young persons Life, including other family members.

Full Name	Relationship to Child	Address	Contact Details

**Has anyone in the Household ever had a Child Protection Plan?**

Yes                      No                      Don't know

**If 'Yes', please provide the details with dates and all relevant information.**

**Referrals will be shared with the family and should not be made without their knowledge or agreement, except when doing so would endanger the safety of the child / young person.**

The child/young person knows about the referral:                      Yes                      No

**If No – State Reason below:**

---

The parent carer knows about the referral:                      Yes                      No

**If No – State Reason below:**

---

# Appendix 4: Multi Agency Support Team (Mast) Request For Support Form

**5. Presenting Issues** – At least one presenting issue **MUST** be selected. If multiple issues have been identified selected all that are applicable.

- |   |   |                       |                        |                   |                   |
|---|---|-----------------------|------------------------|-------------------|-------------------|
| Alcohol                                   | Anti-Social Behavior  | Criminal Exploitation | Child Mental Health    | Disability        | Domestic Violence |
| Drugs                                     | Families in acute stress  | Financial Problems    | Gangs / Youth Violence | Housing           | Health & Illness  |
| Missing Child                             | Missing Education   | Neglect & Abuse       | Parental Mental Health | Parenting Support |                   |
| Immigration – No recourse to public funds | Additional Educational Needs <i>(please describe briefly below)</i> |                       |                        |                   |                   |

- 
- |                        |                     |                     |                     |                   |
|------------------------|---------------------|---------------------|---------------------|-------------------|
| Young Carer            | Trafficked Children | Unaccompanied Minor | Sexual Exploitation | Domestic Violence |
| Other (please specify) |                     |                     |                     |                   |
- 

**6. Lead Professional** (if known)

Lead Professional Name:

Job Title:

Contact Number:

Email:

**7. Services Involved**

Name:

Agency:

Contact Details:

## Appendix 4: Multi Agency Support Team (Mast) Request For Support Form

### 8. School / Preschool Attended

Name:

Address:

Post Code:

**9. Referral Information** – *The purpose of this section is to support the inter-agency assessment. If you lack information about a specific area, please write 'Not Known' (N/K). Document both strengths and areas of need or risk to ensure resources are allocated effectively.*

**FAMILY STRENGTHS:** *What is currently working well for the child and family? Share positive aspects or abilities within the family that can be further supported.*

**WORRY:** *What are you most worried about? Describe your concerns for the unborn baby, infant, child/young person or family or any issues that require assistance or support.*

**Please provide us with any further information about the child's development and any other presenting issues.**

# Appendix 4: Multi Agency Support Team (Mast) Request For Support Form

**CURRENT SITUATION:** How safe do you think child is? On a scale of 0 to 10 where 0 means the child is at risk of harm and 10 means the child is safe.

Please tell us how you reached this score?

**10. Early Help Details** – Early help describes any service that supports children and families as soon as problems emerge.

**Has anyone in the household ever received support from Early Help?**

Yes                      No                      Don't know

**Which children are or were receiving 'early help'?**

Please tell us the name of the child, the dates they were receiving early help and any other relevant information.

**11. Level of Need** – More information on level of need: [The Four Levels of Need](#)

**Level 1: No Additional Needs**

**Level 2: Early Help**

**Level 3: Children with Complex Multiple Needs**

**Level 4: Children in Acute Need**

**Don't know**

**Supporting Documents** – Do you have any relevant supporting documents, like assessments or the latest review that you would like to upload?



# Appendix 4: Multi Agency Support Team (Mast) Request For Support Form

## 12. Details of the person making the referral

Name:

Organisation:

Job Title:

Contact Number:

Contact Email:

---

### Signature of Referrer

Name of Referrer:

Signature of Referrer:

Date of referral:

Once completed, please save, and submit by sending form to: [mast@towerhamlets.gov.uk](mailto:mast@towerhamlets.gov.uk)



**Streets of Growth**  
Hayloft Point  
6 Middlesex Street  
London  
E1 7EX

**Contact Us**  
0207 515 7356  
[mail@streetsofgrowth.org](mailto:mail@streetsofgrowth.org)  
[referrals@streetsofgrowth.org](mailto:referrals@streetsofgrowth.org)  
[streetsofgrowth.org](http://streetsofgrowth.org)

© Copyright 2025 Streets of Growth

Charity No: 1143126 | Company No: 4863196

The Streets of Growth name and S (SOG) brandmarks is a trademark and service mark of Streets of Growth. Abion UK Ltd