



Norfolk Safeguarding
Children Partnership

NSCP Safer Programme



Safer
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Children Partnership

Annual Report

1st April 2025– 31st March 2026

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Introduction

Welcome to the 2025-26 Annual Report for the Safer programme. This is my first report as Safer Programme Co-ordinator and I look forward to sharing the fantastic work which has happened over the past year.

I have been in post since May 2026 and will continue to ensure the Safer Programme continues to deliver safeguarding training, guidance and information at the highest level.

Rebecca Bentley
Safer Programme Co-ordinator

Safer Endorsement by Norfolk Safeguarding Children Partnership (NSCP)

2025-26 has been a year of significant changes within the functioning of the Safer Programme. Growth in use of the policy checking service necessitated a review of this offer and crucial changes in the way members are supported to develop their Safeguarding Children Policies.

2026 also saw the previous Safer Programme Co-ordinator moving on to a new role and the recruitment of a new Co-ordinator who will be continuing to develop and build on the success of the programme, and its unique offer to the voluntary and community sector in Norfolk.

We look forward to seeing what the 2026-27 year brings.

Sharon Moore
Workforce Development Officer
Norfolk Safeguarding Children Partnership

About The Safer Programme

The Safer Programme stems from the Safeguarding Children Project initiative which was launched in 2003. It was initially developed to support the activities of staff and volunteers working with children and their families in the non-statutory sector and those organisations identified under the Children Act 2004. These organisations remain at the heart of what Safer does. This project later became the Safeguarding Children Programme. In June 2010, the Safeguarding Children Programme became the NSCP Safer Programme and widened its remit to offer support to those in the statutory and private sectors.

The Safer Programme is accountable to the Norfolk Safeguarding Children Partnership (NSCP) and the Safer Programme Co-Ordinator sits within the NSCP Business Unit. The NSCP - and specifically the Workforce Development Officer - provide direction and overall management to the programme. There is also a Steering Group made up of partnership agencies and stakeholders which meet regularly to offer advice and a sounding board on future Safer developments. Safer communicates regularly with its members through a variety of methods, including a monthly newsletter. The Safer Programme is also promoted via the NSCP website www.norfolklscp.org.uk

Staffing

The programme currently has a part-time Co-ordinator, five sessional trainers and the equivalent of one full-time Business Support Officer.

The Safer Team are as follows:

- Rebecca Bentley - Safer Programme Co-ordinator
- Helen Stubbs - NSCP and Safer Programme Business Support Executive Lead
- Diane Cook - Business Support Officer
- Jim Blake - Safer Trainer
- Helen French - Safer Trainer
- Tina Garwood - Safer Trainer
- Jill Matthews - Safer Trainer
- Yvonne Tyree - Safer Trainer

The Safer Team profiles, including Trainer testimonials can be found in Appendix 1.

The Safer trainers all have a wealth of experience as either current or past practitioners in the safeguarding and child protection field. The Co-ordinator maintains regular contact with the trainers through email updates and regular meetings both online and face-to-face. Safer trainers also receive the Safer newsletter and are welcome to join the Safer Facebook Group and follow the LinkedIn Page. A Safer trainer sits on the Steering Group, and the trainer team are encouraged to give their input into course rewrites and reviews. The trainers are audited annually by the Safer Co-ordinator, and they also conduct yearly peer observations.

Current Position

Membership Overview (as of 1st April 2026)

Safer has 812 member organisations, with 103 new members joining plus 19 Parent and Toddler groups joining during 2025–2026.

Despite ongoing financial pressures facing many groups and organisations, it is encouraging that membership growth continues. This year 75 members cancelled their membership this year, down from 84 cancellations the previous year.

All cancellations are reviewed by the Safer Programme Co-ordinator, who contacts the organisation directly to understand the reason and explore whether retention was possible. Most reasons cited, however, are beyond our control. The primary causes of cancellation include:

- Closure of setting/ no further funding was the biggest reason for member cancellation at 37%
- EY provision being taken under the umbrella of an education trust
- Setting no longer able to offer parent and toddler provision
- Organisations ceasing to operate in Norfolk

Training and Course Delivery

Over the past year, Safer delivered the following courses:

- Introduction to Safeguarding Children
- Designated Safeguarding Person
- Core Programme
- Safer Recruitment
- Introduction to Online safety

The Introduction to Safeguarding Children, Core Programme, and Designated Safeguarding Person courses remain the most popular, with the highest delegate numbers. Detailed feedback on these courses will be reviewed later in the report.

Early Years Training Contract

Safer continues to provide bespoke safeguarding training on behalf of Norfolk County Council's Early Years Team, supporting staff and volunteers working across a range of Early Years settings. This long-standing partnership is now in its 15th year.

The following courses are currently delivered as part of this programme:

- Introduction to Safeguarding Children – Early Years
- Safeguarding Lead Practitioner & Refresher
- Introduction to Online Safety – Early Years
- Early Years Safer Recruitment
- Safeguarding for Early Years Committees
- Domestic Abuse in the Early Years

In 2025–2026, Safer delivered training to 2,254 Early Years delegates — an increase of approximately 35% from 1,582 in the previous year. This growth reflects both an expansion in the number of available course places and more early years settings becoming Safer members.

Additional Training

We also offer *Recognising and Responding*, an introductory course covering both child safeguarding and safeguarding adults at risk. It is frequently delivered to District Councils and available as a bespoke session for organisations working with both groups.

Training Delivery Summary (1st April 2025 – 31st March 2026)

This year, Safer trained 3,657 delegates across its courses, with an additional 183 attending free workshops — a 26.6% increase from last year's 2,798 delegates. It is great to see such a significant increase in attendance during this training period.

A total of 233 tutor-led courses were delivered: 197 online and 36 face-to-face. 59 additional courses than the previous year (174), representing a 33.9% increase. This highlights the need for training across the Safer Programme.

37 settings had bespoke training delivered for them at their own request. The most popular courses were- Safer Intro (15), Recognising and Responding (10), Core programme (3) and EY Intro (3).

Safer achieved a total profit of £44,926, compared to £22,633 the previous year largely due to increased course capacity and improved cost-effectiveness.

The breakdown of the courses and workshops that the 3840 individual delegates attended in 2025-2026 are as follows:

2025-26 Number trained

Name of Course / Workshop	Number of Delegates Trained
Safer Intro	621
DSP	212
Online Safety	32
Safer Recruitment	77
Core	182
Children and Domestic Abuse	76
Recognising & Responding	185
Trustees	18
EY Intro	1243
EY DSL	642
EY Online Safety	50
EY Safer Recruitment	101
EY Safeguarding Committees	41
EY Domestic Abuse	177
Important Conversations Workshop	40
Initial response to a child who may have been harmed	43
NSPCC- Being there for every child	20
NSPCC- Listen up. Speak up	28
Prevent Briefing	52
Numbers Trained in Courses	3657
Numbers Attended in Workshops	183
Total Number of Individuals Trained	3840

Free Workshops Overview

Free safeguarding workshops continue to be a valued membership benefit. In 2025–2026, 183 delegates attended from 93 organisations—a 17.8% increase from last year. This is 11.5% of our members, which is a huge achievement. Workshops are promoted via social media, newsletters, and targeted emails, with all sessions meeting the minimum attendance goal of 10 members.

Workshops are delivered by Safer and external partners, enhancing content and collaboration. Notable contributors this year included the NSPCC and Norfolk County Council's Prevent Co-ordinator.

Highlights:

Prevent Briefing

- Record attendance: 52 delegates (46 in 2024/25)
- 99% rated the tutor's knowledge as excellent *'Russell you have a great depth of knowledge and you can see your passion for the role you have which makes the training over Teams much more enjoyable.'*
- Great feedback from attendees *'Straight to the point and relevant', 'Thank you, this was very informative and helpful!'*
- Course is running again in July 2026

Important conversations

- 100% rated the tutor's knowledge as good or excellent.
- 100% rated the workshop good or excellent
- To remain an, at least, annual session
- Potential to make a longer session with more scenarios

Initial response to a child who may have been harmed

- Two courses ran over 2025/ 2026
- 100% rated the workshop good or excellent
- Good feedback - *'It was pitched at the correct level and it felt it lasted about the right amount of time', 'Jim was very engaging with good personal experience that he shared with the group.'*

Safer Membership Fees and Course Costs

Membership Costs

There are three different membership price bands, these are to keep the programme affordable. We recognise the financial pressure organisations, particularly those which are smaller, are under

- For Organisations with an annual income of under £250,000 membership costs £35 a year.
- For Organisations with an annual income of £250,000-£500,000 membership costs £45 a year.
- For Organisations with an annual income of more than £500,000 a year membership costs £55 a year.

Training Course Costs

<u>Introduction to Safeguarding Children & Introduction to Online Safety</u>	<u>Core Programme & Safer Recruitment</u>	<u>Responding and Recognising for District Councils</u>
1. Voluntary & Community Groups, small charities £15.00 per head, minimum charge £210.00 per session Small nurseries run as charities, small charities (under £100k income), youth clubs, small community groups. 2. 'Profit' making charity, large charity or allocated training budget Set fee £425.00 (maximum 25 participants @ £17 per head) For example - The Garage, YMCA, Action for Children, larger charities (£100k income and above)	£60 per head, minimum charge of £900 per session. Extra Training places after free places are used up: Safer members £20 per head Non-members £40 per head Children's Services £40 per head	Set fee £550 (maximum 25 participants @ £22 per head). Discretionary variance i.e. 2 small groups sessions back-to-back £500 per session.
Discretionary variance i.e. 2 groups back-to-back £400 per session 3. Government funded i.e. all councils, statutory services or profit-making business. Set fee £550 (maximum 25 participants @ £22 per head) Nurseries run as a business, all private organisations. Discretionary variance i.e. 2 small groups sessions back-to-back £500 per session		

Safeguarding Policies

The demand for review of safeguarding policies continued to grow during 2025-26 and placed a significant demand on the time of the Safer Programme Co-ordinator. This was initially addressed by increasing the Co-ordinator's hours; however, it quickly became apparent that this temporary resolution was not addressing the ongoing issue that the Co-ordinator had reduced capacity to fulfill their other responsibilities.

This situation was reviewed in late summer 2025/early autumn 2026 with various resolutions considered. We were aware that we are operating in a time of extreme financial pressure, and we did not feel that an increase in the cost of membership would be the most effective way of supporting members.

The difficult decision was therefore made to cease offering free policy checks as part of the membership offer. Members were notified of this change in November 2025 with the final date for submission of policies being 15th December 2025. The Safer programme is committed to continuing its strong safeguarding assistance for members with practical, accessible resources aimed at supporting Safer's members to have greater ownership of their safeguarding policies. The following offer has been developed to ensure members feel supported in development of their safeguarding policies:

- Interactive monthly workshops – gain the skills to create effective safeguarding policies with expert support (planned from April 2026).
- Weekly FAQ drop-in sessions on Teams – an opportunity to ask questions and get quick, clear answers (planned from April 2026).
- Instant access to safeguarding policy templates – ready to use and designed to save members' time.
- Insightful updates in the Safer newsletter – to keep members up to date with changes in legislation, guidance, and local reporting procedures.

In addition, policy checking will continue as an offer which can be purchased at an additional cost:

- £50 for an initial policy check, if the Safer safeguarding policy template is used.
- £100 for an initial policy check, without the Safer template being used.

The impact of these changes will be carefully monitored and reported back to the Steering Group and in the 2026-27 annual report.

The Safer Certificate

The Safer Certification process continued to be offered into 2025-26 with similar numbers seeking safer certification as in the previous year. However, as a part of the changes to the safeguarding policy checking process, the decision has also been taken to cease the Safer Certification process. In its place a new safeguarding audit service will be developed and offered to members in 2026-27. This will offer in-depth support to members to ensure that they have all necessary measures in place to safeguard children and young people effectively within their organisations. This will also free up time for the Co-ordinator to provide individual support to members, either in person or online, to embed their safeguarding policies and procedures.

Communication and Feedback from Members

Safer has six main ways of communicating with and seeking member feedback:

1. Monthly Newsletter
2. Facebook Group
3. Safer Webpage on the Norfolk Safeguarding Children Partnership Website
4. LinkedIn Safer Page
5. Annual Survey
6. Course Evaluation Forms

Safer is focused on further improving communication with members with this as a priority for the year 2025-2026, in line with the Business Plan. Safer is going to explore whether there are additional opportunities to communicate with our members during the next year.

Newsletter

The Safer newsletter is sent out to all members once a month. The newsletter was mentioned numerous times in the annual members' survey as something which members feel is working well within the Safer Programme.

The question *'How satisfied are you with the current Safer Programme newsletter'* was rated 8.76 out of 10.

The newsletter is our main form of communication with all groups and organisations who are members. The newsletter allows members to receive the latest updates from the Safer Programme, the Norfolk Safeguarding Children Partnership, UK-wide developments, and changes in safeguarding. The newsletter is also a way we promote free training opportunities and services offered by the partners we work with. The newsletter has the following sections:

- Safer Courses
- Free Member Workshops
- NSCP Courses
- Safeguarding Updates
- Latest News (national)
- Norfolk News
- Other Training Opportunities
- Stay in Touch

Some of the feedback from the annual survey on the newsletter:

- Well thought out information shared regularly
- The monthly newsletter is very informative and provides lots of links to the latest news and courses
- Newsletters and updates relevant and timely

From the feedback and data provided, it appears that the newsletter is a successful form of communication with members. This is also reaffirmed with the additional question in the Annual Survey: 'How satisfied are you with the level of communication that you currently receive from Safer'; this was rated 8.8 out of 10, a slight decrease from last year when it was 9.2 out of 10. This could be due to the lower number of responses to this year's survey. Further information can be found in the Annual Members survey section below.

Facebook Group

Established in November 2021 and moderated by the Safer Programme Co-ordinator and the Safer business support team, the Safer Facebook Group became members-only in December 2022 to reinforce its status as a member benefit.

As of 31 March 2026, the group had 476 members - a 6.7% increase over the year. Anyone making a joining request must answer questions related to their organization to ensure they are Safer members. This is to help us keep the group relevant and Safer Programme specific.

Website

The Safer Programme is hosted on the Norfolk Safeguarding Children Partnership (NSCP) website. In September 2023, the website underwent a full content review and update as part of a rebranding exercise. The site can be accessed at: [Safer Programme page | Norfolk Safeguarding Children Partnership | PWWC](#)

The website serves as a key resource for members, offering:

- Access to safeguarding training bookings
- A members-only area with downloadable safeguarding policy templates
- Additional safeguarding resources and guidance

LinkedIn Page

A dedicated Safer LinkedIn page was launched in December 2023 to enhance visibility and engagement in a more professional setting. Open to all users, the page helps promote Safer's work and offerings while reaching a new audience of professionals and organisations. It also provides opportunities for networking and collaboration. As of 31st March 2026, the LinkedIn page had 338 followers - an increase of 151 this year compared to 187 in the previous period, reflecting a growth of 57%.

The platform has proven particularly effective in generating engagement, with content reach and interaction levels notably higher than those seen on other platforms, as confirmed by LinkedIn's analytics. The Safer Programme Co-Ordinator

will continue efforts to grow the page and maximise its potential as a professional communication channel. Follow the page here: [Safer LinkedIn](#)

Annual Member Survey – Key Findings and Overview

The 2026 Annual Survey ran from 25 March–30 April and received 50 responses, this is a significant decrease of 78 last year. Safer members were invited to participate through direct email, newsletter reminders, and posts on our Facebook group and LinkedIn page. The survey included a mix of recurring and new questions—recurring ones helped us monitor trends and consistency, while new ones reflected emerging topics identified by the Steering Group and Safer trainers. To incentivise participation, we repeated a prize draw offering one free place on an Introduction Level course.

Overall, the 50 responses represent 6% of 812 members. Feedback remains overwhelmingly positive, though the low response rate continues to limit insight. The Safer Programme Co-ordinator will look at new ways of gaining more feedback for the 26/27 survey.

Key Highlights:

- High Satisfaction
 - *Value for Money:* 9.2/10
 - *Range of Training provided:* 8.64/10
 - *Quality of Training:* 8.38/10
 - *Overall Benefit of Membership:* 8.9/10
 - *Communication satisfaction:* 8.8/10
- Engagement with Safer Services-
 - Newsletter (88%)
 - Online training (74%)
 - Policy templates (56%)
 - Face to face or bespoke training (22%)
 - One hour workshop (18%)
 - Advice/guidance (14%)
 - Facebook group participation
 - LinkedIn engagement

What we are doing well

Members are impressed with the relevant and timely updates and communication from the Safer Programme. They appreciate the policy documentation supplied which include both national and local updates.

"Providing a vital service to establishments that are often pushed for time, allowing the focus to be away from writing and forming safeguarding documentation and be more in the room."

"Providing a wide range of good quality training courses that are accessible to all our staff and volunteers, and support and information, giving us the confidence and competency in safeguarding the children we work with."

Areas for Improvement

- Requests for longer workshop presentations with differing presentation styles
- Interest in more face-to-face sessions
- More courses on different safeguarding subjects
- More evening sessions for training

Perceived Value for Money

Members were asked to rate whether the Safer Membership fee represents good value. This year's rating was 9.2/10, an increase from 8.96/10 in 2025.

Communication Satisfaction

- *"Just enough communication, regularly get emails highlighting new courses and info, not too many which is good!"*
- *"We feel that the communication is at a good level and its great to know if we need any advice we have something there to help and support our organisation."*
- *"There is always something there when needed. Great support mechanism."*

Training Satisfaction

- Members are overall very satisfied with the training courses and quality of training provided by Safer. The trainers are observed throughout the year by the Safer Programme Co-ordinator and managers from Early Years services to ensure a high standard across all courses.
- *"We are always impressed with the standard of training and have recommended you to many of our colleagues"*
- *"I attended some of the best training I have completed in over 26 years of teaching"*
- *"It's up to date and a high standard"*

Safeguarding courses or topics which are of interest to members

We asked members if there were any specific safeguarding themes or topics which they would like to see delivered by the programme. This information will help to shape additional courses and workshops from September 2026.

- Drug misuse around children
- Safeguarding in a faith setting
- Courses/ workshops specific to independent counsellors
- Challenging conversations with parent's/ carer's
- Bitesize sessions particularly around National issues

Benefit of Safer Membership

- *"Being part of this programme has benefited us enormously, being able to access safeguarding training for Norfolk staff easily is a godsend (in comparison to other areas where only e-learning is offered). Staff that we deal with (Diane especially [business support]) are so helpful."*
- *"It gives us great reassurance that we have the information we need and that its relevant to any local amendments and adjustments."*
- *"The organisation needed quality and assurance within their practice and joining Safer has been a key stone in the development of community services."*
- *"It's reassuring to have knowledgeable professionals we can turn to for support."*

Areas for Improvement and Safer's Response

1. Longer workshop sessions with differing presentation styles

Safer workshops usually run for 1 hour with the view these can be accessed during the working day. We understand not everyone can access these and are looking into further evening workshop sessions. (see point 4 below) In regards to timings, our speakers are usually external and this is the length of course they provide. We will look into additional workshops this year which may allow more time for discussion and case studies.

2. More face-to-face training across the county

Safer offers face-to-face delivery of its three most popular courses each term. However, low attendance often makes additional sessions financially unviable. We continue to review this based on demand and member interest.

3. More courses on different safeguarding subjects

Using the feedback from the survey the Safer Programme Co-ordinator will look at different course possibilities to run from September 2026. Work has already begun writing new courses which are of interest to our members. These topics are being determined by feedback from members in consultation with our Safer Steering Group.

4. More evening sessions for training/ workshops

We understand that workshops which run in the daytime are often missed by childminders and those who can't take the time off during the day. We are looking to book workshops in the evening from October and see how successful and well attended they are. We are more than happy for evening workshops to run if the need is there.

The 2026 Annual Survey has provided valuable insights into how members engage with Safer and the areas where we can continue to develop. The feedback affirms the positive impact of Safer's work and highlights areas for ongoing improvement. These findings will inform a review of our Business Plan targets and help shape our priorities for the year ahead. We would like to thank all members who took the time to share their views.

Actions are already underway to address these areas, including evening workshop sessions, new safeguarding courses, and networking opportunities for DSPs.

Next Steps - Survey findings will inform a review of our Business Plan priorities and shape development plans for 2026–2027. We thank all members who contributed their feedback.

Course Evaluation Forms

In addition to the annual survey, we collect ongoing feedback throughout the year by inviting delegates to complete course evaluation forms via Microsoft Forms.

Between 1st April 2025 and 31st March 2026, a total of 2,344 evaluation forms were submitted from 3,840 delegates — an approximate response rate of 61%, this is 2% lower than last year. While securing a high response rate remains a challenge, several measures are in place to support this process. Each course presentation includes a QR code linking directly to the evaluation form, and delegates also receive a follow-up email containing the link alongside their course certificate.

For the analysis below, the focus is on our three most frequently delivered Safer courses: Introduction to Safeguarding Children, Core Programme and DSP.

Feedback from Introduction to Safeguarding Children				
312 delegates have provided the following feedback.				
Question	Excellent	Good	Fair/ Average	Poor
Trainer's knowledge of the subject area	276 (88%)	35 (11%)	1 (less than 1%)	0
Trainer's presentation and delivery style	232 (74%)	70 (22%)	9 (3%)	1 (less than 1%)
The extent to which course objectives were met	243 (78%)	63 (20%)	6 (2%)	0
Quality of course materials and handouts	230 (73%)	80 (26%)	2 (1%)	1 (less than 1%)

The statistics highlighted in green for the Introduction course indicate areas where Safer is meeting the Business Plan target of 95% of respondents rating an aspect as either excellent or good. Last year the Introduction course did not achieve the 95% threshold for the category *'the extent to which the course objectives were met'*. It is overwhelmingly positive that we are now at 98% (compared to 24/25 results of 89%)

This year we have achieved the Business Plan target of 95% good/ excellent feedback for the Introduction course. When asked *'Did the course meet your expectations'* 98% answered yes, 1.5% answered no and 0.5% did not give a response. This is a testament to the hard work and course adaptations which have happened in 2025/2026.

Feedback from Core Programme				
134 delegates have provided feedback.				
Question	Excellent	Good	Fair/Average	Poor
Trainer's knowledge of the subject area	106 (80%)	24 (18%)	3 (2%)	1 (less than 1%)
Trainer's presentation and delivery style	75 (56%)	48 (36%)	8 (6%)	3 (2%)
The extent to which course objectives were met	98 (73%)	32 (24%)	4 (3%)	0
Quality of course materials and handouts	89 (67%)	38 (28%)	6 (4%)	1 (less than 1%)

We had 134 evaluations this year compared to just 74 last year, an increase of 57.9%.

The statistics highlighted in green indicate the areas where Safer is meeting the Business Plan target of 95% of respondents rating an aspect of the course as either excellent or good. We were close to the 95% target in the trainer's delivery and presentation which reached 92% this year.

The last two sections also did not reach 95% last year so improvement has been made across all areas of the Core programme.

The feedback below is taken from two of the Early Years sessions we provide, EY Intro and EY DSL training.

Feedback from Introduction to Safeguarding Children for Early Years					
556 delegates have provided the following feedback.					
Question	Excellent	Good	Fair/Average	Poor	No Answer
Trainer's knowledge of the subject area	710 (90%)	67 (8%)	3 (less than 1%)	0	3 (less than 1%)
Trainer's presentation and delivery style	603 (77%)	162 (20%)	10 (2%)	0	5 1%
The extent to which course objectives were met	645 (82%)	134 (17%)	4 (less than 1%)	0	1 (less than 1%)
Quality of course materials and handouts	604 (77%)	167 (21%)	4 (less than 1%)	0	6 1%

We had 783 responses this year for the EY Intro which is a 34% increase from last years 556. We had an increase in all areas for 25/26 which shows by each of the four areas achieving the 95% good/ excellent baseline set out in the business plan.

Feedback from Early Years DSL					
551 delegates have provided the following feedback.					
Question	Excellent	Good	Fair/ Average	Poor	No Answer
Trainer's knowledge of the subject area	500 (91%)	46 (8%)	1 (less than 1%)	0	1 (less than 1%)
Trainer's presentation and delivery style	429 (78%)	114 (20%)	8 (1%)	0	1 (less than)1 %
The extent to which course objectives were met	462 (83%)	81 (14%)	1 (less than 1%)	0	2 (less than 1%)
Quality of course materials and handouts	448 (81%)	101 (18%)	1 (less than 1%)	0	1 (less than 1%)

We received 551 responses from delegates from the Early Years DSL course. This data was not included in the 2024/ 2025 annual report. Due to the large changes in Working Together to Safeguard Children 2026 and Early Years' guidance, the decision was made in September 25 to remove the DSL refresher and DSL's completed the 2 day training when their renewal was due. This gave time for all the additional information needed.

The feedback since the change was made has been overwhelmingly positive with not one delegate rating 'poor' in any of the four key areas.

Ongoing Monitoring

Feedback forms are continuously monitored by the Safer Programme Co-Ordinator and shared with trainers to support ongoing quality assurance. On the rare occasions that negative feedback is received, it is always followed up. Delegates are offered the opportunity to meet with the Co-Ordinator to discuss their concerns in more detail, enabling us to identify potential areas for improvement or necessary adjustments to course content or delivery. In addition, the Co-Ordinator conducts annual observations of each course and each trainer. For all newly developed courses, a comprehensive review is undertaken six months after initial delivery, followed by annual reviews to ensure content remains relevant, effective, and aligned with best practice.

Testimonials

The relationships that we have with our partners and members is crucial to the work of Safer. This is what some of them have to say about being a Safer Member or working with us as one of our Partners.



Being a Safer Member has significantly enhanced our team's knowledge and understanding of safeguarding. The training provided is consistently of a high standard, offering both breadth and depth across a wide range of safeguarding topics. Staff who attend training regularly provide very positive feedback and report feeling more confident and better equipped to respond appropriately to safeguarding concerns.

Membership of the Safer Programme plays an important role in supporting our work with children and young people. It helps us stay up to date with changes to Norfolk's safeguarding processes and procedures, ensuring our practice remains current and effective.

The programme also helps us stay connected with other services across Norfolk, strengthening partnership working and providing opportunities to share our own messages and learning within the wider safeguarding network. Additionally, whenever we have questions or require guidance, the Safer Programme team is responsive, approachable and provides timely support, which is greatly valued by our staff.

Overall, being a Safer Member is an invaluable resource that supports both the confidence of our workforce and the quality of safeguarding practice across our organisation.

Luke Adcock, Unity/ YouCan Service Manager, The Matthew Project (Safer Member).

Organisations we have signposted to The Safer Programme have consistently provided positive feedback, regularly highlighting the quality of the support, advice, and safeguarding expertise available to them. For organisations working with children, particularly within the entertainment sector, their membership packages offer practical and affordable safeguarding guidance that helps strengthen policies, procedures, and overall practice. The support provided assists organisations in protecting children, supporting staff, and maintaining public confidence in their services. Given the level of service offered and the benefits reported by those we have referred, we consider The Safer Programme to be a trusted safeguarding provider that delivers excellent value for money and is worthy of recommendation.

Steven Beales-Senior Child Employment & Entertainment Officer-Children's Services, Norfolk County Council.



Momentum (part of Voluntary Norfolk) has continued to work closely with the NSCP Safer Programme over the past year to support the VCSE youth sector across Norfolk. Working with the Safer Programme allows us to feel confident in our ability to support youth work professionals by offering access to high quality training and advice. We feel confident to signpost organisations to the Safer programme knowing they will receive high levels of support.

One of the Momentum team has personally benefitted from Safer training as they have joined the Safeguarding team within Voluntary Norfolk. They have appreciated the support and guidance the programme has offered.

We look forward to continuing to work closely with Safer to strengthen safeguarding in Norfolk.

Helen Haynes, Youth Services Engagement Manager, Momentum

Safer continue to provide Safeguarding courses to the early years workforce, keeping the delegates informed with upcoming trends.

The Safer steering group has offered opportunities to share good practice in a multiagency way to ensure the voices of our youngest children are heard in Norfolk.

Being part of the Safer steering group has offered opportunities to share good practice. Together, we share updates and learning opportunities.

Gemma Lane, Early Years Intervention Officer, Norfolk County Council.



Norfolk Safeguarding Children Partnership has been a fantastic strategic partner to us throughout the year. Their continued support for the Big Norfolk Holiday Fun provision has been invaluable, and we've really valued their backing of our Safe to Play campaign.

The team is always on hand to offer advice and support, whatever the query, and this consistency makes a real difference to our work. We also get a huge amount of value from their newsletters and steering groups, which keep us informed and connected across the wider safeguarding landscape.

We're proud to have them as partners and look forward to continuing this important work together.

Anita Stewart-Sport Welfare Development Officer, Active Norfolk



Working with the Norfolk Safer Programme has been a genuinely positive experience for our organisation. From the very beginning of our relationship with them, they have been approachable and supportive, enabling us to create a safer environment for our workers and the young people we support.

Their advice has always been practical, relevant, and delivered in a way that gives us confidence to put it into practice. This has helped us strengthen our safeguarding practices in an achievable manner.

We are grateful for the support of the Norfolk Safer Programme and look forward to continuing our partnership. We would wholeheartedly recommend them to any organisation looking for expert advice delivered with professionalism, understanding, and genuine care.

Harry Town-Director, MTM Youth Services (Safer Member).

Partnership Working

Partnership working is integral to the success of the Safer Programme. Through collaboration with a wide range of organisations, we are better able to understand member needs and adapt our training and services accordingly. These partnerships also help to raise Safer's profile across Norfolk, increasing membership and enhancing safeguarding practices across sectors.

Safer Steering Group

The Safer Steering Group brings together representatives from-

- The Joe Dix Foundation
- Active Norfolk,
- The Benjamin Foundation, Momentum (part of Voluntary Norfolk),
- Norfolk and Norwich Festival,
- A Safer trainer,
- The Norfolk Safeguarding Children Partnership,
- Norfolk County Council (Early Years Team and Child Licensing Department).

This group meets once a quarter and provides valuable guidance on training development, membership fees, survey outcomes, promotion, and strategic growth. In addition to the collaborative working with the organisations already mentioned above, Safer also works with a range of other partners.

Education Quality Assurance and Alternative Provision

The SAFER PROGRAMME CO-ORDINATOR collaborates with the Senior Adviser in the Education Quality Assurance, Intervention and Regulation Team to support unregistered alternative education providers. Together, we developed a safeguarding policy template aligned with Keeping Children Safe in Education.

Norfolk Safeguarding Adults Board & Breckland District Council

In partnership with Becky Booth (NSAB) and Sarah Wolstenholme-Smy (Breckland District Council), we continue to promote and monitor commissioning of the Recognising and Responding course, which uniquely covers both child and adult safeguarding. In 2025/26, we trained 184 members of Saffron Housing, this is an increase of 130 delegates (66%) compared to 2024/25 Which shows the need for this type of training. We have multiple bookings of this session with the Forum Trust for 2026/27.

Early Years Team

Our relationship with the Norfolk County Council Early Years Team remains strong. We support their safeguarding training offer and contributed to the Joint Targeted Area Inspection (JTAI) action plan on domestic abuse by creating a bespoke Domestic Abuse in the Early Years course. This course has received excellent feedback and supports

engagement with Operation Encompass in early years settings. Since April 2021, parent and toddler groups have been eligible for fully funded Safer membership via the Early Years Team. We currently have 75 groups as members. We also regularly update the safeguarding policy template for these groups and continue to contribute to the Early Years Advisory Group and safeguarding newsletters.

NCC Children's Services

The SAFER PROGRAMME CO-ORDINATOR works in partnership with Russ Cole, Preventing Radicalisation Co-ordinator at Norfolk Children's Services, who has contributed expertise to our safeguarding policy template and delivered Prevent briefings. He continued to provide workshops into 2025–2026.

Wider Networking

The SAFER PROGRAMME CO-ORDINATOR regularly attends strategic networking events including the Voluntary Sector Forum and the Sir Norman Lamb Coalition for Young People, ensuring Safer remains connected across sectors and responsive to emerging safeguarding needs.

Progress on the Business Plan Targets

The future goals for the Safer Programme are set out in the Safer Business Plan 2024-2027. Due to the changes in the way Safer offers support in relation to policies the Safer Business Plan is under review.

The goals will be considered below and the progress which has been made towards them so far within this year.

Goal	Progress to date
Goal 1: Growth of the Safer Programme. • Safer Membership to continue to increase. • TARGET-By 2027 a target of 1000 Safer Members. Yearly increase of members by 88 per year, i.e. by end of 2025 = 823 members, by end of 2026 = 911 members	Progress: • As of March 2026, there are 812 member organisations. • 103 new members joined in 2025–26, plus 19 parent and toddler groups. This is above the annual target of 88, and above than the 94 new members the year before. • 75 members cancelled, a 9% loss, which is above the target loss rate of 5–7% but slightly less than last year's 10.8%. • The 2027 target of 1,000 members remains achievable but is at risk unless membership losses are reduced and new sign-ups increase. Overall Status: Slightly behind target — progress is steady but not on pace to hit goals without intervention.
Goal 2: Membership to be viewed as worthwhile • Safer members to feel that their membership is worthwhile, their views are listened to and they are supported.	Progress: • Membership satisfaction remains high: ◦ Value for money: 9.2/10 ◦ Communication satisfaction: 8.8/10 ◦ Overall benefit of membership: 8.9/10 ◦ Range of Training provided: 8.64/10 • Other member benefits: ◦ LinkedIn page with growing engagement (338 followers, +151 from last year) ◦ Workshops expanded – 183 delegates, 22.5% increase ◦ Increase in training delivery- 3,657 delegates trained this year - a 26% increase from last year ◦ • Overall Status: On track and strong — significant and measurable progress with high satisfaction.

Goal 3: Range and quality of courses offered. • Safer to offer a range of safeguarding courses that are viewed as being of a high quality, interesting to participate in and that reflect the most current updates and developments in Safeguarding	Progress: • 3,657 delegates trained (26.6% increase from last year's 2,798 delegates) • Course capacity increased from 20 to 25 online • 233 tutor led courses delivered, an increase of 33.9% • Course feedback (via evaluations): 2,344 responses (61% response rate) • The majority of courses met the 95% satisfaction threshold for objective alignment; this is very positive for the programme. Overall Status: On track, improvements made; further review will enhance quality even more.
Goal 4: Review and Evaluation • All aspects of the Safer Programme, including all courses, will be subject to regular review and evaluation	Progress: • Annual survey conducted, with recurring and new questions to reflect emerging priorities. • Course evaluations monitored regularly with 61% response rate and follow-up for negative feedback. • Introduction Course objectives did meet 95% excellent/good threshold, so the targeted course review in 2025 was successful. • Core Programme Course did not meet the 95% excellent/good threshold in three areas in 24/25, so a detailed course review was undertaken. Three out of the four areas now score 95% or above. Overall Status: On track — continuous monitoring and planned reviews in place.
Goal 5: To ensure Safer is financially viable so that it is self-sufficient.	Progress: ➤ Profit of £44,926, up 99% from the previous year. Profit growth attributed to: ➤ Increased course capacity ➤ Increase number of courses being delivered ➤ Operational efficiency ➤ Some cancellations due to low bookings but managed through session consolidation. Overall Status: On track and positive — finances strengthened despite external pressures.

Achieving these five goals will strengthen our membership base, enhance engagement, and ensure long-term sustainability. While each goal addresses a specific area, together they form a cohesive strategy to grow our community, deliver value to members, and position us for continued success through 2027 and beyond.

Finances

The following table outlines Safer's financial position for the year ending 31st March 2026. Safer achieved a total profit of £44, 926 — an increase of £22,293 (approximately 99%) from the previous year.

This positive outcome is largely attributed to increased course capacity, an uplift in membership fees and an increase of courses available to members. This improvement demonstrates encouraging progress towards financial sustainability. As outlined earlier in this report, changes have been necessary to ensure Safer remains financially viable and self-funded. Operating as a self-funded programme requires careful planning and adaptation to support continued growth.

The 2024–2027 Business Plan sets out the measures being implemented to maintain financial stability, alongside clear targets designed to support ongoing self-sufficiency and resilience.

Balances for year ending 31st March 2026

Income

Annual Subscriptions	29,808
Training	152,570
	181,378

Expenditure

Co-ordinator/Project Manager Salary	48,200
Admin Salary	35,975
Mileage	116
Trainers & Training Mileage	48,808
Venues/Room Hire & Refreshments	3,353
Stationery/New Pack Printing	0
Office Expenses (Phones, Insurance, Online Booking System)	0
	136,452

Financial Year	No. courses	Income	Expend	Profit per annum
2010/11	134	49,984	65,129	N/A
2011/12	167	62,425	54,996	7,429
2012/13	266	124,860	84,553	40,307
2013/14	228	144,733	179,428	54,647
2014/15	223	130,698	93,454	37,244
2015/16	206	118,090	106,708	11,382
2016/17	229	114,290	101,610	12,680
2017/18	233	136,493	108,525	27,968
2018/19	226	128,143	107,220	20,923
2019/20	194	134,513	111,840	22,673
2020/21	149	79,303	79,920	-617
2021/22	246	125,309	101,185	24,124
2022/23	194	120,736	103,220	5,756
2023/24	185	121,090	109,650	11,440
2024/25	174	140,785	118,152	22,633
2025/2026	226.5	181,378	136,452	44,926
		Total committed to NSCP to date		£298,589

Conclusion

I hope this report has offered a meaningful insight into the Safer Programme and the range of services we provide to our members.

Membership has continued to grow and we have seen an increase in need for our main safeguarding sessions. We have also had an increase in parent and toddler groups joining as well as Early Years settings.

Although new to this role, I can already see the fantastic work the Safer programme achieves in Norfolk. I am passionate about continuing this brilliant work and supporting you as members.

I would like to thank everyone for their support with the programme including all members and partner organisations who work with us to ensure the safety of young people in Norfolk.

I look forward to continuing our work together and here is to a successful and safe 2026/ 2027.

If you have any feedback on this report or have any outstanding questions, please email me rebecca.bentley5@norfolk.gov.uk

Rebecca Bentley
Safer Programme Co-ordinator

Appendix 1-Aims and Outcomes of The Safer Programme

The aims and outcomes of the programme are currently as follows –

Aims

- To support the voluntary, community and private sector to effectively safeguard children through policy, procedural advice, and training.
- To encourage organisations to reach recommended standards of safeguarding children and young people.
- To develop and deliver high quality safeguarding children training.

Outcomes

- Being Safer Programme Members is valuable to all organisations and all organisations are made to feel that they are welcome to join.
- Organisations take appropriate steps to protect the children in their care.

The Safer Programme is funded through income generation. It provides advice, information, and training on all aspects of safeguarding children and child protection. Safer training is available to a vast range of individuals and organisations from the voluntary, community, statutory and private sectors.

Opting to become a Safer member gives access to an online resource pack including a range of policy templates, advice and guidance from the co-ordinator, free and discounted training places (including free monthly workshops), membership of the Safer Facebook group, monthly newsletters and a free check on safeguarding policies and procedures.

Appendix 2-Safer Staff Team Profiles

Rebecca Bentley-Safer Programme Co-ordinator (SAFER PROGRAMME CO-ORDINATOR)

I took on this role in May 2026. The role of SAFER PROGRAMME CO-ORDINATOR includes the following-

- Providing advice and guidance on a range of safeguarding issues.
- Writing all the safeguarding training courses and keeping them updated.
- Creating new training course in response to demand.
- Reviewing safeguarding policies and providing feedback to ensure they meet the Norfolk Safeguarding Children Partnership standards.
- Partnership working with a range of organisations including Momentum, Active Norfolk and NCC Early Years.
- Attending a range of networking events both online and face to face to promote the safer programme.

Prior to this role, I have worked in both statutory and the voluntary sectors. My various roles have helped my knowledge and passion for safeguarding to continue the great work of the Safer Programme.

I worked at The Matthew Project for over 10 years in a few different roles. These included, Universal worker delivering lessons and assemblies to children, young people and professionals around substance misuse. I also had a caseload of young people who were using substances themselves. I then moved to the Affected others team where I continued to deliver training but also supported young people who were affected by parents/ carers alcohol or substance use. I attended many C.I.N and CP conferences and this was my first real step into the world of safeguarding. Within this role I set up an affected others group for young people in and around Great Yarmouth. This gave the young people an opportunity to go on trips out, meet people who were in similar situations to themselves and most of all, to have fun.

I was the Safeguarding Training Officer for over 3 years within the schools safeguarding team at Norfolk County Council Childrens Services. I delivered all the statutory Designated Safeguarding Lead training for Norfolk schools. I also delivered the DSL update, whole school safeguarding training and the Managing the Single Central Record training. During this role Covid reared it's head so it was a time of quick learning and getting used to the new online delivery world! During this time I ran regular webinars for DSL's to outline the changes in KCSiE and schools having to deliver virtually which were often happening in real time. I also developed the online whole school safeguarding training modules which school's could purchase rather than deliver themselves.

After this I went back into the Voluntary sector and worked for Gamcare for over 3 years. Originally, I was delivering sessions for Norfolk young people around gambling and gaming harms. I also delivered sessions for professionals including one for the Safer Programme. I then moved to be the Team Leader for the Young People's programme and interim Programme manager. I line managed a team of 7 trainers across the East of England to ensure people were aware of the risks gambling and gaming can have towards young people. I took the lead on safeguarding and delivered safeguarding training to the team.

My last role was at Mental Health UK/ Rethink Mental illness as their Young People's Programmes manager. I had responsibility for the two programmes which were being delivered across England supporting young people with their awareness about mental health resilience. One was a school offer and one a voluntary service offer. We also had a specific

mental health and money programme which I managed. I delivered a pilot in Wiltshire working closely with the GRTB communities and those who lived in rural areas. I worked with some Norfolk schools and their young people last year during another pilot supporting young people's mental health within a work environment.

Helen Stubbs-NSCP and Safer Programme Business Support Executive Lead

I have worked for Norfolk County Council for 38 years, and the last 18 years for the Safer Programme and the Norfolk Safeguarding Children Partnership. I am the Business Support Lead Administrator for the Partnership and for the first 8 years worked solely for the Safer Programme. For one of those years, I was the only member of staff for the Safer Programme Team while we were without a Co-ordinator. Once we had employed a new Co-ordinator and the programme grew, we added another administrator, Diane Cook. Once Diane was established in her role, I split my time between the Safer Programme and the NSCP and am responsible for organising several NSCP sub-groups, looking after the Head of Business Delivery and Lead Independent Scrutineers' diaries and building and maintaining the NSCP website. In the last couple of years, I have also been administering the Fathers Inclusive Practice Project and their training.

My main roles within the Safer Programme are organising all the mixed Safer and Early Years training sessions, allocation of sessions to the trainers, budget maintenance and projection, advising Safer members of the benefits of joining the Safer Programme and assisting them with any queries they may have and supporting the Safer Co-ordinator and Administrators.

Diane Cook-Business Support Officer

I joined the Norfolk Safeguarding Partnership in 2012 and provide Business Support to both the NSCP and the Safer Programme. For Safer this includes arranging training dates and booking trainers to deliver dedicated sessions, processing bookings made via our online booking system and sending confirmation emails to the delegates. Processing new safer members application forms and dealing with general enquiries.

I support several sub-groups for the NSCP including SPRG - Safeguarding Practice Review Group, NSIG - Neglect Strategy Implementation Group & ANOOF - Accumulative Neglect Operational Oversight Forum.

Trainer Profiles

Jim Blake

I was a Police Officer for 30 years, 6 of those as a Detective in the Criminal Investigation Department during which time I was involved in several murder enquiries, including child deaths, investigated rape allegations, domestic abuse and assisted with child abuse enquiries. The latter encouraged me to spend the last 14 + years of my Police Service as a Detective in the Child Abuse Investigation Unit where I was the Officer in charge of numerous child abuse investigations requiring me to perform duties and conduct enquiries. As part of this role, I arrested suspects and presented evidence at Crown Court trials and Causation hearings and attended countless Child Protection Case Conferences as a Police representative. I have worked with professionals from Children's Social Services, Education

and Health Departments. I have also organised and conducted child protection / safeguarding related awareness and training courses, or presented such information as a guest speaker, for Police Officers, PCSO's, Police civilian staff, Health personnel such as GP's & Nurses, 6th Form / further education students and other agencies who are involved in working with children such as the Matthew Project. The last 2-3 years of my Police Service were spent working in the MASH, mostly on the Child Protection Side.

Since March 2015 I have been a trainer for the Norfolk Safeguarding Children Partnership delivering various courses offered by the Safer Programme where I look forward to meeting delegates from a range of settings / organisations and exchanging our shared experiences for the benefit of safeguarding and protecting children.

Delegate Feedback on Jim

"Just to say a huge THANKS to a facilitator Jim Blake, he was full of knowledge, expertise and experience. He was clear, to the point, inclusive. clear, to the point," (Delegate on Introduction to Safeguarding Children Training June 2025).

"Jim, the tutor was very confident and comfortable while speaking about the different subjects in the training and while giving incidents from his experience as examples which made me feel more comfortable asking and answering questions when i had them, as i was quite nervous with this being my first time. (Delegate on Introduction to Safeguarding Children Training July 2025).

Helen French

It has been my great pleasure and privilege to work in the Early Years Sector for over 20 years, providing me with wonderful experiences and fantastic opportunities to further my learning and personal development. Research supports the idea that children's learning and development is greatly enhanced in settings that provide good quality care and experienced professionally qualified staff, thanks to this I was fortunate enough to have the opportunity to study for a degree in Children's Care, Learning and Development, graduating in 2012, followed by gaining Early Years Teacher Status in 2013. Alongside this I attained a City and Guilds qualification in Preparing to Teach in the Lifelong Learning Sector to enable me to effectively deliver in house training in my setting.

In April 2019 I relocated to the Norfolk Coast, looking for a new challenge, I was fortunate to be offered the exciting opportunity to join the team at SAFER delivering Safeguarding Children Training. Being passionate about children's welfare and wellbeing I feel that I can bring my knowledge and experience of supporting children's learning and development and managing the day-to-day running of an early year's setting to training, while also understanding some of the challenges of embedding and fostering safeguarding into practice.

Delegate Feedback on Helen

"I would like to thank Helen for delivering such an informative course. She made all professionals feel welcomed and listened to and was able to give detailed responses to any questions asked.!" (Delegate on Early Years DSL Training June 2025).

"Honestly, I just want to thank Helen for her time over the past week I have found the course very helpful and motivational, this is my first DSL course and I really enjoyed it! I have learnt so much and will take information back to my setting. Our setting is part of the

Safer programme and they deliver training so well also very professional and inspiring! Thank you, Helen so much, it was lovely to meet everyone on the course too and communicate with people in the same job role as in Early Years " (Delegate on Early Years DSL Training November 2025).

Tina Garwood

I have worked for several voluntary and statutory agencies throughout my career, always focusing my energy on children and young people. I began my career as a Youth Worker for Norfolk Youth and Community Service, securing a BA in Informal Education in 1992 and converted my degree to social work nearly 17 years ago. I have worked across a variety of specialisms such as youth homelessness, teenage pregnancy, alternative education, gender work, substance misuse, crime prevention and social inclusion. In these roles I have delivered, designed, and managed interventions in different settings such as detached, outreach, peripatetic and residential work. I spent 10 years working for Norfolk Youth Offending Team in their prevention services before taking up the role of Families Unit Manager (Norwich FIP) at Norwich City Council for a further 10 years. At the Families Unit we worked in partnership with Norfolk Children's Services to prevent children and young people being taken into the care of the local authority. We supported and enabled families to address safeguarding issues and consolidate their strengths.

I was also Co-Chair of Norwich Local Safeguarding Children's Group for almost 7 years and as such have been involved in the design of policies and documents such as the Threshold Guidance and Neglect Identification Tool. I currently provide Therapeutic fostering for BREAK charity and have done this for the last 8 years. I joined the Safer team in 2019 as I have always been very passionate and committed to the safeguarding and protection of all children and young people, to give them the best chance of reaching their full potential.

Delegate Feedback on Tina

"For it being a difficult subject with so much information given, Tina was excellent and made it interesting and was very knowledgeable. (Delegate on Introduction to Safeguarding Children Training July 2025).

"Tina Garwood has a world of expertise, I feel I have learned so much from her. Thank you!" (Delegate on Early Years Introduction to Safeguarding Children Training October 2025).

Jill Matthews

I was an Education Social Worker for twenty years before being promoted to Team Leader in 1999, a role which involved supervising a team of Social Workers in safeguarding and child protection. I was a member of the Central Norfolk Child Protection Liaison Group and a Child Protection Case Auditor. From 2002 I was employed by Connexions Norfolk as District Manager, commissioning services for young people and managing service contracts. I was responsible for the implementation of Connexions Norfolk Safeguarding and Child Protection Policy. I took early retirement in 2004 and was further variously employed as an Education Social Worker, an Attendance Specialist in a city Behaviour and Education Support Team and as Head of Care in a Residential School for Children with Learning Difficulties. Since 2008 I have been a self-employed independent social worker undertaking assessments of potential foster carers and adopters.

Whilst working as Norwich team leader I also operated as a multi-agency child protection

trainer. This involved collaborating with a mixed team of professionals to deliver Safeguarding and Child Protection training to personnel from statutory organisations, including social workers, probation officers, police, and health visitors. I have also trained foster carers in post approval core modules on behalf of fostering agencies in the East of England Region. I have been a trainer for the SAFER Programme since its inception and currently deliver a range of Safeguarding Training. This is now my sole employment and enables me to share my knowledge and experience with others to enable children in Norfolk to be safe and protected.

Delegate Feedback on Jill

"I enjoyed the relaxed conversational style that Jill used to deliver this training. She made it a very safe space to ask anything, and we had some really fruitful discussions. This is the best safeguarding course I have ever done, and it has given me a lot more confidence in what I am doing in role as DDSP. Thank you, Jill." (Delegate on DSP training June 2025)

"Jill's knowledge is exceptional; she gave us plenty of time to ask questions and went over an areas we needed further explanation or advice. It's been a very insightful course." (Delegate on Early Years DSL Training, January 2026).

Yvonne Tyree

I have 30 years hands-on and management experience in Social Work, working with children and families requiring professional support in a broad range of settings. I have also developed my experience in managing the significantly different skills required to work as an independent social worker. In the last 2 years I undertook the challenge of transferring my skills, knowledge, and experience into adult social care within mental health. Most recently I diversified into the emergency duty team (EDT) and the people from abroad team. These posts have provided a steep learning curve and brought about exciting new challenges. I am now on the verge of joining a pilot team working with child criminal and sexual exploitation. I have a Masters in Advanced Social Work, a Degree in Social Work and I am qualified in Counselling, Residential Day Care and Nursery Nursing.

In 2004 I was encouraged by my team manager within a child protection team to become a trainer. Since that time, I have delivered safeguarding training for the Safer team and Norfolk County Council training and development team. I am enthusiastic about delivering good quality and well researched training hence my commitment to the Safer programme. I enjoy sharing my knowledge and experience in correlation with the essential safeguarding messages incorporated within the training. I am also fortunate to be a part of a multi-disciplinary group of professionals delivering the training, all of which bring their own professional experiences to each session. I am grateful to my manager who saw something in me in 2004 and encouraged me to discover the trainer within me.

Delegate Feedback on Yvonne

"Yvonne was very informative and clear in her presentation and very welcoming and accepting of our questions and views" (Delegate on Early Years Introduction to Safeguarding Children Training June 2025).

"Yvonne seems like an incredible person with amazing experiences which are interesting to hear about." (Delegate on Early Years Introduction to Safeguarding Children Training November 2025).

Appendix 3-Working Together to Safeguard Children 2026

Chapter 4-Organisational responsibilities

Voluntary, charity, social enterprise (VCSE) and private sector organisations and agencies play an important role in safeguarding children through the services they deliver. They may, as part of their work, provide a wide range of activities for children and have an important role in safeguarding children and supporting families and communities. Like other organisations and agencies who work with children, they should have appropriate arrangements in place to safeguard and protect children from harm.

All those working in these organisations and agencies who are working with children and their families are subject to the same safeguarding responsibilities, whether paid or a volunteer

All those working with children, whether paid or volunteer, should be aware of their responsibilities for safeguarding and protecting children from harm, how they should respond to child protection concerns and how to make a referral to local authority children's social care or the police, if necessary.

Organisations should have in place the arrangements (highlighted in Working Together to Safeguard Children 2026): that reflect the importance of safeguarding and promoting the welfare of children, including:

- a clear line of accountability for the commissioning and/or provision of services designed to safeguard and promote the welfare of children.
- a senior board level lead with the required knowledge, skills, and expertise or sufficiently qualified and experienced to take leadership responsibility for the organisation's safeguarding arrangements.
- a culture of listening to children and taking account of their wishes and feelings, both in individual decisions and the development of services
- clear whistleblowing procedures, which are suitably referenced in staff training and codes of conduct, and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed.
- clear escalation policies for staff to follow when their child safeguarding concerns are not being addressed within their organisation or by other agencies.
- arrangements which set out clearly the processes for sharing information, with other practitioners and with safeguarding partners.
- a designated practitioner. Their role is to support other practitioners in their organisations and agencies to recognise the needs of children, including protection from possible abuse or neglect. Designated practitioner roles should always be explicitly defined in job descriptions. Practitioners should be given sufficient time, funding, supervision, and support to fulfil their child welfare and safeguarding responsibilities effectively.
- safe recruitment practices and ongoing safe working practices for individuals whom the organisation or agency permit to work regularly with children, including policies on when to obtain a criminal record check.

- appropriate supervision and support for staff, including undertaking safeguarding training.
- creating a culture of safety, equality, and protection within the services they provide.

In addition:

- employers are responsible for ensuring that their staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children and creating an environment where staff feel able to raise concerns and feel supported in their safeguarding role.
- staff should be given a mandatory induction, which includes familiarisation with child protection responsibilities and the procedures to be followed if anyone has any concerns about a child's safety or welfare.
- all practitioners should have regular reviews of their own practice to ensure they have knowledge, skills and expertise that improve over time.