










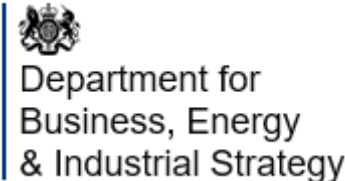




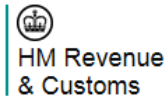


Web Site	Description
<b>Education, Training and Career Information, Advice and Guidance</b>	
 <p><a href="http://www.babcockinternational.com/markets/training/vocational-training/">www.babcockinternational.com/markets/training/vocational-training/</a></p>   <p>Tel: 0800 731 8199</p>	<p>One of the UK's largest providers of Work-Based Training. Delivering high quality government-funded and commercial training programmes within the workplace and academies.</p> <p>Our Equality, Diversity &amp; Inclusion policy is aimed at all Babcock Training's customers and reflects the core values and guiding principles of 'being babcock' and 'All together different – diversity at Babcock', the company ethos for equality, diversity and inclusion.</p> <p>Babcock is fully committed to the principles of equality of opportunity, diversity &amp; inclusion for all its employees and learners, in accordance with its policies. It is our aim to ensure that prospective and actual learners and our employees are treated inclusively, regardless of any differences so that they have an equal opportunity to fulfil their potential. We will continue to be a wholly inclusive organisation where differences are encouraged, respected and valued. We require all our employees, learners and employers to comply with equalities legislation and actively promote Equality, Diversity &amp; Inclusion.</p>
<p><a href="https://skills.big-learning.com/">https://skills.big-learning.com/</a></p>  <p>If you have any questions regarding BIG-Learning or accessing the system please then please email: <a href="mailto:onlinelearning@babcockinternational.com">onlinelearning@babcockinternational.com</a></p>	<p>'BIG-Learning' is an online learning platform, exclusively developed for Babcock learners. It is a highly visual learning aid that will give you access to a variety of interactive learning resources that will support you on your programme.</p> <p>Once registered for BIG-Learning you will have access to an online learning programme that has been created specifically to develop the knowledge and understanding for the subject or qualification you are studying.</p> <p>At Babcock we understand it's not about the destination, but about the learning journey.</p> <p>BIG-Learning also contains our customer policies on Equality, Diversity and Inclusion, Customer Care, Safeguarding and the Information Charter.</p>
<p><a href="https://www.babcockavol.co.uk/BabcockAvol/JVSearch.aspx">https://www.babcockavol.co.uk/BabcockAvol/JVSearch.aspx</a></p>   	<p>Apprenticeship and Traineeship vacancies advertised by Babcock.</p> <p>In addition to our own internal vacancies we work with many of our employer partners across the UK to assist in the recruitment of apprentices on their behalf, to search and apply for these vacancies please go to the <a href="#">BabcockAvol website</a> or call 0800 731 8199 or email <a href="mailto:training@babcockinternational.com">training@babcockinternational.com</a></p>
<p><a href="http://nationalcareersservice.direct.gov.uk/Pages/Home.aspx">nationalcareersservice.direct.gov.uk/Pages/Home.aspx</a></p>  <p>Tel: 0800 100 900</p>	<p>The National Careers Service can help you with your career, learning and training choices. <a href="#">Find out more</a> about the different ways we can support you. This service is available to people who live in England.</p> <p>This is supported by qualified careers advisers, providing: phone, webchat, message, callback, face-to-face advice, text, post.</p>
<p><a href="http://www.careerswales.com/en/">www.careerswales.com/en/</a></p>  <p>Tel: 0800 028 4844 (from a landline) or 029 2090 6800 (from a mobile)</p>	<p>Apprenticeship Matching Service (AMS) found on Careers Wales for vacancies advertised by Babcock.</p> <p>Content available in English and Welsh language.</p> <p>Careerswales.com provides tools and resources along with information on jobs and training, pathways, careers advice, educational courses and events calendar.</p>
<p><a href="http://www.economy-ni.gov.uk/">www.economy-ni.gov.uk/</a></p> 	<p>Northern Ireland's Employment and skills programmes (including apprenticeships): Advice for jobseekers and employers on employment and recruitment programmes that aim to deliver a skilled workforce to meet the needs of the Northern Ireland economy.</p> <p>Further Education: Advice on all aspects of further education including policy, courses, how to apply and financial support available.</p>



Web Site	Description
<p><a href="https://www.nidirect.gov.uk/campaigns/careers">https://www.nidirect.gov.uk/campaigns/careers</a></p>  <p>Tel. 0300 200 7820 (Mon-Fri 9.00 am to 5.00 pm)</p>	<p>Northern Ireland's careers advice is only part of the many services offered by nidirect, which includes a <a href="#">Chat online with a careers adviser</a> service. Other educational IAG include:</p> <ul style="list-style-type: none"> <li>• <a href="#">14-19: education, employment and training options</a></li> <li>• <a href="#">Adult learning</a></li> <li>• <a href="#">Careers</a></li> <li>• <a href="#">Education and jobs abroad</a></li> <li>• <a href="#">Higher education</a></li> <li>• <a href="#">Pre-school development and learning</a></li> <li>• <a href="#">Schools, learning and development</a></li> <li>• <a href="#">Skills to succeed</a></li> </ul>
<p><a href="http://www.myworldofwork.co.uk/">www.myworldofwork.co.uk/</a></p> 	<p>My World of Work has been developed by Skills Development Scotland as part of the Scottish Government's commitment to an all-ages careers service.</p> <p>My World of Work is online to help you through every stage of your working life, from school right up until you retire. Includes feature articles on a wide range of topics like choosing a career, learning and training, applying for jobs and making a career change.</p>
<p><a href="http://www.myjobscotland.gov.uk/home/">www.myjobscotland.gov.uk/home/</a></p> 	<p>myjobscotland is the national shared recruitment portal for Scotland's 32 local authorities.</p> <p>The recruitment portal has been designed to provide easy access to local authority jobs across the country and in doing so they have worked with the Equality and Human Rights Commission, the Scottish Human Rights Commission, the Equality Network and the Scottish Councils Equality Network, to ensure the site meets the needs of everyone.</p>
<p><a href="http://www.apprenticeships.scot">www.apprenticeships.scot</a></p>  <p>From Skills Development Scotland</p>	<p>Skills Development Scotland (SDS) is Scotland's national skills body. It's their job to help create a skilled workforce that's ready to face the future. Their website contains information about the different apprenticeship options and useful information for employers too.</p>
<p><a href="http://www.rathboneuk.org">www.rathboneuk.org</a></p>  <p>Tel: 0330 123 3220</p>	<p>Rathbone is dedicated to working with young people who very often have not been successful in their secondary education.</p> <p>Many such young people require access to education and training opportunities that are tailored specifically to their learning and social support needs.</p>
<p><a href="http://www.campaign-for-learning.org.uk/cfl/index.asp">www.campaign-for-learning.org.uk/cfl/index.asp</a></p>  <p>Tel: 020 7798 6067</p>	<p>We are all born eager to learn. But for too many of us, our enthusiasm for learning wanes as we get older. To create a learning society, we must remain keen learners throughout our lives. The Campaign for Learning believes this can only happen when learning is understood, valued and accessible to everyone, as a right.</p>
<p><a href="http://www.prospects.ac.uk">www.prospects.ac.uk</a></p>  <p>the UK's official graduate careers website</p>	<p>Graduate Prospects is the UK's leading provider of information, advice and opportunities to students and graduates. They publish a wide collection of journals and directories, as well as provide an extensive graduate careers website.</p>
<p><a href="http://www.dfes.gov.uk/">www.dfes.gov.uk/</a></p>  <p>Department for Education</p> <p>Tel: 0870 000 2288</p>	<p>The Department for Education is responsible for education and children's services in England. They work to achieve a highly educated society in which opportunity is equal for children and young people, no matter what their background or family circumstances.</p>



Web Site	Description
<p><a href="https://www.careerconnect.org.uk/">https://www.careerconnect.org.uk/</a></p> 	<p>Career Connect is a charity who are passionate about providing high quality independent careers advice, bridging the gap to learning and employment and better life chances for young people and adults. They provide a wide range of career management services, some funded by Local Authorities and schools and colleges in local areas. They are also a provider of the National Careers Service for adults</p>
<p><a href="https://www.gov.uk/government/organisations/department-for-business-energy-and-industrial-strategy">https://www.gov.uk/government/organisations/department-for-business-energy-and-industrial-strategy</a></p> 	<p>BEIS replaced the Department for Business, Innovation and Skills (BIS) and the Department of Energy and Climate Change (DECC) in July 2016.</p> <p>This gov.uk site gives access to tools and guidance for business, jobs and pensions. They are responsible for:</p> <ul style="list-style-type: none"> <li>•business, •industrial strategy,</li> <li>•science, research and innovation, •energy and clean growth and</li> <li>•climate change</li> </ul>
<p><a href="http://www.gov.uk/browse/education">www.gov.uk/browse/education</a></p> 	<p>This gov.uk site will help if you are at school, planning to go on to further or higher education, looking for training or interested in a student or career development loan.</p>
<p><a href="http://www.princes-trust.org.uk">www.princes-trust.org.uk</a></p>  <p>Tel: 0800 842 842</p>	<p>The Princes Trust helps 13-30 year olds to develop confidence, learn new skills and get into work.</p>
<p><a href="http://www.bbc.co.uk/radio1/advice">www.bbc.co.uk/radio1/advice</a></p> 	<p>Explore the BBC's Advice site; including <a href="#">A-Z Fact files</a>, on matters ranging from School, Studying and Work, Health &amp; Wellbeing, Bullying, Racism and Law, Money &amp; Your World sections.</p>
<p><b>Financial Advice</b></p>	
<p><a href="http://www.nationaldebtline.co.uk/">www.nationaldebtline.co.uk/</a></p>  <p>National Helpline: 0808 808 4000</p>	<p>The National Debt Line provides free confidential and independent advice on how to deal with debt problems.</p> <p><i>Refer to website as advice differs for each country – esp. NI.</i></p>
<p><a href="http://www.hmrc.gov.uk/">www.hmrc.gov.uk/</a></p>  <p>Refer to website for applicable Tel. number or email</p>	<p>HMRC are the UK's tax authority. Responsible for making sure that the money is available to fund the UK's public services and for helping families and individuals with targeted financial support.</p> <p>Refer to <a href="#">HMRC Contact Us page</a> to access the telephone number or email address per your type of query.</p> <p>Also see, HMRC services for customers with particular needs: <a href="http://www.hmrc.gov.uk/contactus/particular-needs.htm">www.hmrc.gov.uk/contactus/particular-needs.htm</a></p>

Web Site	Description
<b>Disability – protected by the Equality Act 2010</b>	
<p><a href="http://www.scope.org.uk/support/disabled-people/local-advice">www.scope.org.uk/support/disabled-people/local-advice</a></p>  <p>Tel: 0808 800 3333</p>	<p>Scope are a disability equality charity. Their aim is to achieve a society where all disabled people enjoy equality and fairness. At home. At school. At work. In our communities.</p> <p>They are a strong community, of disabled people and non-disabled people, with a shared vision of equality.</p> <p>They provide practical advice and emotional support whenever people need it most. They do this through their Scope helpline, their online community, a range of employment services, community engagement programmes, and more. All of their services are developed to achieve our strategy, Everyday Equality.</p>
<p><a href="http://patient.info/health">http://patient.info/health</a></p>  <p><b>Patient</b></p>	<p><b>Patient</b> is one of the most trusted medical resources online, supplying evidence based information on a wide range of medical and health topics to patients and health professionals.</p> <p>Please refer to their <a href="#">A-Z</a> on health as it is particularly comprehensive, not only giving you information about illnesses or disability, it also provides a wealth of condition-specific support sites, some examples included below.</p>
<p>Example support site: <a href="http://www.macmillan.org.uk/">www.macmillan.org.uk/</a></p>  <p>Tel: 0808 808 0000</p>	<p>Cancer or being associated with someone that has cancer is protected under the Equality Act 2010.</p> <p>Macmillan are a source of practical and/or emotional support, helping with all the things that people affected by cancer want and need. It's not only patients who live with cancer, Macmillan also help carers, families and communities.</p> <p>Please also refer to the <a href="#">Patient Info</a> site which leads to <a href="#">multiple support lines</a> where you or a family member can get advice and support.</p>
<p>Example support site: <a href="http://www.tht.org.uk/">www.tht.org.uk/</a></p>  <p>Tel: 0808 802 1221</p>	<p>HIV or AIDS or being associated with someone that has HIV or AIDS is protected under the Equality Act 2010.</p> <p>The Terrence Higgins Trust (THT) is the largest voluntary sector provider of HIV and sexual health services in the UK, running services out of local centres across Great Britain.</p> <p>Their local services fall into three areas: long term condition management; health improvement and clinical services.</p> <p>Please also refer to the <a href="#">Patient Info</a> site which leads to <a href="#">multiple support lines</a> where you or a family member can get advice and support.</p>
<p>Example support site: <a href="http://www.mssociety.org.uk/">www.mssociety.org.uk/</a></p>  <p>Tel: 0808 800 8000</p>	<p>Multiple Sclerosis (MS) or being associated with someone that has MS is protected under the Equality Act 2010.</p> <p>MS can be tough to deal with. Whether you have MS yourself or you're close to someone who does, it can throw a lot at you, often without warning. You don't have to face it on your own. The MS Society can help you get the right support.</p> <p>Please also refer to the <a href="#">Patient Info</a> site which leads to <a href="#">multiple support lines</a> where you or a family member can get advice and support.</p>
<p>Example support site: <a href="http://www.changingfaces.org.uk/Home">www.changingfaces.org.uk/Home</a></p>  <p>Tel: 0300 012 0275</p>	<p>Severe disfigurement or being associated with someone that has a severe disfigurement is protected under the Equality Act 2010. Causes of disfigurements fall into two main categories: congenital and acquired.</p> <p>Changing Faces is a charity for people and families who are living with conditions, marks or scars that affect their appearance. Their aims are to Change Lives and Change Minds.</p>












Web Site	Description
<b>Disability – Mental Health (also see pages 10 onwards for Safeguarding) and Addictions</b>	
<b>All issues relating to any medical concern, please ask the individual if they have or are willing to see their doctor first.</b>	
<p><a href="http://www.mind.org.uk/help">www.mind.org.uk/help</a></p>  <p><b>Info Line: 0300 123 3393</b></p>	<p>Mind are a mental health charity who provide advice and support on a complete range of mental health topics; refer to their A-Z <a href="https://www.mind.org.uk/information-support/a-z-mental-health/">https://www.mind.org.uk/information-support/a-z-mental-health/</a> - includes information and advice on: anxiety, bipolar disorder, depression and postnatal depression, self-harm, eating disorders, sleep problems and medication information.</p> <p>They campaign to improve services, raise awareness and promote understanding.</p>
<p><a href="https://www.mind.org.uk/workplace/workplace-wellbeing-wales/">https://www.mind.org.uk/workplace/workplace-wellbeing-wales/</a></p>	<p>Mind Cymru have produced free downloadable resources which are now available online to support people in the workplace who may be experiencing mental health problems.</p>
<p><a href="https://www.remply.co.uk/individuals/finding-work-and-support-work">https://www.remply.co.uk/individuals/finding-work-and-support-work</a></p>  <p><b>Local: <a href="#">Branch finder</a> or <a href="#">Online Chat</a></b></p>	<p>This free service supports apprentices who are feeling low, upset and struggling to keep up with their apprenticeship. It is completely confidential and run by fully trained professionals with expertise in mental health.</p> <p>To qualify for this service, individuals must:</p> <ul style="list-style-type: none"> <li>• Be in an apprenticeship (attending or signed off sick)</li> <li>• Have a mental health condition that has resulted in absence, or is causing difficulties to remain in their apprenticeship</li> </ul>
<p><a href="http://www.rcpsych.ac.uk/healthadvice/problemsdisorders/copingaftertraumaticevent.aspx">www.rcpsych.ac.uk/healthadvice/problemsdisorders/copingaftertraumaticevent.aspx</a></p> 	<p>Although not a helpline, this site gives an excellent insight into trauma indicators, coping strategies or helping someone to cope after a traumatic event e.g. bereavement, illness or accident. The site also includes podcasts of people talking about their experiences of living with depression, bipolar and many other psychiatric and mental health problems. Their comprehensive <a href="#">A-Z Index</a> is available in English, <a href="#">25 other language translations</a>, plus British Sign Language (BSL). There's also further reading and resources about Trauma available within: <a href="http://www.trauma-pages.com/trauma.php">http://www.trauma-pages.com/trauma.php</a>.</p>
<p><a href="http://www.talktofrank.com/home.html.aspx">www.talktofrank.com/home.html.aspx</a></p>  <p><b>Tel: 0300 123 6600</b></p>	<p>Call their National Drugs Helpline regarding drug issues - 24 hours a day, 365 days a year advice. FRANK is around to give you FREE confidential advice about drugs. Just click or call to get in touch with local and national services that can provide counseling and treatment. Knowing what others have gone through can help you deal with your situation. You can also contact them such as text 82111 / live chat (2-6pm) and email via the site.</p>
<p><a href="http://ukna.org/">ukna.org/</a></p>  <p><b>Tel: 0300 999 1212</b></p>	<p>The UKNA Helpline is often the first point of contact for people needing support and advice about the nature of drug addiction. Anyone from the using addict, their friends and family members are welcome to call. UKNA also provide face-to-face group, resources and online meetings.</p>
<p><a href="http://www.turning-point.co.uk">www.turning-point.co.uk</a></p>  <p><b>Local telephone numbers apply</b></p>	<p>Turning Point is a charitable organisation which provides help to people with drugs problems, alcoholism, mental health troubles and learning disabilities. Offers drop-in centres and residential services. Local telephone numbers are located in your local directory or from their website.</p>
<p><a href="http://www.release.org.uk">www.release.org.uk</a></p>  <p><b>Tel: 020 7324 2989</b></p>	<p>RELEASE is a voluntary organisation that gives 24hr advice to drug users, their families and friends. It specialises in drugs, the law and human rights.</p>
<p><a href="https://www.drinkaware.co.uk/alcohol-support-services/">https://www.drinkaware.co.uk/alcohol-support-services/</a></p>  <p><b>Tel: 0300 123 1110</b></p>	<p>The Drinkaware site has lots of facts, information and advice, drink tracker tools and links to multiple alcohol support services. Drinkline is a national alcohol helpline. If you're worried about your own or someone else's drinking, you can call this free helpline in complete confidence. (lines open weekdays 9am to 8pm, weekends 11am to 4pm)</p>



Web Site	Description
<p><a href="https://www.alcoholics-anonymous.org.uk/">https://www.alcoholics-anonymous.org.uk/</a></p>  <p><b>Alcoholics Anonymous</b> Great Britain</p> <p>Tel: 0800 9177650</p>	<p>Alcoholics Anonymous (AA) is a free self-help group. Its "12-step" programme involves getting sober with the help of regular support groups.</p> <p>Alcoholism is a rough word to deal with. Yet nobody is too young (or too old) to have trouble with alcohol. That's because alcoholism is an illness. It can hit anyone. If you need help with a drinking problem either phone their national help line or email: <a href="mailto:help@alcoholics-anonymous.org.uk">help@alcoholics-anonymous.org.uk</a>.</p>
<p><a href="http://www.al-anonuk.org.uk/">http://www.al-anonuk.org.uk/</a></p> 	<p>Al-Anon Family Groups offers support and understanding to the families and friends of problem drinkers, whether they're still drinking or not. Alateen is part of Al-Anon and can be attended by 12- to 17-year-olds who are affected by another person's drinking, usually a parent.</p>
<p><a href="https://www.addaction.org.uk/">https://www.addaction.org.uk/</a></p> 	<p>Addaction is a UK-wide treatment agency that helps individuals, families and communities manage the effects of drug and alcohol misuse. Services also include: <a href="#">Mental Health</a>, <a href="#">Alcohol &amp; drugs</a>, <a href="#">Young persons</a>, <a href="#">Friends &amp; Family</a>.</p>
<p><a href="https://www.adfam.org.uk/">https://www.adfam.org.uk/</a></p> 	<p>Adfam is a national charity working with families affected by drugs and alcohol. Adfam operates an online message board and a database of local support groups. Use the postcode/town search for local support: <a href="https://www.adfam.org.uk/help-for-families/finding-support/search-for-local-support">https://www.adfam.org.uk/help-for-families/finding-support/search-for-local-support</a></p>
<p><a href="http://www.nacoa.org.uk/">http://www.nacoa.org.uk/</a></p>  <p>The National Association for Children of Alcoholics</p> <p>Tel: 0800 358 3456 for the Nacoa helpline.</p>	<p>The National Association for Children of Alcoholics (Nacoa) provides a free, confidential telephone and email helpline for children of alcohol-dependent parents and others concerned about their welfare.</p>
<p><a href="https://www.smartrecovery.org.uk/">https://www.smartrecovery.org.uk/</a></p> 	<p>SMART Recovery groups help participants decide whether they have a problem, build up their motivation to change, and offer a set of proven tools and techniques to support recovery.</p>
<p><a href="http://www.gamblersanonymous.org.uk/">www.gamblersanonymous.org.uk/</a></p>  <p>Tel: Local points of contact via the website: <a href="https://www.gamblersanonymous.org.uk/index.php/meetings">https://www.gamblersanonymous.org.uk/index.php/meetings</a></p>	<p>GA is a free organisation which is run by ex-gamblers. They provide help to people who want to stop gambling through therapy held at local Gamblers Anonymous meetings.</p> <p>They offer GA Meetings where you can sit with other compulsive gamblers and share support and strength by talking to each other about the issues surrounding a compulsive gambler in today's society.</p>
<p><a href="http://www.gamcare.org.uk/">www.gamcare.org.uk/</a></p>  <p>Tel: 0808 8020 133</p>	<p>GamCare's staff are dedicated and experienced professionals, helping problem gamblers and their friends and families. They work directly helping problem gamblers, providing advice on the phone and online or face to face counselling.</p> <p>They also have an education and prevention team working to raise awareness and prevent problem gambling before it starts.</p>
<p><a href="http://smokefree.nhs.uk/">smokefree.nhs.uk/</a></p> 	<p>NHS website for help and advice on giving up smoking.</p> <p>Free, proven support to help you quit!</p> <p>Join the millions of people who have used Smokefree support to help them stop smoking. They've got loads of support to help you quit, so choose what's right for you.</p> <p>You can also visit your local chemist for this or similar service.</p>



Web Site	Description
<b>Disability – Visual and Hearing Impairments</b>	
<p><a href="http://www.rnib.org.uk">www.rnib.org.uk</a></p>  <p>Tel: 0303 123 9999 8am-8pm weekdays and Saturday from 9am-1pm</p> <p>Email: <a href="mailto:helpline@rnib.org.uk">helpline@rnib.org.uk</a></p>	<p>RNIB is a charity who have three clear priorities:</p> <ol style="list-style-type: none"> <li>1. Stopping people losing their sight unnecessarily.</li> <li>2. Supporting blind and partially sighted people to live independently.</li> <li>3. Creating an inclusive society.</li> </ol>
<p><a href="http://www.actiononhearingloss.org.uk/">www.actiononhearingloss.org.uk/</a></p>  <p>Tel: 0808 808 0123 Textphone us 0808 808 9000</p> <p>A national charity since 1911</p>	<p>Action on Hearing Loss is the largest charity for people with hearing loss in the UK. They understand how hearing loss can affect everything in your life from your relationships, to your education and your job prospects. They're there to support and help you, so you can take back control and live the life you choose.</p> <p>From day-to-day-care, to practical information, to campaigning for a fairer world for people with hearing loss, and funding research to find a cure, they're taking action on hearing loss.</p> <p>Email: <a href="mailto:informationline@hearingloss.org.uk">informationline@hearingloss.org.uk</a></p>
<p><a href="http://www.hearinglink.org/home">www.hearinglink.org/home</a></p>  <p>Tel: 07526 123 255 (Mon-Fri 10am-2pm)</p>	<p>Hearing Link is the UK organisation for people with hearing loss &amp; their families. They make it easy to find information, services &amp; support, and to connect with others to share experiences &amp; advice.</p> <p>Email <a href="mailto:helpdesk@hearinglink.org">helpdesk@hearinglink.org</a></p>
<b>Disability – Carers</b>	
<p><a href="http://www.carersuk.org/">www.carersuk.org/</a></p>  <p>making life better for carers</p> <p>England, Scotland &amp; Wales: Tel: 0808 808 7777 (Mon&amp;Tues 10am - 4pm) Carers NI: Tel: 028 9043 9843</p>	<p>Carers UK provide information, advice and support for carers. By bringing carers together, they provide a stronger voice which shapes their campaigns to make life better for carers and influences policy makers, employers and service providers, to help improve carers' lives.</p>
<p><a href="http://www.carers.org/">www.carers.org/</a></p>  <p>action · help · advice</p> <p>Email: <a href="mailto:info@carers.org">info@carers.org</a>.</p>	<p>Carers Trust works to improve support, services and recognition for anyone living with the challenges of caring, unpaid, for a family member or friend who is ill, frail, disabled or has mental health or addiction problems. Email or post a question on their discussion boards/online chat.</p>
<p><a href="http://revitalise.org.uk/">revitalise.org.uk/</a></p>  <p>Respite holidays for disabled people and carers</p> <p>Tel: 0303 303 0145</p>	<p>Revitalise is a national charity providing respite care in a holiday setting for disabled people and carers for over 50 years. Revitalise also offers inspirational opportunities for volunteers through one of the largest and most diverse volunteering programmes of any UK charity.</p>
<b>Disability – Learning</b>	
<p><a href="http://www.beingdyslexic.co.uk/">www.beingdyslexic.co.uk/</a></p> 	<p>Being Dyslexic is a website and forum for anyone with dyslexia, or anyone interested in dyslexia, it provides a supportive environment to discuss and learn about dyslexia and also hosts one of the largest dyslexia community forums.</p>
<p><a href="http://www.bdadyslexia.org.uk/">www.bdadyslexia.org.uk/</a></p>  <p>Tel: 0333 405 4567</p> <p>Email - <a href="http://www.bdadyslexia.org.uk/contact">www.bdadyslexia.org.uk/contact</a></p>	<p>The vision of the British Dyslexia Association is a dyslexia friendly society enabling all dyslexic people to reach their potential. They campaign and lobby for long lasting and sustainable change for the benefit of dyslexic people, provide impartial and objective advice and support to dyslexic people and those with whom they come into contact, and promote research. Their website also includes information about other Specific Learning Difficulties in Adults.</p>
<p><a href="http://www.dyslexia-help.org/">www.dyslexia-help.org/</a></p>  <p>Tel: Tel: 0800 077 8763</p>	<p>The Dyslexic Foundation was set up to support dyslexic people. It focuses on those who need practical support and information in an accessible format.</p>











Web Site	Description
<p><a href="http://aadduk.org/about/">aadduk.org/about/</a></p> <p><b>AADD-UK</b> THE SITE FOR AND BY ADULTS WITH ADHD</p>	<p>The main aim of AADD-UK is in raising awareness of ADHD in adulthood. Their site includes lots of useful information and links to resources and UK wide <a href="#">support groups</a>.</p>
<p><a href="http://www.learningdisabilities.org.uk/about-us/">www.learningdisabilities.org.uk/about-us/</a></p>  <p>foundation for people with learning disabilities</p>	<p>Aiming to break down the economic and social barriers and prejudices that people with learning disabilities face throughout their lives, as well as providing information, resources and services that can help people to lead fuller, more independent lives. Their <a href="#">A-Z site</a> provides a complete guide to learning disabilities, topical issues and sources of support.</p>
<b>Disability – Dementia/Alzheimer’s Disease</b>	
<p><a href="http://www.alzheimersresearchuk.org/">www.alzheimersresearchuk.org/</a></p>  <p>Alzheimer's Research UK Tel: 0300 111 5555</p>	<p>Alzheimer’s Research UK is the UK’s leading dementia research charity. As research experts, they fund world-class, pioneering scientists at leading universities to find preventions, treatments and a cure for dementia. Email: <a href="mailto:enquiries@alzheimersresearchuk.org">enquiries@alzheimersresearchuk.org</a></p>
<p><a href="http://www.alzheimers.org.uk/">www.alzheimers.org.uk/</a></p>  <p>Alzheimer's Society United Against Dementia Email: <a href="mailto:enquiries@alzheimers.org.uk">enquiries@alzheimers.org.uk</a> Tel: 0300 222 11 22</p>	<p>The Alzheimer's Society is a membership organisation, which works to improve the quality of life of people affected by dementia in England, Wales and Northern Ireland. Many of their 20,000 members have personal experience of dementia, as carers, health professionals or people with dementia themselves, and their experiences help to inform their work.</p>
<b>Age – protected by the Equality Act 2010</b>	
<p><a href="http://www.ageuk.org.uk/">www.ageuk.org.uk/</a></p>  <p>ageUK Love later life Tel: 0800 169 6565</p>	<p>Age UK works to improve later life for everyone by providing life-enhancing services and vital support. Age UK also have specific information on <a href="#">Age Discrimination and Rights</a>. Age discrimination is unlawful in employment, training and education. They can explain what the new rights are and who they apply to.</p>
<b>Transgender – Gender Reassignment – protected by the Equality Act 2010</b>	
<p><a href="http://www.genderedintelligence.co.uk">www.genderedintelligence.co.uk</a></p>  <p>gendered intelligence understanding gender diversity in creative ways</p>	<p>Gendered Intelligence is a community interest company that looks to engage people in debates about gender. They work predominantly within young people's settings and have educative aims. They respect that young trans people's lives are rich and diverse, including their gender identity, sexuality, age, abilities and disabilities, ethnic background, faith and beliefs.</p>
<p><a href="http://www.mermaidsuk.org.uk/">www.mermaidsuk.org.uk/</a></p> <p>Helpline: 0344 334 0550 (Mon-Fri 9am – 9pm)</p> 	<p>Mermaids provides support for families, teenagers and children with gender identity issues. The site also includes information, links and support groups for over 19 yrs.</p>
<b>Sexual Orientation (LGBT) – protected by the Equality Act 2010</b>	
<p><a href="http://www.stonewall.org.uk/">www.stonewall.org.uk/</a></p>  <p>Stonewall the lesbian, gay and bisexual charity Tel: 020 7593 1850</p>	<p>Stonewall works to achieve equality and justice for lesbians, gay men and bisexual people. They do this in a number of different ways: Policy development, cultural and attitudinal change, lobbying for legal change, providing information, good practice design and advice.</p>
<p><a href="http://www.lgbtconsortium.org.uk/">www.lgbtconsortium.org.uk/</a></p>  <p>consortium of lesbian, gay, bisexual &amp; transgendered voluntary and community organisations Tel: 020 7064 6500 E-mail: <a href="mailto:admin@lgbtconsortium.org.uk">admin@lgbtconsortium.org.uk</a></p>	<p>A national specialist infrastructure and membership organisation. They focus on the development and support of LGBT groups, organisations and projects so they can deliver direct services and campaign for individual rights. Their roles include: Support - provide advice, information and guidance. Share - develop networks and partnerships. Shout - represent and provide a voice for LGBT organisations and groups. Store - gather and collate information and research.</p>
<p><a href="http://switchboard.lgbt/">switchboard.lgbt/</a></p> <p>Tel: 0300 330 0630 Open 10am – 11pm Every day</p> 	<p>Switchboard provide non-judgemental information, support and referral service for lesbians, gay men and bisexual and trans people – and anyone considering issues around their sexuality and/or gender identity.</p>



Web Site	Description
<p><a href="http://www.pflag.co.uk/">www.pflag.co.uk/</a></p> 	<p>"PFLAG" stands for Parents, Friends (&amp; family) of Lesbians and Gays. They provide free information and support for parents, friends &amp; family of lesbian and gay people in the UK. They have free resources for parents of gay children, information for friends and family of gay and lesbian people, as well as useful links and general support.</p>
<p><a href="http://www.regard.org.uk/">www.regard.org.uk/</a></p> 	<p>The national organisation of Disabled Lesbians, Gay Men, Bisexuals and Transgendered People, also known as Regard. It was founded in 1989. They aim to raise awareness of disability issues within the Lesbian, Gay, Bisexual and Transgendered (LGBT) communities, and to raise awareness of sexuality issues within the disability communities. They also work to combat social isolation amongst our membership, and to campaign on issues specifically affecting disabled LGBT people.</p>
<p><a href="http://www.bisocialnetwork.com/">www.bisocialnetwork.com/</a></p> 	<p>Bi Social Network exists to work with underserved diverse communities, provide a voice in entertainment, news and opinion on social issues such as mental health education, poverty and homelessness, marginalized groups and the elderly.</p>
<p><a href="http://www.lgbtyouth.org.uk">www.lgbtyouth.org.uk</a></p>  <p>Tel or text: 07786 202 370</p>	<p>LGBT Youth Scotland is a national youth organisation working towards the inclusion of lesbian, gay, bisexual and transgender young people in Scotland. Providing a range of services and opportunities for young people, families and professionals. LGBT Youth Scotland runs youth groups, provides online information and advice, provides one to one support, delivers training, carries out schools work, and offers volunteering opportunities for adults and young people. If you are a young person looking for support, information or advice you can chat with our Digital Youth Work Team by emailing <a href="mailto:info@lgbtyouth.org.uk">info@lgbtyouth.org.uk</a> Find out more about online support and other ways to be in touch here: <a href="http://www.lgbtyouth.org.uk/chat">www.lgbtyouth.org.uk/chat</a></p>
<b>Equality and Human Rights Commission</b>	
<p><a href="http://www.equalityhumanrights.com/">http://www.equalityhumanrights.com/</a></p> 	<p>The Equality and Human Rights Commission have a statutory remit to promote and monitor human rights; and to protect, enforce and promote equality across the nine protected characteristics/grounds - age, disability, gender, race, religion and belief, pregnancy and maternity, marriage and civil partnership, sexual orientation and gender reassignment. Also, refer to: country specific sites for <a href="#">Scotland</a> and <a href="#">Wales</a> (in English) and in <a href="#">Welsh</a> language. For Northern Ireland refer to: <a href="http://www.equalityni.org/Home">http://www.equalityni.org/Home</a>. If you need expert information, advice and support on discrimination and human rights issues call EASS on: 0808 800 0082</p>
<b>ACAS</b>	
<p><a href="http://www.acas.org.uk/index.aspx?articleid=1461">http://www.acas.org.uk/index.aspx?articleid=1461</a></p>  <p>The acas Helpline number is 0300 123 1100.</p>	<p>ACAS provide information, advice, training, conciliation and other services for employers and employees to help prevent or resolve workplace problems. <b>About us, Regional offices, Help resolving disputes, Case studies</b> Ask a question online: <a href="http://www.acas.org.uk/index.aspx?articleid=4489">http://www.acas.org.uk/index.aspx?articleid=4489</a> Call them: <a href="http://www.acas.org.uk/index.aspx?articleid=3282">http://www.acas.org.uk/index.aspx?articleid=3282</a></p>
<b>retailTRUST</b>	
<p><a href="https://www.retailtrust.org.uk/">https://www.retailtrust.org.uk/</a></p>  <p>Tel: 0808 801 0808</p>	<p>For those in the retail section, retailTRUST can support employees via face-to-face, telephone, on site and through their confidential wellbeing website. As well as offering preventative and proactive self-help digital resources, their free and confidential helpline is available 24 hours a day, seven days a week. Access <a href="http://myrtwellbeing.org.uk">myrtwellbeing.org.uk</a> a confidential wellbeing site contains expertly curated digital content which can be personalised to support the wellbeing of you and your colleagues.</p>







Web Site	Description
<b>Welfare and Safeguarding (see page 5 for more mental health and additional support)</b>	
	<p>Babcock believes that it is <b>always</b> unacceptable for anyone to experience abuse of any kind and recognises its responsibility to safeguard the welfare and wellbeing of all learners or associates, including our employees. This organisation is committed to safeguarding and promoting the welfare of individuals and groups and expects all employees, our representatives, learners and employer partners to share this commitment. <i>(Extract from our Welfare &amp; Safeguarding Policy)</i></p>
<b>All issues relating to any medical concern - please ask the individual if they have or are willing to see their doctor first.</b>	
<p><a href="http://www.bullying.co.uk/">www.bullying.co.uk/</a></p>  <p>Tel: 0808 800 2222</p>	<p>Bullying.co.uk is one of the UK's leading anti-bullying website and a destination for parents, children and schools to come for help. The website provides support for a wide range of bullying issues including; cyberbullying, sexual bullying and bullying at school and work. A bullying forum and confidential e-mail support and chat facilities are provided. The site is part of the Family Lives support group. You can chat online or call their free phone number: 0808 800 2222.</p>
<p><a href="https://hubofhope.co.uk/">https://hubofhope.co.uk/</a></p> 	<p>The Hub of Hope is a mobile app. A national mental health database which brings together organisations and charities, large and small, from across the country who offer mental health advice and support, together in one place. All it needs is a postcode to find services.</p>
<p><a href="https://www.prevent-suicide.org.uk/find-help-now/stay-alive-app/">https://www.prevent-suicide.org.uk/find-help-now/stay-alive-app/</a></p> 	<p>The Stay Alive app is a suicide prevention resource for the UK, packed full of useful information and tools to help you stay safe in crisis. You can use it if you are having thoughts of suicide or if you are concerned about someone else who may be considering suicide.</p>
<p><a href="http://www.samaritans.org/">www.samaritans.org/</a> UK-wide <a href="http://samaritans-yng-nghymru">samaritans-yng-nghymru</a> Site in Welsh language</p>  <p>Tel: 116 123 (24/7 calls are free) Welsh Language Line: 0808 164 0123 (from 6pm – 1am only, 7 days a week)</p>	<p>Samaritans is available UK-wide, 24/7, to all ages, and provide confidential emotional support for people who are experiencing feelings of distress or despair, including those which may lead to suicide. They know a lot about what can help you through tough times. They can help you explore your options, understand your problems better, or just be there to listen. It doesn't matter who you are, how you feel, or what has happened. If you feel that things are getting to you, get in touch.</p>
<p><a href="http://www.mind.org.uk/help">www.mind.org.uk/help</a></p>  <p>Info Line: 0300 123 3393</p> <p>Wales: <a href="https://www.mind.org.uk/workplace/workplace-wellbeing-wales/">https://www.mind.org.uk/workplace/workplace-wellbeing-wales/</a></p>	<p>Mind are a mental health charity who provide advice and support on a complete range of mental health topics; refer to their <a href="http://www.mind.org.uk/mental_health_a-z">A-Z</a></p> <p>- includes information and advice on: anxiety, bipolar disorder, depression and postnatal depression, self-harm, eating disorders, sleep problems and medication information.</p> <p>They campaign to improve services, raise awareness and promote understanding.</p> <p>Mind Cymru have produced free downloadable resources which are now available online to support people in the workplace who may be experiencing mental health problems.</p>
<p><a href="https://www.remploy.co.uk/individuals/finding-work-and-support-work">https://www.remploy.co.uk/individuals/finding-work-and-support-work</a></p>  <p>Local: <a href="#">Branch finder</a> or <a href="#">Online Chat</a></p>	<p>This free service supports apprentices who are feeling low, upset and struggling to keep up with their apprenticeship. It is completely confidential and run by fully trained professionals with expertise in mental health.</p> <p>To qualify for this service, individuals must:</p> <ul style="list-style-type: none"> <li>• Be in an apprenticeship (attending or signed off sick)</li> <li>• Have a mental health condition that has resulted in absence, or is causing difficulties to remain in their apprenticeship</li> </ul>



Web Site	Description
<p><a href="http://www.papyrus-uk.org/">www.papyrus-uk.org/</a></p>  <p><b>10am-10pm Mon-Fri 2pm-10pm Sat/Sun</b></p>	<p>Every year many hundreds of young people take their own lives in the UK. Many thousands more contemplate suicide; many harm themselves or suffer alone, afraid to speak openly about how they are feeling. Papyrus (website) provide confidential support and advice to young people and anyone worried about a young person. A national helpline, HOPELineUK, including text and email services, is staffed by a team of mental health professionals who provide practical help and advice to vulnerable young people and to those concerned about any young person who may be at risk of suicide.</p>
<p><a href="http://www.themix.org.uk/">http://www.themix.org.uk/</a></p>  <p><b>Freephone 0808 808 4994</b></p> <p> <b>1-2-1 Chat</b></p>	<p>“The Mix” replaces “TheSite.org” and “YouthNet” and is an online guide to life for 16-25 year-olds in the UK. They provide non-judgmental support and information on everything from sex and exam stress to debt and drugs. Emotional support is available 24 hours a day. You can chat about anything you like on their moderated discussion boards and live chat room; browse over 2000 articles and videos full of facts you can trust; read about the experiences of other young people in their True Life section or ask trained advisors about friends, dating, love or family life. Their service is free and totally confidential. They also have a free online App called “Stressheads”, which has been designed as a fun-to-use distraction tool for young people to turn to when they are feeling under pressure.</p>
<p><a href="http://www.childline.org.uk/">www.childline.org.uk/</a></p> 	<p>ChildLine is the UK’s free, 24-hour helpline 0800 1111 for children in distress or danger. Bullying and Cyber/Online Bullying can happen to anyone at any age. No one has the right to hurt you or make you feel bad, and if you are being bullied you don’t have to put up with it. Find out more about bullying and the help available.</p>
<p><a href="http://www.nspcc.org.uk/html/home/home.htm">www.nspcc.org.uk/html/home/home.htm</a></p>  <p><b>Tel: 0808 800 5000</b></p>	<p>The NSPCC Helpline provides advice and support to adults who are concerned about the safety or welfare of a child. They are available 24/7 by phone and online. It’s free and you don’t have to say who you are. They provide services in several languages, and also for deaf and hard-of-hearing people. <a href="#">Their and our vision</a> is to end cruelty to children in the UK. They <a href="#">campaign to change the law</a>, provide ChildLine and the <a href="#">NSPCC helpline service</a>, offer <a href="#">advice for adults</a>, and <a href="#">much more</a>. Find out more about <a href="#">our work</a> and how you can <a href="#">get involved</a>.</p>
<p><a href="http://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/female-genital-mutilation-fgm/">www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/female-genital-mutilation-fgm/</a></p>  <p><b>Tel: 0800 028 3550</b> or email <a href="mailto:fmghelp@nspcc.org.uk">fmghelp@nspcc.org.uk</a></p>	<p>Female Genital Mutilation (FGM) or Cutting (FGC) amounts to torture and risks the health and lives of girls and women. The continued practice of FGM in Britain is therefore a clear violation of the rights of girls and women. Call or email the NSPCC FGM helpline if you’re worried a child is at risk of, or has had, FGM. It’s free, anonymous and available 24/7. There are also many other specialist FGM services provided by the <a href="#">NHS</a> all around the country, and many specialist charities, such as <a href="#">Forward</a>, <a href="#">Southall Black Sisters</a>, <a href="#">Orchid Project</a> who are dedicated to supporting victims of this crime, and speaking up on the issue to prevent it happening further.</p>
<p><a href="https://www.nspcc.org.uk/what-you-can-do/report-abuse/dedicated-helplines/protecting-children-from-radicalisation">https://www.nspcc.org.uk/what-you-can-do/report-abuse/dedicated-helplines/protecting-children-from-radicalisation</a></p>  <p><b>Tel: 0808 800 5000</b> or email <a href="mailto:help@nspcc.org.uk">help@nspcc.org.uk</a></p>	<p>The NSPCC helpline will provide support to adults who have concerns about children and young people being radicalised or who need advice on how to talk to their children about issues related to terrorism. NSPCC helpline practitioners have been trained to spot the warning signs of radicalisation so they can advise adults who are worried about a child being groomed.</p>
<p><a href="http://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/child-trafficking/">www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/child-trafficking/</a></p>  <p><b>Tel: 0808 800 5000</b> or email <a href="mailto:help@nspcc.org.uk">help@nspcc.org.uk</a></p>	<p>Child trafficking is child abuse. Children are recruited, moved or transported and then exploited, forced to work or sold. They are often subject to multiple forms of exploitation. Many children are trafficked into the UK from abroad, but children can also be trafficked from one part of the UK to another. Please contact NSPCC if you have any suspicion or knowledge of child trafficking.</p>

Web Site	Description
<p><a href="http://napac.org.uk/">napac.org.uk/</a></p>  <p><b>Tel: 0808 801 0331</b> 10am-9pm Mon-Thu &amp; 10am-6pm on Fridays</p>	<p>Supporting recovery from child abuse. The damage caused by child abuse doesn't always end in childhood. NAPAC (the National Association for People Abused in Childhood) offers support to adult survivors of all types of childhood abuse, including physical, sexual, emotional abuse or neglect.</p>
<p><a href="http://www.salvationarmy.org.uk/human-trafficking">www.salvationarmy.org.uk/human-trafficking</a></p>  <p><b>Tel: 0300 303 8151</b></p>	<p>The Salvation Army are a Christian Church and Charity who offer a wide range of practical and emotional support online, by telephone or at <a href="#">local centres</a> across the UK and Ireland. Along with a wide range of services, they are committed to supporting victims - both men and women - of modern slavery. Their specialist support programme is designed to preserve the dignity of victims, protect and care for them in safe accommodation, and provide access to confidential client-based support services to give victims the space to reflect, recover and rebuild their lives. They are available 24 hours a day, seven days a week.</p>
<p><a href="http://hopeforjustice.org/united-kingdom/united-kingdom-in-depth/">http://hopeforjustice.org/united-kingdom/united-kingdom-in-depth/</a></p>  <p><b>Tel: 0300 008 8000</b> or write to <a href="mailto:info@hopeforjustice.org">info@hopeforjustice.org</a> Mon-Fri 9am – 5.30pm</p>	<p>Hope for Justice is an international organisation who's aim is to bring an end to human trafficking and slavery, in our generation. They have an expert team of specialists who provide training for front-line professionals, identification and rescue of victims, and advocacy and restoration to help victims become survivors and then 'over-comers' with a renewed sense of hope and purpose for their future.</p>
<p><a href="http://www.saferinternet.org.uk/">www.saferinternet.org.uk/</a></p> 	<p>The UK Safer Internet Centre has multiple e-safety tips, advice and resources to help children and young people stay safe on the internet. People can email their Helpline: <a href="mailto:helpline@saferinternet.org.uk">helpline@saferinternet.org.uk</a> if someone experiences cyberbullying or has a digital safety concern such as hacking, online grooming, extremism or radicalisation (Babcock staff to follow internal Prevent process). Their "<a href="#">Need help?</a>" page contains links where you can report grooming or other illegal behaviour; report criminal content such as child sexual abuse images, online terrorism or hate speech; report inappropriate media content and scams. There's lots of great advice for children, young people, adults and parents.</p>
<p><a href="http://www.victimsupport.org.uk/">www.victimsupport.org.uk/</a></p>  <p><b>Tel: 08 08 16 89 111 (England/Wales)</b> <b>Tel: 0345 603 9213 (Scotland)</b> <b>Tel: Belfast 02890 243133</b> <b>Foyle 02871 370086 (NI)</b></p>	<p>Victim Support is the independent charity which helps people cope with the effects of crime. At Local and National levels, they provide free and confidential, practical and emotional support and guidance to help you deal with your experience. Crime impacts people in different ways. This is why their specially trained staff contact victims and spend time speaking to them to find out what kind of support they might benefit from to help them cope with the effects of crime and move on with their lives.</p>
<p><a href="http://www.familylives.org.uk/">www.familylives.org.uk/</a></p>  <p>Regional numbers apply: <a href="http://www.familylives.org.uk/about/contact-us/">www.familylives.org.uk/about/contact-us/</a></p> <p><b>National Helpline: 0808 800 2222</b></p>	<p>Family Lives is a charity with over three decades of experience helping parents to deal with the changes that are a constant part of family life. They recognise that the best way to support families is to provide professional, non-judgmental support and advice in a way that all members of the family can freely access. They provide support around family breakdown, aggression in the home, bullying, risky teenage behaviour and mental health concerns of both parents and their children. Their helpline is 24 hour, extensive advice and links via their website, email and live chat services, befriending services, and parenting/relationship support groups. Nearly all of their services are accessible at no charge 365 days a year.</p>



Web Site	Description
<p><a href="http://www.gingerbread.org.uk/">www.gingerbread.org.uk/</a></p>  <p><b>Tel: 0808 802 0925</b></p>	<p>Gingerbread provides advice and practical support for single parents. Their helpline includes support and expert advice on anything from dealing with a break-up, to going back to work or sorting out maintenance, benefit or tax credit issues. Friendly advisers will talk through your options and will send you useful information. Their website is packed full of useful information and online advice sessions. They also campaign to improve the lives of all single parent families. And because they're a national charity, it's all free. Gingerbread offers advice for single parents from England and Wales. If you are a single parent living in Scotland please contact <a href="#">One Parent Families Scotland</a> or if you live in Northern Ireland contact <a href="#">Gingerbread NI</a>.</p>
<p><a href="http://www.thesilverline.org.uk/">www.thesilverline.org.uk/</a></p>  <p><b>0800 4 70 80 90</b></p>	<p>The Silver Line is the confidential, free helpline for older people across the UK* open every day and night of the year. Their specially trained helpline staff:</p> <ul style="list-style-type: none"> <li>- Offer information, friendship and advice</li> <li>- Link callers to local groups and services</li> <li>- Offer regular befriending calls</li> <li>- Protect and support those who are suffering abuse and neglect</li> </ul>
<p><a href="http://www.thesilverline.org.uk/what-we-do/silver-line-scotland/">www.thesilverline.org.uk/what-we-do/silver-line-scotland/</a></p>  <p><b>0800 4 70 80 90</b></p> <p><small>in partnership with</small>  <b>age Scotland</b> <small>Improving later life</small></p>	<p>As above, *Silver Line Scotland will be delivered by Age Scotland in partnership with The Silver Line during week days, 8am – 8pm. At all other times calls will be answered at the nation helpline HQ.</p>
<p><a href="http://www.elderabuse.org.uk">http://www.elderabuse.org.uk</a></p>  <p><b>Tel: 080 8808 8141</b></p>	<p>UK-wide, Action on Elder Abuse (AEA) works to protect, and prevent the abuse of older adults. Their confidential free phone helpline provides information, advice and support to victims and others who are concerned about or have witnessed abuse.</p>
<p><a href="http://www.rapecrisis.org.uk/">www.rapecrisis.org.uk/</a></p>  <p>Local telephone numbers or <b>Freephone: 0808 802 9999</b> (12 - 2.30pm and 7 - 9.30pm) England &amp; Wales</p>	<p>Rape Crisis Centres provide a range of specialist services for any one that has been raped or experienced another form of sexual violence - whether as adults or as children. There is also information for family, friends, students and professionals.</p>
<p><a href="http://england.shelter.org.uk/advice/">england.shelter.org.uk/advice/</a> <a href="http://scotland.shelter.org.uk/">scotland.shelter.org.uk/</a></p>  <p><b>Emergency Tel: 0808 1644 660</b> <b>Non Urgent: 0808 800 4444</b></p>	<p>Shelter is a charity that works to alleviate the distress caused by homelessness and bad housing. They do this by giving advice, information and advocacy to people in housing need, and by campaigning for lasting political change to end the housing crisis for good. Shelter provides free, confidential advice to people with all kinds of housing problems through their online housing information and their face to face local services.</p>
<p><a href="http://www.b-eat.co.uk/Home">www.b-eat.co.uk/Home</a></p>  <p><b>Helpline: 0808 801 0677</b> <b>Youthline: 0808 801 0711</b></p>	<p>b-eat.co.uk is an organisation who can offer advice if you or someone you know is affected by an eating disorder. Helplines, one-to-one web chat, chat rooms and support groups.</p>




Web Site	Description
<p><a href="http://www.refuge.org.uk/">www.refuge.org.uk/</a></p>  <p><b>Refuge</b></p> <p>For women and children. Against domestic violence.</p> <p>Tel: 0808 2000 247</p> <p>In partnership with</p> 	<p><b>Support for women, men, teens and children</b>, including:</p> <ul style="list-style-type: none"> <li>• <a href="#">A network of refuges across the country</a></li> <li>• <a href="#">Independent domestic violence advocacy</a></li> <li>• <a href="#">Support in the community</a></li> <li>• <a href="#">Culturally-specific services</a></li> <li>• <a href="#">Gender-based violence services</a></li> <li>• <a href="#">Child support workers</a></li> <li>• <a href="#">Human trafficking and modern slavery</a></li> <li>• <a href="#">One stop shop services</a></li> </ul> <p>Refuge recognises that all survivors have different needs, some of which may relate to their ethnic background or identity. All forms of gender-based violence including <a href="#">domestic violence</a>, <a href="#">sexual violence</a>, <a href="#">forced marriage</a>, <a href="#">'honour' based violence</a>, <a href="#">FGM</a> and <a href="#">human trafficking and modern slavery</a> cross the boundaries of race, culture, language and religious and ethnic background. It can happen to anyone.</p>
<p><a href="http://www.mensadvice.org.uk/">http://www.mensadvice.org.uk/</a></p>  <p><b>Respect</b> Men's advice line</p> <p>Tel: 0808 801 0327</p>	<p>Respect - Men's Advice Line is a confidential helpline and email service <a href="mailto:info@mensadvice.org.uk">info@mensadvice.org.uk</a> for men (heterosexual or same-sex) who experience domestic violence from their partners or ex-partners.</p>
<p><a href="https://www.mankind.org.uk/">https://www.mankind.org.uk/</a></p>  <p><b>ManKind</b> Initiative</p> <p>Tel: 01823 334244</p>	<p>A confidential helpline available for male victims of domestic abuse and male victims of domestic violence across the UK. They support men suffering from domestic abuse from their current or former wife or partner (including same-sex partner). This can range from actual violence or object throwing to mental abuse such as constant bullying or constant insults. The helpline provides both emotional support and practical information. Helpline: Weekdays 10am to 4pm</p>
<p><a href="http://www.galop.org.uk/domesticabuse/">http://www.galop.org.uk/domesticabuse/</a></p>  <p>Tel: 0800 999 5428 Email: <a href="mailto:help@galop.org.uk">help@galop.org.uk</a></p>	<p>Emotional and practical support for LGBT+ people experiencing domestic abuse, sexual violence or hate crime. Abuse isn't always physical - it can be psychological, emotional, financial and sexual too. Speak out, don't suffer in silence. Look on their website for opening times for calls and online chat.</p>
<p><a href="http://www.ncdv.org.uk/">www.ncdv.org.uk/</a></p>  <p><b>National Centre for Domestic Violence</b></p> <p>Freephone: 0800 970 2070 Option 1 (to make a referral)</p>	<p>The National Centre for Domestic Violence (NCDV) provides a free, fast emergency injunction service to survivors of domestic violence regardless of their financial circumstances, race, gender or sexual orientation. Their service also allows anyone to apply for an injunction within 24 hours of first contact (in most circumstances).</p>
<p><a href="http://www.ashiana.org.uk/">www.ashiana.org.uk/</a></p>  <p><b>Ashiana</b> NETWORK</p> <p>Tel: 020 8539 0427</p> <p>Email: <a href="mailto:info@ashiana.org.uk">info@ashiana.org.uk</a></p>	<p>Ashiana Network has developed and expanded to provide a range of services benefiting vulnerable women and girls.</p> <p>Giving advice, advocacy, counselling, specialist refuge for girls and women at risk of harmful practices such as forced marriage, female genital mutilation and honor based violence, language needs, cultural/religious needs, insecure immigration/no recourse to public funds, women from a range of ethnicities; including South Asian, Turkish, Iranian, Afghani, Moroccan, Eastern European, African/Caribbean.</p>





Web Site	Description
<p><a href="https://karmanirvana.org.uk/">https://karmanirvana.org.uk/</a></p>  <p><b>Tel: 0800 5999 247</b></p>	<p>Karma Nirvana is an award-winning National charity supporting victims of honour-based abuse and forced marriage. Honour crimes are not determined by age, faith, gender or sexuality, we support and work with all victims.</p> <p>A national helpline offering direct support and guidance to victims and professionals. Karma Nirvana provides training to the Police, NHS and Social Services. They act as expert witnesses in court, speak out in schools and attend awareness raising events nationally and internationally. In addition, their team lobby government and after ten years of campaigning, forced marriage became a criminal offence in 2014.</p>
<p><a href="http://www.southallblacksisters.org.uk/">www.southallblacksisters.org.uk/</a></p>  <p><b>Tel: 020 8571 0800</b></p>	<p>Southall Black Sisters, a not-for-profit, secular and inclusive organisation, was established in 1979 to meet the needs of [mainly] black and ethnic minority women. They can advise in English, Hindi, Punjabi, Gujarati and Urdu and arrange interpretation in Somali and other languages. They mainly support women from West London although will take enquiries from across the UK and if necessary refer to relevant local agencies.</p>
<p><a href="https://www.bpas.org/">https://www.bpas.org/</a></p>  <p><b>Tel: 03457 30 40 30</b></p>	<p>The British Pregnancy Advisory Service offers information, advice and treatment with a range of services linked with pregnancy and fertility control. There is a central appointment booking service and all appointments are confidential.</p>
<p><a href="http://www.fpa.org.uk/">www.fpa.org.uk/</a></p>  <p>the sexual health charity</p>	<p>fpa is an online resource providing straightforward information, advice on all aspects of sexual health, sex and relationships. They run <a href="#">campaigns</a> each year to raise awareness of sexual health and wellbeing topics.</p>
<p><a href="http://www.brook.org.uk/">www.brook.org.uk/</a></p>  <p>Sexual health &amp; wellbeing for under 25s</p> <p><b>The Sexual Healthline 0300 123 7123</b></p>	<p>You can <a href="#">Find a Service</a> near you or use <a href="#">Ask Brook</a>, a 24/7 online service to help you with whatever question you might have about your sexual health or relationships, including: contraception, pregnancy, STIS, Gender, Abuse or Wellbeing – or any other question you may have about sexual health. They also have a Frequently Asked Questions function.</p>
<p><a href="http://www.cruse.org.uk/">www.cruse.org.uk/</a></p>  <p>Cruse Bereavement Care</p> <p>Helpline (England, Wales, NI): <b>0808 808 1677</b> (Mon &amp; Fri 9:30am–5pm, Tue-Thur 9:30-8pm) Scotland: 0845 600 2227</p>	<p>Cruse Bereavement Care offers support after the death of someone close.</p> <p>Also face-to-face and group support is delivered by trained bereavement support volunteers <a href="#">across the UK</a>.</p> <p>They also offer <a href="#">information</a>, <a href="#">publications</a>, and <a href="#">support for children</a>. Their website <a href="#">Hope Again</a> is a site designed for young people by young people. It includes information and message boards where young people can share their experiences.</p>
<p><a href="https://www.nhs.uk/">https://www.nhs.uk/</a></p>  <p><a href="http://www.show.scot.nhs.uk/">www.show.scot.nhs.uk/</a> <a href="http://www.hscni.net/">www.hscni.net/</a> <a href="http://www.wales.nhs.uk/">www.wales.nhs.uk/</a></p>	<p>NHS has become the biggest and most visited health information website in Europe.</p> <p>With A-Z for Health and an A-Z for Medicines and lots of useful information about keeping and living well.</p> <p>For health enquiries call 111.</p>

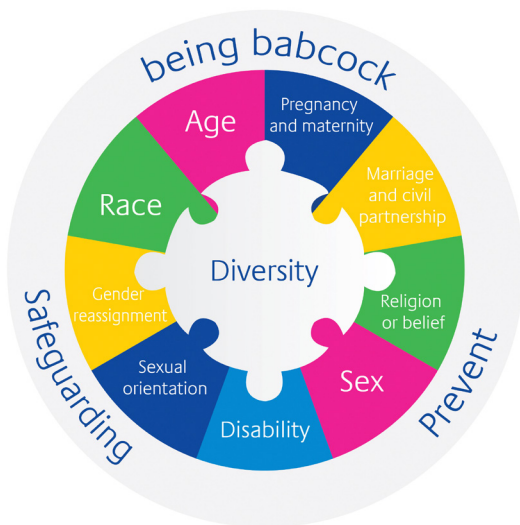


Web Site	Description
<p><a href="http://www.citizensadvice.org.uk/">www.citizensadvice.org.uk/</a> - UK site leading into regional information...</p>  <p>Note: call charges apply:  <a href="#">England</a> site - call <b>03444 111 444</b> or local  <a href="#">Wales</a> site - call <b>03444 77 20 20</b>  <a href="#">Welsh language</a> site  <a href="#">Scotland site</a> - call <b>0808 800 9060</b>  <a href="#">Northern Ireland</a> site</p> <p>TextRelay users should call <b>03444 111 445</b></p>	<p>Citizens Advice self-help website has practical, reliable information to help you solve your problems.</p> <p>The site(s) also include frequently asked questions in other languages.</p> <p>The information is continually reviewed by a team of advisers and covers the law in England, Northern Ireland, Scotland and Wales. Call them or use their regional sites for region-specific help on: Benefits, Work, Debt and money, Consumer, Relationships, Housing, Law and rights, Discrimination, Tax, Healthcare, Education, plus much more...</p> <p>They can provide guidance on rights and discrimination issues regarding the protected characteristics of the Equality Act 2010:</p> <ul style="list-style-type: none"> <li>•Age</li> <li>•Disability</li> <li>•Gender Reassignment</li> <li>•Race</li> <li>•Sexual Orientation</li> <li>•Marriage and Civil Partnership</li> <li>•Religion or Belief</li> <li>•Pregnancy and Maternity</li> <li>•Sex</li> </ul>
<p><a href="http://www.mywellbeinghub.co.uk/">www.mywellbeinghub.co.uk/</a></p> 	<p>My Wellbeing Hub has been developed by VSP, Acorn, and Babcock to provide you with the information you need for a better wellbeing. The site is open to all and will guide you on the road to a better wellbeing with the help of excellent resources.</p> <p>My Wellbeing Hub has been developed to provide you with the information you need. Our aim is to guide you on the road to a better wellbeing and wellness with the help of some excellent resources which can be accessed <a href="#">here</a>.</p>
	<p>Look through BIG Learning where you'll find lots more useful information, resources and links regarding Babcock policies, Health and Safety, Forums, Government departments, Trade Unions, Departments of Education, Awarding Organisations, Funding Bodies, Sector Skills Councils and Government Inspectorates.</p>
<p>Utilise internet search engines</p>	<p>Available in all languages, the internet is an invaluable resource for you to search for additional Information Advice and Guidance.</p>
<p><i>Disclaimer: The content throughout this document is only a sample of the wide variety of support organisations that are available to you and your learners. Please note that Babcock holds no endorsement or alliance to or for any of the external organisations above, nor takes any liability as to their content or suitability.</i></p>	





<b>Babcock employees:</b>	
<p><a href="http://www.cic-eap.co.uk/index.html">www.cic-eap.co.uk/index.html</a></p>  <p><b>Tel: 0800 085 1376</b> <b>Email: <a href="mailto:assist@cic-eap.co.uk">assist@cic-eap.co.uk</a></b></p>	<p>CiC is Babcock’s confidential <b>employee</b> assistance and wellbeing support service, includes:  <a href="#">Babcock Managerial Adviceline CiC</a>  <a href="#">Babcock EAP Services Overview Employees CiC</a></p> <p>Babcock staff members - <a href="#">see Connect, S&amp;L HR for login details.</a></p>
	<p>Babcock Emergency Services &amp; Training have a dedicated site on our intranet which brings together all of our Equality, Diversity &amp; Inclusion and Welfare &amp; Safeguarding policies, procedures, learning resources, diversity calendar, internal and external contact information.</p> <p>This file can be used as hardcopy or online to access the links or selected rows from the MS Word version can be copied to share information electronically.</p> <p>This list is found on our <a href="#">All together different</a> site on Connect.</p>



Babcock ES&T employees should contact their local [Designated Person for Safeguarding \(DP\)](#) regarding any equality/diversity or welfare/safeguarding issues raised or suspected, including what advice and signposting has been given.

Where possible, staff member to signpost learner(s) to follow employer’s HR procedures, or medical practitioner (eg GP), if appropriate. Alternatively, offer intervention/next step advice using this IAG Support List (C221) to agree most appropriate resource. Contact \*Designated Person (or deputy) for advice if at all unsure.

Babcock staff **MUST** follow our DoI procedures including compliance to the Welfare & Safeguarding escalation flow (C200).

Records must be kept up to date on CPOMS system and protected in full compliance with Babcock security, data protection policy and law and Safeguarding Learners Operating Procedures (OP197).

Unless an individual/group is in danger of abuse, harming themselves or others, or someone’s act, or potential act, is considered unlawful, their consent for you to act/intervene on their behalf or discuss the issue with others (with the exception of a Babcock DP) must be sought and recorded in CPOMS system.