



V2 SAFEGUARDING POLICY			
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Introduction

The following is a brief description of Nefyn Camps and the type of work/ activities we undertake with children, young people and adults at risk:

Nefyn Camps is passionate about working with children and young people, helping them to realise their full God-given potential as they journey from childhood to adulthood, helping them to explore a personal faith in Christ and an effective Christian life of service.

Nefyn Camps is a Christian organisation and seeks to carry out its mission in line with Christian principles. God's demonstration of love, justice and protection throughout the Bible are all relevant to practising the highest levels of safeguarding.

We commit ourselves to the nurturing, protection and safekeeping of all associated with Nefyn Camps. In pursuit of this, we commit ourselves to this policy and to the development of sound procedures to ensure we implement our policy well.

Our work is primarily with children and young people i.e. those under 18 years of age. However, we do recognise that adults with care and support needs or those at risk may also be part of our work as volunteers. This policy therefore seeks to address safeguarding for both groups.

Policy Purpose

- To protect the children, young people and adults at risk who are engaged with Nefyn Camps.
- To provide all those engaged in providing Nefyn Camps services with the overarching principles that guide our approach to safeguarding because we recognise the need to provide a safe and caring environment for children, young people and adults.

This Safeguarding Policy applies to the Board of Trustees, volunteers or anyone working on behalf of Nefyn Camps.

This Policy should be read alongside other Nefyn Camps policies and procedures, where relevant to volunteers:

- Basis of Faith
- Equal opportunities and diversity
- Data Protection
- Harassment and Bullying
- Whistleblowing



- The Nefyn Camps Good Practice Guides

STATEMENT OF COMMITMENT

The Nefyn Camps' Trustees recognise the need to provide a safe and caring environment for children, young people and adults. We acknowledge that children, young people and adults can be the victims of physical, sexual and emotional abuse, and neglect. We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to "all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status". We also concur with the Convention on the Rights of the Child which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from "all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child."

As a Trustee Board we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding.

This policy and the Good Practice Guide are based on the ten safeguarding standards.

A) Governance

Good governance helps an organisation prevent abuse and means it can respond quickly and with integrity when concerns arise.

B) Culture

Having a safe and open culture creates good attitudes towards safeguarding and ensures it is taken seriously by all.

C) Safeguarding policy

A working policy document sets the standards and expectations an organisation has around safeguarding.

D) Safer recruitment

Recruiting your workers safely creates a barrier to those who may pose a risk from getting access to vulnerable groups.

E) Training and awareness

Raising awareness of safeguarding equips workers and service users to identify, prevent, and respond to abuse.

F) Working safely

Agreeing ways to work and communicate safely helps people keep themselves and others safe.

G) Managing workers



Safely recruiting your workers creates a barrier to those who may pose a risk from getting access to vulnerable groups.

H) *Partnership working*

Raising awareness of safeguarding equips workers and service users to identify, prevent, and respond to abuse.

I) *Responding to concerns*

Responding well to concerns means people can be protected from harm and action taken to stop abuse.

J) *Working with those who may pose a risk*

Organisations that are open to all can support and work safely with those who may pose a risk.

The Nefyn Camps' Trustees undertake to:

- Endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above.
- Provide on-going safeguarding training for all its workers and will regularly review the operational guidelines attached.
- Make efforts to uphold requirements of the Equality Act 2010 and all other relevant legislation in an inclusive manner and as far as practicably possible.
- Support the Safeguarding Officers in their work and in any action, they may need to take in order to protect children and adults with care and support needs.

PREVENTION

Nefyn Camps understands safeguarding to be everyone's responsibility. Therefore, all Nefyn Camps volunteers and leaders should be equipped with appropriate knowledge and awareness on how to identify concerns effectively and ensure steps are taken to respond to it appropriately.

The Working Together to Safeguard Children Guidance of 2018, very clearly stipulates that safeguarding is everyone's responsibility and therefore requires that anyone who works with children and young people is aware of 'the role they play, the role of other designated professionals and being aware of identifying concerns, sharing information and taking prompt action'. Defining child abuse or abuse against an adult is a difficult and complex issue. A person may abuse by inflicting harm or failing to prevent harm.

Children and adults in need of protection may be abused within a family, an institution, or a community setting. Very often the abuser is known or in a trusted relationship with the child or adult. See the Nefyn Camps Good Practice Guides for detailed definitions of abuse, signs, and indicators of abuse.

Safeguarding awareness and training

Nefyn Camps is committed to providing suitable initial and ongoing safeguarding training and development opportunities for all those working or volunteering on behalf of the organisation, developing a culture of awareness of safeguarding issues to help protect everyone.

Nefyn Camps will provide online and/or face to face training (dependent on the role being carried out) and provide annual refresher training. Nefyn Camps will also ensure that children and adults at risk are



provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have concern. This information will be displayed in suitable locations on site.

Everybody will be aware of the safeguarding procedures but Nefyn Camps also partners with Christian Safeguarding Services, an independent Christian safeguarding charity, who offer an emergency safeguarding helpline service (0116 218 4420) which is primarily available to safeguarding leads and anyone concerned about the welfare of a child, young person, or adult at risk. Their information will be available via our posters. An Information Sharing Agreement is currently in place between the two organisations which facilitates Nefyn Camps' Designated Safeguarding Lead receiving a copy of any advice offered to Nefyn Camps staff and/or volunteers CSS.

Safer recruitment

At Nefyn Camps we recognise the immense contributions that volunteers offer in the running of our camps. Our Safer Recruitment Policy therefore is a crucial layer of safeguarding not just for our children and young people but also for those we seek to recruit into positions of responsibility and trust. Safer recruitment is vital because it minimises the likelihood of those who may be vulnerable being harmed by those in positions of trust. See our Employment/ Safer Recruitment Policy.

Management of volunteers – Code of Conduct

Nefyn Camps is committed to supporting all volunteers and ensuring they receive support and supervision. All volunteers will be issued with and agree to work within a code of conduct towards children, young people and adults at risk. The principles also apply between adult leaders in any setting. Nefyn Camps has a lifestyle statement that reflects Christian commitment and behaviours..

Recruitment of ex-offenders

Nefyn Camps' policy is that we will not allow anyone known to have harmed children, or who is on the Barred List as defined by the Disclosure and Barring Service, to help on any activity within the organisation. However, someone with a past conviction or caution may not necessarily be declined work as a volunteer within Nefyn Camps. When a DBS certificate returns with a blemish, the Nefyn Camps Safeguarding Trustee will be informed who will then make contact with the Main Leader of the camp in question and carry out a risk assessment. After discussion with the Main Leader a decision to appoint the volunteer or not will be made, based on advice and guidance within the Safer Recruitment Policy.

PROTECTION

Responding to concerns

As an organisation we are committed to ensuring that our response to abuse and concerns is robust, compliant and also sensitive. We discuss this in detail in the Good Practice Guide which offers guidance on responding to a disclosure, allegation, or suspicion of abuse, including those against trustees and volunteers. Our Good Practice Guides offers information regarding representation of actions to take in response to any concerns. All trustees and volunteers should familiarise themselves with the recommended protocols in these sections.



Supporting those affected by abuse

Given the relational nature of our work at Nefyn Camps, it is recognised that children, young people and also adults may disclose experiences of recent or non-recent abuse with our volunteers and leaders, as they build trust. Whilst appropriate safeguarding protocol will be followed by the Safeguarding Leads where such allegations or disclosures are made, we also recognise that receiving these disclosures is not easy and may affect different volunteers/leaders in different ways. Therefore, we are committed to offering pastoral care and working with statutory agencies and local churches as appropriate to support all those connected with the organisation who may be affected by abuse (either recent or non-recent).

A clear record of discussions regarding this must be made and the Safeguarding Trustee of Nefyn Camps notified appropriately. CSS may be consulted for further advice regarding this.

PROMOTING A SAFE CULTURE

Practice guidelines

Nefyn Camps wish to operate and promote good working practice. This will enable volunteers to run activities safely, develop good relationships and minimise the risk of false or unfounded accusation. Nefyn Camps will provide clear guidance on appropriate conduct towards children, young people and adults with care and support needs. These guidelines are found in the Nefyn Camps' Good Practice Guide.

Working in partnership

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and adults. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse.

Our expectation is that when working in partnership with others:

- This Safeguarding Policy will be the minimum standard to which all parties agree to work.
- This safeguarding expectation will be discussed with partners, and it will be set out within any joint agreement.
- Where other organisations use our site, we will seek to exercise due diligence in ascertaining that their safeguarding policy and practice guidelines meet the above standards.

Good communication is essential in promoting safeguarding, whether with those we wish to protect, with staff and volunteers involved in working with children and adults within the organisation, or with others with whom we work in partnership. To create a 'culture of safeguarding' which embraces the principles and practice contained within this Policy, we are committed to making training, support and information available to all our staff and volunteers. This safeguarding policy is just one means of promoting safeguarding.