



Safeguarding

The safety of all persons attending the Norjam is paramount and is the responsibility of all at the Jamboree.

This policy document outlines the process that Norjam will adopt in the event of an incident occurring during the Jamboree. At all times both the Scout Association and Girlguiding UK policies and guidance will be followed, and advice will be sought from either HQ's Safeguarding Team.

Please ensure all concerns are passed through the Jamboree Safeguarding Team.

Scout Association policies state:

It is the policy of The Scout Association to safeguard the welfare of all members by protecting them from neglect and from physical, sexual and emotional harm.

Scouts are committed to:

- Taking the interests and wellbeing of young people into account, in all our considerations and activities
- Respecting the rights, wishes and feelings of the young people with whom we work
- Taking all reasonable, practicable steps to protect them from neglect, physical, sexual and emotional abuse
- Promoting the welfare of young people and their protection within a position of trust

All adults in Scouting, including members of the Scout Network who wish to work with young people, are responsible for putting this policy into practice at all times.

Any adult in Scouting has a responsibility to ensure that young people are protected from harm. It is the responsibility of each adult in Scouting to ensure that:

- Their behaviour is appropriate at all times
- They observe the rules established for the safety and security of young people
- They follow the procedures following suspicion, disclosure or allegation of child abuse
- They recognise the position of trust in which they have been placed
- In every respect, the relationships they form with the young people under their care are appropriate

As adults in Scouting, the safety of young people is our priority.

[The Young People First Yellow Card](#) is to be followed at all times.

Girlguiding UK policies state:

Safeguarding is at the heart of everything we do in Girlguiding, and it is the responsibility of all of us. As a Girlguiding volunteer you share an important responsibility to protect and promote the safety and wellbeing of girls, young women and adults as you help them reach their full potential through great Guiding experiences.



What is the Girlguiding UK commitment to safeguarding?

It is Girlguiding's policy to safeguard our members whilst they take part in Girlguiding activities, especially those who are more vulnerable. We believe that everyone has a right to live free from abuse, exploitation, harm and fear and to enjoy being safe and well.

By following our Safeguarding Policy, procedures, and guidance we make Safe Spaces for great Girlguiding, protecting the safety and wellbeing of all our girls, young women and adults. The policy includes the systems, structures, and procedures in place for safeguarding. This includes both child protection and the more proactive elements of safeguarding that ensure we create a safe space for girls and young women. It also explains our values around safeguarding and how safeguarding influences all aspects of our work.

We recognise and accept our responsibility to act 'in loco parentis' during organised activities. We also have a responsibility towards all our adult volunteers to take safety and wellbeing seriously.

We take steps to minimise any possibility that abuse, or harm could occur and to make sure we act quickly and appropriately if a concern, allegation or disclosure arises.

[A Safe Space - Pocket Guide](#) should be followed at all times.

Norjam Policy: To enable efficient, effective support for individuals involved in concerns relating to Safeguarding at Norjam the following processes should be followed by all attending the event, the triage of safeguarding incidents is as follows:

Tier 1: Personal problems of leaders and or young people such as homesickness, socialisation issues, and the support of participants with additional needs - managed by the Response Team.

Tier 2: Concerning or actual inappropriate behaviour of a young person or an adult, or the welfare of a young person – “Non-Safeguarding” - managed by Response Team and reported to the Director of Essential Services. These cases will be reported to HQ Safeguarding (Guiding and Scouting) on a daily basis, for consultation and advice.

Tier 3: Concerning or actual inappropriate behaviour of a young person or an adult, or the welfare of a young person – “Safeguarding” - managed by the Director of Essential Services and referred to the respective HQ Safeguarding.

Tier 4: Allegation of abuse and or possible criminal offence from an adult to a child, or between two young people - managed by the Director of Essential Services in conjunction with respective HQ Safeguarding.

Process for Tier 3 and 4. In the event that an allegation or welfare concern is received by the Director of Essential Services, who will liaise with the respective HQ Safeguarding Team and make the necessary referral, the Director of Essential Services will decide if there is any action required to immediately safeguard the adult and or young person.

At all times advice from the relevant HQ's will be followed.

Actions may include support, advice and guidance for persons concerned, including an agreed plan of action using resources available.

In the event of a situation where a young person is at immediate risk of significant harm, this will be reported to the Director Essential Services who will report the matter to the Police via 999.

This will also be passed onto The Scout Association or Girlguiding Safeguarding Team, who will then advise of appropriate actions to be taken.

If the matter is an issue that has occurred at home, then this will be reported to the respective HQ Safeguarding Team who will take appropriate action including making any necessary referrals, and contacting the relevant Scouting or Guiding Commissioners to ensure appropriate support is given when home.

Safeguarding Training

All adults attending the Jamboree as part of the registration process will be expected to complete the Norjam Safeguarding and Safety training either prior to, or on arrival at the Jamboree. All leaders of both Associations should be up to date with their respective organisations Safeguarding training in addition to this.

Management documents

The following documents should be read in conjunction with this policy:

[Safeguarding Policy and Procedures – The Scout Association](#)

[Safeguarding Policy – Girlguiding](#)