



Welfare

The welfare of young people and adults at Norjam Jamboree is everyone's responsibility.

As leaders and staff at Norjam, we are responsible for our young people ensuring they feel safe and supported and able to enjoy the Jamboree experience to the full.

Therefore, our responsibilities include:

Group Leaders:

- Ensure that a familiar adult is available at all times and make sure the young people know where to contact one of the contingent leadership team
- Maintain routines for meals, activities, relaxation, and sleep
- Make sure all reportable concerns are referred to the Response Team, either by telephone using the phone number on the back of every Norjam ID Card, visiting the control room or asking the subcamp team to make contact for you
- Immediate and serious safeguarding issues can be raised through your subcamp office

The Sub Camp team:

- Provide support for all members of the subcamp team in order that everyone can take responsibility for the welfare of themselves and others, and ensure an enjoyable and successful Jamboree experience
- Be the first point of contact for contingent groups who may have a welfare concern

The Response Team:

- Provide support for all participants and staff at Norjam, in order that they may take responsibility for the welfare of themselves and others. This ensures an enjoyable and successful Jamboree experience for all.
- Provide a listening ear of advice and support as appropriate
- Support all welfare issues with advice, guidance and action as required
- Deal with concerns sensitively and appropriately whilst maintaining levels of confidentiality relevant to the situation
- Refer issues back to groups as soon as practicable
- Be an initial response to safeguarding issues in accordance with the Norjam Safeguarding and associated policies and procedures
- Action the reporting of all safeguarding concerns in accordance with the policy
- Will have a supportive, inclusive approach to matters attaining to safeguarding and welfare of persons attending the Jamboree.
- Team members will have experience in mental health, equality, inclusion, diversity and sexual health and will be expected to seek advice from more experienced colleagues when needed

The Response Team will be available throughout the Jamboree from 09:00 to 20:00, to talk through any aspect of camp life, that someone may be finding difficult.

The Medical team will be available 24 hours a day for urgent wellbeing concerns, including for those in crisis.

