

Morland Choristers' Camp

SAFEGUARDING POLICY STATEMENT AND SAFER RECRUITMENT POLICY

Introduction

As a Christian organisation, Morland Choristers' Camp holds the core value that all people are made in the image of God and are of infinite worth, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation. The Camp has a responsibility to promote and uphold the safety and wellbeing of all those who interact with it, but has a special duty of care and protection towards children and young people, and towards adults who may be at risk of harm.

Language

For the purposes of this policy, the following language will be used:

Staff member: a person who has been invited to take up a place on the Staff of the Camp, paid or unpaid, for one or more Camps

Senior: a person aged 18 or over who attends as a paying member of Camp, but is expected to undertake certain pastoral or administrative duties, including direct contact with children, in recognition of which a reduction in fees is usually given

Chorister: a registered participant at the Camp aged under 18

Visitor: a person who has been invited to attend part of the Camp in an official or semi-official capacity (for instance, a Director of Music from a participant's church or a member of the local community)

Within this policy, the term 'child' refers to any individual under the age of 18, regardless of their status at Camp.

Principles

We recognise that:

- child abuse may take many forms, including (but not limited to) sexual abuse, physical abuse, emotional abuse and neglect
- child abuse can and does occur in many different communities and situations, regardless of background, culture, socio-economic status, etc.
- some children and adults may be additionally vulnerable because of particular protected characteristics, because of their higher support needs or disabilities, or because of the impact of previous experiences
- child abuse can be perpetrated by adults of any age, status or gender; it may also be perpetrated by children (child-on-child abuse)
- however good we believe our safeguarding procedures to be, we must be vigilant and open to the possibility that 'it could happen here'
- safeguarding is everybody's responsibility
- the welfare of the child is paramount

We will strive to keep children safe by:

- placing safeguarding at the heart of all we do and upholding an ‘overall culture of protection’
- ensuring that all Staff and other adults at Camp are appropriately recruited, vetted and trained
- providing secure and accessible ways for Staff, Seniors, Choristers and other stakeholders (e.g. parents/carers) to report concerns and/or seek help or advice
- appointing a Designated Safeguarding Lead (DSL)
- nominating a member of the Trustee board to have particular oversight of safeguarding
- providing clear written safeguarding procedures to all Staff and Seniors, and ensuring these are updated regularly to reflect current best practice
- maintaining good working relationships with the Carlisle Diocesan Safeguarding team, and other voluntary and statutory bodies as appropriate

SAFER RECRUITMENT

Camp is blessed to operate as an ‘all-age family,’ meaning that the vast majority of adults at Camp first attended as children, and have been known to us for many years. Recruitment of Staff from amongst former choristers (or, on occasion, by personal recommendation) is a strategy which works well for us, and nothing in this section should be taken to imply mistrust or suspicion of any former, current or potential Staff member or Senior.

In line with current best practice, Seniors and Staff must take the following actions before Camp starts:

- complete the relevant registration form, ensuring that all personal details are accurate and up-to-date;
- ensure that they have completed Church of England online Safeguarding training (Basic Awareness for Seniors, and Basic Awareness and Foundation for Staff), with certificate(s) sent to the DSL;
- attend the relevant pre-Camp meeting; or, if absence is unavoidable, take responsibility for familiarising themselves with the information and guidance given;
- confirm that they have read this policy document and the safeguarding information in the relevant handbook.

In addition, Staff members must have a valid DBS certificate, preferably Enhanced. Camp does not have the capacity to apply for DBS certificates on its own behalf, so staff are encouraged to provide a certificate from work or another voluntary activity where possible, and to sign up for the DBS update service.

Those joining the Staff for the first time (whether or not they have ever been to Camp in another capacity) are required to provide the name and contact details of a referee who can attest to their suitability to work with children. Those coming to Camp as Seniors for the first time are encouraged (although not obliged) to do likewise.

Visitors and the Wider Community

Camp often invites official visitors, who may attend part of the camp for a few hours or occasionally for one or more days. All visitors will be asked to wear a lanyard for the duration of their visit, and will be introduced to the whole Camp at a suitable juncture (e.g. a meal). They will be advised of the identity and contact details of the DSL, and provided with links to relevant safeguarding policies and procedures. Visitors will not be given unsupervised access to children.

The Camp operates across several sites in a residential village, and holds a number of public services and events. It is likely, therefore, that during the course of the week, children will come into contact with a number of adults who may not have been vetted by Camp (e.g. local residents, former members of Camp, other choristers' family members, members of the public, etc.). Camp seeks to mitigate the risk to children in the following ways:

- Members of Staff and Seniors are always on duty at key locations
- Choristers are not permitted to walk around the village alone, and are advised to be with an older (16-17 year old) chorister where possible
- All Staff, Seniors and Visitors are expected to wear lanyards at all times, so children are able to identify which adults are members of Camp
- The Safeguarding and emergency contact numbers are printed on all children's lanyards, so children are able to contact a member of staff if necessary
- Details of trusted individuals and organisations to which children may turn for support or help are displayed in key locations

KEY INFORMATION

Designated Safeguarding Lead (DSL):

Mother Carrie Thompson

safeguarding@morland.org.uk

Camp Safeguarding number (operational during Camp only):

07494 166 684

Safeguarding Trustee:

Catherine Beddison

07855 680 224

c.a.beddison@gmail.com

Carlisle Diocesan Safeguarding Advisor:

Joanna van Lachterop

07458 016884

safeguarding.adviser@carlisle-diocese.org.uk

Westmorland and Furness Safeguarding Hub:

0300 373 2724

safeguarding.hub@westmorlandandfurness.gov.uk

This policy was approved by the annual meeting of the Morland Choristers' Camp Trustees on 4th November 2023. The next review will be at the Trustees' meeting in November 2024.