



CREATION FEST

VOLUNTEER SAFEGUARDING
POLICY

2019



CREATION FEST

Creation Fest exists to celebrate the good news of a God who loves us through festivals and events, and designed to creatively communicate the Christian faith and inspire others to do the same.

We love to celebrate the joy of walking in faith, and invite men and women, young and old, artists and accountants, seekers and sceptics to discover the free gift of God, Jesus Christ.

Our aim is to put on brilliant, free, fun events that bring Christians closer to Jesus, and that are accessible and attractive to those who don't know God, or who are on the fringes of church community. At our annual festival, we have a skate ramp because it lets us talk to skaters about Jesus. We run a full kids and youth programme so that families can come and grow in their faith together. We bring in great Christian bands because music is its own language. We run arts stream, fitness programme, bonfire nights, barn dances, a silent disco, late night film screenings and much more so that the largest possible audience is drawn in, coming for the fun and staying to hear the good news of a God who loves them.

Outside of our main festival and events, we love to inspire individuals and churches to reach their communities with the good news of Jesus Christ. Throughout the year, we speak at events, connect with young people, host gatherings and work in partnership with local churches. Our heart is to share our skills, time, expertise and resources so that we can be the best invitation possible for people to meet with God.

Creation Fest has a growing children's and young people's ministry. Creation Fest Ltd takes seriously its responsibility to protect and safeguard the welfare of children, young people and vulnerable adults entrusted to our care.

The highest standards of behaviour towards children, young people and vulnerable adults will be maintained in all circumstances. All workers may have contact with children, young people and vulnerable adults and therefore all volunteers will be asked whether they have been subject to criminal or civil proceedings.

Clear recruitment procedures, training and supervision are essential for achieving a high quality service to children, young people and vulnerable adults participating in Creation Fest activities. It is the duty of all people working with children, young people and vulnerable adults to prevent abuse and unsafe situations from occurring. All volunteers are also required to report any abuse disclosed, discovered or suspected, in line with these procedures.

Creation Fest will collaborate fully with the statutory and voluntary authorities concerned with investigating abuse. It is important to note that it is the responsibility of the Social Services or the Police (not Creation Fest) to investigate the truth of any allegation of abuse.





GOOD PRACTICE GUIDELINES

Please be aware that your word and actions may be open to misinterpretation, and therefore you should take great care to avoid situations in which your actions could be misunderstood.

- You should never pray with a child, young person under 16, or vulnerable adult in an unsupervised situation
- You should never be alone with a child or young person under 16 or vulnerable adult outside of an organised activity.
- You will be responsible for ensuring that abusive peer activities (such as bullying, etc.) do not occur.
- It is essential that any child abuse issues are not trivialised exaggerated and that the proper steps are followed.
- All steps must be taken to ensure that the site is safe for children, young people, and vulnerable adults. Any concerns that you may have should be reported to your Team Leader immediately.

RECOGNISING SIGNS OF ABUSE

The following signs of abuse are guidelines to help workers who may have a concern that a child or young person or vulnerable adult is suffering from above.

Abuse falls into four broad categories (some young people may suffer from more than one):

1. **Physical Abuse:** Any injury that does not fit with the explanation given or within what is considered normal for a person of that age should be treated suspiciously. Not seeking medical attention for an obvious injury may be a cause for concern.
2. **Neglect:** The lack of adequate food, lack of appropriate clothing, lack of supervision, lack of protection and/or being left alone.
3. **Emotional Abuse:** Lack of confidence and self-esteem, being withdrawn and anxious; being demanding and attention seeking; poor communication skills.
4. **Sexual Abuse:** Sexual knowledge inappropriate for the age of the child or young person; sexualised behaviour.

If signs of abuse are recognised it must be immediately reported to the Safeguarding Officer and documented as a concern. The Safeguarding Officers will then discuss and agree a decision and document the reasons clearly on the form, taking action accordingly. If uncertain, advice will be immediately sought from the relevant agencies (thirtyone:eight, Social Services or Police).





SAFEGUARDING PROCEDURE

If a child or young person or vulnerable adult begins to tell you about abuse it is vital that you do the following:\

- Do NOT promise not to tell anyone or say you will keep it a secret
- Listen carefully but do not ask questions (a trained professional will do this)
- Reassure the child or young person that they have done the right thing by disclosing the abuse.
- Let the child or young person or vulnerable adult know that you will need to let someone else know about what they have said.
- Immediately report the child, young person or vulnerable adult's disclosure to your team leader, who will alert a Creation Fest Safeguarding Officer.
- As soon as possible write down what you were told by the child, young person or vulnerable adult using his or her own words to describe the abuse and pass this report form immediately to the Creation Fest Safeguarding Officer.
- It is important not to discuss the disclosure with anyone other than your team leader or Safeguarding Officer.



SAFEGUARDING PROCEDURES

Guidelines for dealing with an allegation:

- For all volunteers the most important consideration is to safeguard and promote the welfare of children, young people, and vulnerable adults with whom they come into contact.
- Any allegation of abuse must be taken seriously. Creation Fest has a duty and a legal obligation to report all allegations of abuse to the relevant statutory authorities.
- Allegations may come directly from a child or young person or vulnerable adult, or from a fellow team worker, or from an adult.
- Allegations may refer to a family member or to someone outside the family such as a teacher, youth leader or pastor, etc.. No groups of people are exempt from being abusers or from being abused.
- If the allegation concerns the Safeguarding Officer then the allegation must not be reported to them, but must be immediately reported to the Festival Coordinator, who will follow the procedures below.

Creation Fest procedure for dealing with allegation of abuse:

- Report all allegations of abuse to your team leader immediately. They will inform the Safeguarding Coordinator, who will take up the matter with the relevant voluntary or statutory authority (thirtyone:eight, Social Services or the Police), which are responsible for investigating allegations of abuse, they will also direct all action that is required.





CREATION FEST OFFICES

- When Youth are in the office there should always be two adult volunteers, with at least one of these holding a Creation Fest DBS and one being 30+ years old (experience has shown that youth are less likely to ignore requests from a volunteer more senior in age).
- One occasions when there is only one volunteer in the office, or no one with a Creation Fest DBS, the doors should be locked and youth have been informed they will not be able to come in until a second volunteer or one with a Creation Fest DBS arrives.

