

Chamboree

SAFEGUARDING POLICY

Applies to: All participants, leaders, International Service Team (IST) members, contractors, visitors and external partners.

1. Purpose of This Policy

The safety and wellbeing of every child, young person and adult at Chamboree is paramount. Safeguarding is the responsibility of **everyone** on site.

Chamboree will operate in full accordance with:

- The Scouts UK Safeguarding Policy and Procedures
- The Scouts Yellow Card
- Girlguiding UK Safeguarding Policy and A Safe Space guidance
- UK legislation relating to child protection, adult safeguarding and duty of care

No activity, programme delivery, operational decision, or individual preference overrides the obligation to safeguard children, young people, and adults at risk.

This policy sets safeguarding expectations and processes. Behavioural rules and sanctions are set out in the Code of Conduct.

This policy operates alongside, and does not replace, the current versions of Scouts UK and Girlguiding UK Safeguarding Policies and Procedures in force at the time of the event.

Safeguarding considerations take precedence over all other event policies and operational decisions.

2. Scope

This policy applies to safeguarding concerns connected to Chamboree that arise:

- Before the event, including preparation and event-arranged travel
- During the event
- After the event, where concerns relate to actions, behaviour or incidents that occurred at or in connection with Chamboree

This policy applies regardless of whether concerns involve participants, adults, volunteers, contractors or visitors.

3. Safeguarding Principles

3.1 Best Interests First

All decisions place the needs, safety, and rights of children, young people, and adults at risk above all else.

3.2 Zero Tolerance

Chamboree operates a zero-tolerance approach to abuse, harm, discrimination, bullying, harassment, or behaviour that places others at risk.

3.3 Shared Responsibility

Safeguarding is **everyone's** responsibility. Any adult on site must take action if they see, hear or suspect concern.

3.4 Don't Investigate — Report

Adults must never investigate allegations or attempt to resolve concern informally. All concerns must be **reported immediately**.

3.5 Respect, Inclusion & Dignity

Chamboree promotes a safe environment for people of all backgrounds, identities, cultures, and abilities.

4. Roles and Responsibilities

4.1 All Adults (Leaders, Staff, Contractors, Visitors)

All adults must:

- Follow the Scouts UK Yellow Card or Girlguiding UK A Safe Space guidance
- Maintain appropriate behaviour and professional boundaries
- Avoid situations that could be misinterpreted

- Never misuse a position of trust
- Ensure supervision ratios are maintained
- Protect confidentiality appropriately
- Report safeguarding concerns immediately
- Complete all required safeguarding training before arriving on site.

4.2 Group Leaders (Participants & Contingent Groups)

Group Leaders must ensure:

- Young people know who is responsible for them
- Supervision and ratios are maintained at all times
- Safeguarding concerns are reported without delay
- Daily routines (sleep, meals, hygiene) support wellbeing
- Their leadership team cooperates fully with Safeguarding Teams and Duty ELT Member/Camp Chief.

Group Leaders retain responsibility for their participants' welfare at all times.

4.3 Subcamp Teams

Subcamp Teams provide **local oversight and first-line support**.

They are responsible for:

- Supporting Group Leaders with welfare and behaviour concerns
- Monitoring emerging safeguarding indicators
- Ensuring young people are safe and accounted for
- Escalating concerns promptly to the Safeguarding Team
- Maintaining factual records of concerns raised

Subcamp Teams **do not investigate safeguarding concerns**.

4.4 Welfare Support at Chamboree

Welfare support at Chamboree is provided through trained International Service Team (IST) members based within Subcamps and operational teams.

Welfare support includes:

- Homesickness and emotional distress
- Friendship or social difficulties
- Low-level behavioural concerns
- Mental health first aid and pastoral support

Welfare support:

- Does **not** investigate safeguarding concerns
- Must escalate any safeguarding indicators immediately to the Safeguarding Team
- Is coordinated via Subcamps and the Duty Manager system.

4.5 Chamboree Safeguarding Team

The dedicated Safeguarding Team is responsible for managing all safeguarding concerns.

Responsibilities include:

- Receiving and managing safeguarding reports
- Acting as Situation Managers for formal concerns
- Liaising with Scouts UK and Girlguiding HQ Safeguarding teams
- Coordinating statutory notifications
- Supporting police or external agencies
- Making immediate safety plans where required
- Maintaining confidential safeguarding records

There will always be a Safeguarding Lead on duty.

5. Safeguarding Training Requirements

All adults must:

- Complete mandatory Scouts or Girlguiding safeguarding training before arrival

- Complete any Chamboree-specific safeguarding modules
- Attend safeguarding briefings as required.

Young IST (16–17):

- Must receive a safeguarding induction on arrival
- Must know who their Responsible Adult is

No one may begin duties without valid safeguarding training.

6. Triage of Incidents at Chamboree

To ensure clarity, all concerns are categorised into **four tiers**, reflecting best practice at UK Scout and Guide Jamborees.

Tier 1 — Welfare & Pastoral (Non-Safeguarding)

Examples:

- Homesickness
- Friendships and social difficulties
- Minor behaviour concerns
- Low-level emotional support needs

(Managed locally, recorded, not reported unless patterns emerge)

Tier 2 — Concerning Behaviour (Non-Safeguarding)

Examples:

- Boundary testing
- Emerging patterns of bullying
- Concerning adult conduct

(Managed by Subcamps and Duty Manager, Safeguarding Team notified for advice)

Tier 3 — Safeguarding Concern

Examples:

- Disclosure of abuse occurring elsewhere
- Significant welfare issues posing risk
- Concerning adult behaviour breaching position of trust
- Sexual behaviour between young people under 18 that raises safeguarding, welfare or consent concerns

Tier 4 — Allegation or Immediate Risk of Harm

Examples:

- Allegation of abuse by an adult
- Harm or abuse between young people
- **Sexual activity involving someone under 16**
- Serious physical, emotional or sexual harm
- Any immediate risk of significant harm

For Tier 3 and 4: Immediate actions include informing the Safeguarding Lead (999 in an emergency), and notifying HQ Safeguarding teams.

7. Reporting a Safeguarding Concern

Anyone can report a safeguarding concern.

You **must** report if you witness harm, receive a disclosure, observe worrying behaviour, or suspect something is wrong.

Reports should be made via:

- Subcamp Team
- Safeguarding Team
- **999** in an emergency

Do **not** investigate, promise confidentiality, ask leading questions, or contact the alleged perpetrator.

8. Young IST (Aged 16-17)

Young IST members are both volunteers and young people.

Additional safeguards apply:

- Each must have a **named Responsible Adult**
- They must operate under appropriate supervision at all times
- They must not work alone
- They must not enter adult-only environments
- They must follow the same safeguarding expectations as all participants.

9. Information Sharing & Confidentiality

Chamboree information will be:

- Shared strictly on a **need-to-know** basis
- Recorded securely
- Managed in line with data protection legislation
- Retained in accordance with Scouts UK and Girlguiding UK requirements.

10. Safer Event – Culture & Prevention

Chamboree promotes proactive safeguarding through:

- Clear Code of Conduct
- Visible adult presence
- Subcamp-based welfare support
- Inclusive programme design
- Clear expectations around behaviour, alcohol and vaping
- Safe recruitment and training of volunteers.

11. Safeguarding Contact Information

If a child, young person or adult is at immediate risk of harm, call **999 first**, then report to the Chamboree Safeguarding Team as soon as possible.

Chamboree Safeguarding Team will normally coordinate all contact with Scouts UK and Girlguiding HQ safeguarding teams. This does not prevent any individual from escalating directly to emergency services or national safeguarding teams where immediate action is required to protect a child, young person or adult at risk.

The Scouts UK – Safeguarding

Safeguarding concerns relating to Scout members must be reported to The Scouts UK Safeguarding Team, in line with national policy.

- **Email:** safeguarding@scouts.org.uk
- **Telephone (office hours):** 020 8433 7164 (Monday–Friday, 9am–5pm)
- **Out-of-hours emergency:** 0345 300 1818 (Scouts Support Centre)
- **Online safeguarding reporting form:**
scouts.org.uk/volunteers/staying-safe-and-safeguarding/reporting-a-concern-to-safeguarding

Girlguiding UK – Safeguarding

Safeguarding concerns involving Girlguiding members must be reported to **Girlguiding UK Safeguarding**, in line with national policy.

- **Email:** safeguarding@girlguiding.org.uk
- **Telephone (office hours):** +44 (0)207 834 6242 ext. 3037
- **Out-of-hours emergency:** +44 (0)7508 032997
(5pm–10pm weekdays; 9am–10pm weekends and bank holidays)
- **Safeguarding guidance and reporting:**
girlguiding.org.uk/information-for-volunteers/policies/safeguarding-policy

Commented [LL1]: @Dave Hopley does it need to say somewhere who the safeguarding team is or will it just go through to admin and filtered to the right person?

Commented [DH1R2]: Yes, so there's you and I who are DSLs on ELT, we need to ask Nick on his team there's Meg who we could potentially use, maybe other, what about on your team, I'm thinking qualified Safeguarding leads who can act as DDSs on-site Scouting/Guiding.

Document title	Issue number	Date issued	Authorised
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Safeguarding Policy	1	June 2026	Laura Livingstone
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