

Non-residential Group Activity Booking Form (revised Feb 2024)

We are really looking forward to welcoming you to Westbrook to use our facilities.

The *Facility Hire Terms & Conditions* at the end of this form will apply to your booking and you are asked to read them carefully before signing and returning the form. Please note that your booking is not confirmed until we have received the completed form. Please give **48 hours notice of cancellation** of booking to avoid a cancellation charge.

Important note for completing in WORD: Text may only be added in the white cells. Please do **not** press <RETURN> if typing in a cell, just re-position the cursor where you need it next. If deleting text, position the cursor to the right of text to be deleted and then use the delete/backspace key; if you try to select blocks of text to delete all at once, you may inadvertently end up deleting the entire cell.

Name of group:			
Brief description of the type of group:			
Name of group organiser:			
Full address of group organiser, including Postcode:			
Daytime phone:		Mobile:	
Email:			

If your group is a registered Urban Saints Group or has a current Urban Saints Energize subscription, type or write YES in the box, otherwise type or write NO:	
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Please be aware that all schools and groups which are not registered Urban Saints Groups or do not have a current Energize subscription will pay VAT at the current rate and it will be added to the fees agreed.

Day and date activity booking required:			
Alternative day and date if the above date is not possible (leave blank if not applicable):			
Approximate number of children attending with the group:			
Approximate number of adults attending with the group:			
Age range of children in the group:			

- A full list of the activities available on-site, with current prices, is given over the page. If you would like more information about the Bushcraft activities please see the relevant section on page 3 or visit our website: www.urbansaints.org/westbrook
- If you do not require any paid activities but would just like to use the grounds and free activities available please enquire about the charges.

Bookable Activities – see page 3 for more information or visit www.urbansaints.org/westbrook	Cost (excl VAT)	No. people	Total cost
Archery (15 max, 1.5 hrs)	£8.50 pp		£
Catapult target shooting (20 max, 1 hr)	£5.00 pp		£
Orienteering (40 max, 1 to 1.5 hrs)	£3.50 pp		£
Basic Shelter Building & Fire Lighting (30 max, 1.5 hrs)	£6.50 pp		£
Basic Shelter Building, Fire Lighting and Water Filters (30 max, 2 hrs)	£7.50 pp		£
Woodland Mindfulness Games (40 max, 1.5 hrs)	£6.50 pp		£
Ecology Walk (30 max, 1.5 hrs)	£4.50 pp		£
Natural Cordage (30 max, only available as part of the full day of Bushcraft)	£7.50 pp		£
Tracking & Hunting Skills (30 max, 2 hrs)	£6.50 pp		£
Advanced Shelter Building (30 max, 2 hrs)	£6.50 pp		£
Advanced Fire Lighting (30 max, 3 hours)	£7.50 pp		£
Advanced Bushcraft – Half Day (30 max, 4 hrs)	£9.50 pp		£
Advanced Bushcraft – Full Day (30 max, duration dependent on afternoon activity)	£9.50 pp + cost of afternoon activity		£
Afternoon activity choice: Woodland Mindfulness Games (Tick appropriate box in Cost column)	£6.50 pp	<input type="checkbox"/>	
Ecology Walk	£4.50 pp	<input type="checkbox"/>	
Advanced Shelter Building	£6.50 pp	<input type="checkbox"/>	
Natural Cordage (available spring/summer only)	£7.50 pp	<input type="checkbox"/>	
Football pitch (5-a-side or 11-a-side) Note: Use of toilets in the Laing Room is included in the price	£15 per hour	No. hours:	£
Laing Room (table tennis, pool, board games, kitchen) Note: If required for more than 2 hours please enquire for price	£50 for 2 hours		£
Grounds only – please enquire about availability and price	Please enquire		£
Swimming Pool (inc. lifeguard, 28 max per session)	£65.00 per hour	No. hours:	£

The following free, on-site activities are available (weather permitting) for those booking any of our activities or facilities above:

- Frisbee Golf (5-hole course around grounds);
- Volleyball (outdoor grass court);
- Outdoor Giant Chess;
- Enclosed hard court for Basketball, Unihoc or 5-a-side soccer;
- Low ropes and climbing wall (requires adult supervision at all times).

PLEASE NOTE:

- All activities are suitable for all ages, whether adults or young people.
- If an activity is only booked for young people under 18, then for supervision purposes one adult will be required to be present for every 10 young people taking part. The adults do not have to pay if they are purely acting as supervisors.
- For all bushcraft activities, a minimum group size of 10 paying participants is required.
- You may make additions or amendments to your bookable activities **up to two weeks before your visit**. See the *Facility Hire Terms & Conditions* section below.
- Every reasonable effort will be made to provide each booked activity, but we reserve the right to offer an alternative should this be necessary, or you may cancel the activity and will not be charged.
- VAT is added to all prices unless groups have a current Energize subscription with Urban Saints or are a registered Urban Saints Group.

Declarations

- As the representative of the above-named group I have read, understood and agree to the *Facility Hire Terms & Conditions* set out below that apply to this booking.
- I understand that the programme and timings for the day will be arranged via email with Westbrook and that I will be invoiced the balance of the fees after the event has taken place.
- I understand that Urban Saints will make every reasonable effort to provide each booked activity, but they reserve the right to offer an alternative should this be necessary, or I may cancel the booking at no charge.
- I have read Urban Saints' Safeguarding Statement and Policy on pages 6 to 9 and agree that we will work to those standards as a minimum during our visit.

Name of person authorised to sign this declaration:			
Signature (or re-type your name if completing the form electronically):		Date:	
Position in the group:			

Name of person authorising booking on behalf of Urban Saints:			
Signature (or re-type your name if completing the form electronically):		Date:	

Details of Bushcraft Activities

INTRODUCTORY BUSHCRAFT

An engaging introduction to the world of bushcraft outlining some of the basic principles and core skills.

Basic Shelter Building & Fire Lighting – £6.50 pp

A perfect introductory course for those new to bushcraft. Learn some basic survival techniques including team shelter building and fire lighting with flint and steel.

Maximum group 30 per session. Duration 1.5 hours. One adult per 10 children required for supervision.

Basic Shelter Building, Fire Lighting & Water Filters – £7.50 pp

A more detailed introductory course with the addition of making water filters.

Maximum group 30 per session. Duration 2 hours. One adult per 10 children required for supervision.

ADVANCED BUSHCRAFT

Our advanced bushcraft activities are ideal for those who have already mastered the basics and are seeking a more in-depth experience.

Woodland Mindfulness Games – £6.50 pp

Our woodland games are a great way for young people to connect with the natural world in a mindful and engaging way. This is a great activity for developing teamwork and breaking the ice as well as helping participants to reconsider their relationship with nature.

Maximum group 40 per session. Duration 1.5 hours. One adult per 10 children required for supervision.

Ecology Walk – £4.50 pp

Enjoy an exploratory walk through our magnificent woodland and meadows where you will learn all about Westbrook's fascinating habitats and wildlife. If suitable, the Ecology Walk can incorporate Biblical connections and reflections.

Maximum group 30 per session. Duration 1.5 hours. One adult per 10 children required for supervision.

Natural Cordage – £7.50 pp

Learn how to strip, boil and weave natural woodland fibres into ropes and slings, and learn about knots and their uses. This activity is only available in the spring and summer and must be incorporated into a full day of bushcraft (see below).

Maximum group 30 per session. One adult per 10 children required for supervision.

Tracking & Hunting Skills – £6.50 pp

No animals will be harmed! Creep through the woodland and discover the marks left by local wildlife, as well as learning different hunting techniques from around the world.

Maximum group 30 per session. Duration 2 hours. One adult per 10 children required for supervision.

Advanced Shelter Building – £6.50 pp

Split into groups and try out some of the different styles of shelter that can be built in a woodland using the resources around you as well as basic manmade items. Learn some of the most useful knots and get creative putting them to use.

Maximum group 30 per session. Duration 2 hours. One adult per 10 children required for supervision.

Advanced Fire Lighting – £7.50 pp

Beginning with our neolithic ancestors, learn the many ways humans have made fire throughout history. Discover all the natural types of tinder available around us and try your hand with tools such as the bow drill.

Maximum group 30 per session. Duration 3 hours. One adult per 10 children required for supervision.

HALF DAY: Advanced Fire Lighting & Campfire Cooking – £9.50 pp

Following a journey through man's history with fire you will assist with the building of a communal campfire which will be used for campfire cooking. Enjoy a hearty vegetable soup for lunch along with the ever-popular 'bread-on-a-stick' and baked apples.

Maximum group 30 per session. Duration 4 hours. Activity will begin at 9am with campfire cooking providing lunch for group. Campfire cooking menu is subject to change based on group's dietary requirements. One adult per 10 children required for supervision.

FULL DAY: Advanced Fire Lighting, Campfire Cooking & Afternoon Advanced Bushcraft Activity of Your Choice – £9.50 pp plus cost of afternoon activity (see below for options)

After your morning of fire lighting and campfire cooking choose from the following afternoon activities: Woodland Mindfulness Games, Ecology Walk, Advanced Shelter Building or Natural Cordage (season dependent).

Maximum group 30 per session. Duration dependent on afternoon activity. Morning activity will begin at 9am with campfire cooking providing lunch for group. Campfire cooking menu is subject to change based on group's dietary requirements. One adult per 10 children required for supervision.

Facility Hire Terms & Conditions (revised Sep 2022)

1. To secure your booking

To confirm your reservation and to ensure that we have the correct information for your session, you are requested to return the completed booking form within 7 days of receiving it otherwise the space may be released to others.

2. Cancellations and amendments

You may make additions or amendments to your bookable activities **up to two weeks before** your visit. In the unfortunate event that you cancel a session with less than 48 hours' notice you will be charged 50% of the booking fee.

From time to time we may have to cancel a booking for reasons beyond our control, e.g. poor weather. In these circumstances you will not be liable for any fees and we will endeavour to give you a suitable alternative date as soon as possible.

3. Damage

You are responsible for all allocated areas and rooms during the period of your booking. Any damage to the facilities or their contents incurred as a result of the acts, omissions or default on the part of yourself, your guests, employees, subcontractors or representatives or their guests, may result in a charge to compensate such damage. You, your guests, employees or third-party subcontractors will be liable for the cost of replacing lost keys or repairs needing to be carried out as a result of any damage caused to any property or equipment owned by Urban Saints by the negligence, wilful act or default of any such person.

Urban Saints Westbrook accepts no liability for the loss or damage to any equipment or personal belongings brought onto the property by you, your guests, employees or associated third parties.

4. Activities you bring to site, compliance and liability

Any activities you wish to bring and run on the Westbrook site require the prior authorisation of Urban Saints.

For certain high-risk activities, additional insurance, public liability insurance certificates, risk assessments and/or health & safety documentation will be required before the activity may proceed. You must provide us with such evidence of insurance, statutory checks and competency in operation as we may, at our discretion, reasonably

require before you bring high risk activities (including, but not limited to, inflatables) onto the site. All of the equipment you bring to site must be safe, fit for the purpose for which it is intended and properly set up and maintained.

All third-party providers that you arrange to come to the site will be required to satisfy our insurance requirements as detailed in the paragraph above. They will also need to meet our safeguarding requirements.

No alcohol, food or beverage may be bought on site to be sold by, or on behalf of, you or your guests unless prior written consent has been obtained from Urban Saints, for which a charge may be made. Please note that Westbrook is a nut-free site.

So far as is permitted by law, Urban Saints limits and excludes liability to you, your guests, employees and third-party subcontractors as follows:

Any equipment bought to any Urban Saints premises by you, your guests, employees or third-party subcontractors is bought by that person at their own risk and you will indemnify us against all liability arising in connection with the use of the equipment. You and any third-party subcontractors employed by you and your guests for the purpose of organising and providing additional external activities or events must comply with all applicable statutory requirements including health and safety regulations and Urban Saints Health & Safety and site security policies. Liability insurance must be provided appropriate to the risks involved, together with appropriate method statements, risk assessments and licences. Providers must demonstrate any additional competency skills required to manage the activity or event, in compliance with health and safety. Urban Saints shall not be responsible for the damage or loss of any merchandise or articles left at any of its premises. Urban Saints reserves the right to request sight of such documentation, insurances and method statements etc. it considers necessary before allowing an activity to take place on the site. Urban Saints reserves the right in its absolute discretion to require immediate cessation of any such activity it judges to be unsafe, uncompliant or with the potential to bring reputational damage to Urban Saints.

You shall be responsible for any copyright infringement occurring at the site that arises as a result of your actions or omissions and you will indemnify Urban Saints against all liabilities arising in connection with such infringement.

5. Statutory legislation

Urban Saints Westbrook is subject to statutory regulations including, without limitation, fire regulations, Health, Safety & Environment. Clients, their employees, their guests and associated third parties must therefore comply with these requirements as may be directed and enforced by suitably qualified persons at Urban Saints.

6. Invoicing & payment

Unless otherwise stated and agreed by us in advance, payment for the use of the facilities must be made within 7 days of receipt of our invoice.

7. Late payment

In the event of failure to pay an invoice on time, we shall be entitled to charge interest on a daily basis from the date of the invoice to the date full payment is made. This shall be in accordance with the *Late Payment of Commercial Debts Act 1990* at 18% above base-rate (Bank of England). In the event of invoices being outstanding for longer than 60 days, we shall be entitled to cancel all your outstanding bookings and all outstanding invoices will become immediately due and payable.

8. Use of grounds and buildings

Any on-site external, internal or similar activities require the pre-authorisation by Urban Saints and a charge may be made. Additional insurance, liability certificates, risk assessments and health & safety documentation may be required before proceeding.

No alcohol, food or beverage may be bought on site by or on behalf of the client or guests unless prior written consent has been obtained from the management. Please note that Westbrook is a nut-free site.

No smoking (including vaping) is permitted anywhere on the site.

9. General

In the event of circumstances beyond our control resulting in us being able to provide our services, we shall have no liability in respect of any losses or damages arising directly or indirectly from such circumstances. Should the client contract with Urban Saints Westbrook through an agent, the agent acts in that capacity for the client and not for Urban Saints Westbrook. The client therefore accepts full responsibility for payment of the account. This contract shall be governed by the laws of England.

All bookings are subject to these terms & conditions which may not be varied without the written agreement of Urban Saints.

Urban Saints Safeguarding Policy Version 1B, Release Date 13/05/2023

Name of Place of Worship / Organisation: Urban Saints

- **Address:** Urban Saints Support Centre, Kestin House, 45 Crescent Road, Luton, Bedfordshire. LU2 0AH.
- **Tel No:** 01582 589850
- **General Email address:** email@urbansaints.org

Chief Mission Officer:

CMO Contact:

- **Email:** nlt@urbansaints.org

Safeguarding Team

Designated Safeguarding Lead and Safeguarding Team contact:

- **Email:** safeguarding@urbansaints.org

Lead Trustee for Safeguarding: Rachel Retallick-Cheel

Designated Safeguarding Lead contact:

- **Email:** rretallick@urbansaints.org

Urban Saints 24/7 helpline: 01582 589855

Safeguarding email: safeguarding@urbansaints.org

Charity Number:

- England & Wales: 1144923
- Scotland: SCO9313

Company Number:

- England & Wales: 07771037

Regulators: Charity Commission for England & Wales, Office of the Scottish Charity Regulator

Insurance Company: Ecclesiastical Insurance

following is a brief description of Urban Saints and the type of work/ activities we undertake with children, young people and adults at risk:

Urban Saints is passionate about working with children and young people, helping them to realise their full God-given potential as they journey from childhood to adulthood, helping them to explore a personal faith in Christ and an effective Christian life of service. Urban Saints is a Christian organisation and seeks to carry out its mission in line with Christian principles. God's demonstration of love, justice and protection throughout the Bible are all relevant to practising the highest levels of safeguarding. We commit ourselves to the nurturing, protection and safekeeping of all associated with Urban Saints. In pursuit of this, we commit ourselves to this policy and to the development of sound procedures to ensure we implement our policy well.

Our work is primarily with children and young people i.e. those under 18 years of age. However, we do recognise that adults with care and support needs or those at risk may also be part of our work as volunteers. This policy therefore seeks to address safeguarding for both groups.

Urban Saints currently operates the following core activities:

- Weekly Groups and associated events;
- Camps (weekend and week-long residential);
- Westbrook Residential Centre, Isle of Wight;
- Editorial activities within Energize.

Where an Urban Saints Group may wish to engage in activities or events outside of the core activities of Urban Saints, the Group's Main Leader/Safeguarding Coordinator should consult with the Urban Saints Safeguarding Team (via email or 24/7 helpline number), to ensure they have considered all relevant safeguarding aspects of the activity they are seeking to engage with (e.g. attending youth events/ festivals/ overseas trips with other organisations).

The purpose of this policy is:

- To protect the children, young people and adults at risk who are engaged with Urban Saints;
- To provide all those engaged in providing Urban Saints' services with the overarching principles that guide our approach to safeguarding because we recognise the need to provide a safe and caring environment for children, young people and adults.

This Safeguarding Policy applies to all paid staff, interns, the Board of Trustees, volunteers or anyone working on behalf of Urban Saints. This Policy should be read alongside other Urban Saints' policies and procedures, where relevant to staff and volunteers:

- Basis of Faith
- Employment
- Equal opportunities and diversity
- Data Protection
- Harassment and Bullying
- Whistleblowing
- The Urban Saints Good Practice Guides (Groups, Camps)

POLICY SECTIONS

1. STATEMENT OF COMMITMENT	page 7
2. PREVENTION	page 9
3. PROTECTION	page 8
4. PROMOTING A SAFE CULTURE	page 9

1. STATEMENT OF COMMITMENT

Statement

The Leadership at Urban Saints recognise the need to provide a safe and caring environment for children, young people and adults. We acknowledge that children, young people and adults can be the victims of physical, sexual and emotional abuse, and neglect. We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to “all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status”. We also concur with the Convention on the Rights of the Child which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from “all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child.” As a Leadership we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding.

This policy and the Urban Saints practice guidelines (set out in the *Good Practice Guides*) are based on the ten safeguarding standards published by thirtyone:eight.

The Urban Saints Leadership undertakes to:

- Endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above.
- Provide on-going safeguarding training for all its workers and will regularly review the operational guidelines attached.
- Make efforts to uphold requirements of the Equality Act 2010 and all other relevant legislation in an inclusive manner and as far as practicably possible.
- Support the Safeguarding Officers in their work and in any action they may need to take in order to protect children and adults with care and support needs.
- This policy has been developed in conjunction with thirtyone:eight and as such the Urban Saints Leadership agrees not to permit other organisations to copy the Policy.

2. PREVENTION

Urban Saints understands safeguarding to be everyone's responsibility. Therefore, all Urban Saints workers, volunteers and leadership members should be equipped with appropriate knowledge and awareness on how to identify concerns effectively and ensure steps are taken to respond to it appropriately.

The *Working Together to Safeguard Children Guidance* of 2018, very clearly stipulates that safeguarding is everyone's responsibility and therefore requires that anyone who works with children and young people is aware of 'the role they play, the role of other designated professionals and being aware of identifying concerns, sharing information and taking prompt action'.

Defining abuse and neglect

Defining child abuse or abuse against an adult is a difficult and complex issue. A person may abuse by inflicting harm or failing to prevent harm. Children and adults in need of protection may be abused within a family, an institution, or a community setting. Very often the abuser is known or in a trusted relationship with the child or adult. See the Urban Saints *Good Practice Guides* for detailed definitions of abuse, signs, and indicators of abuse.

Safeguarding awareness and training

Urban Saints is committed to providing suitable initial and ongoing safeguarding training and development opportunities for all those working or volunteering on behalf of the organisation, developing a culture of awareness of safeguarding issues to help protect everyone. Urban Saints will provide online and face to face training (dependent on the role being carried out) and provide annual refresher training. Urban Saints will also ensure that children and adults at risk are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have concern. This information will be displayed in suitable locations at each activity. Urban Saints partner with ThirtyOne:Eight, an independent Christian safeguarding charity, who offer an emergency safeguarding helpline service (0303 003 1111) which is available to anyone concerned about the welfare of a child, young person, or adult at risk. Their information will be available via our posters. An Information Sharing Agreement is currently in place between the two organisations which facilitates Urban Saints' Designated Safeguarding Lead receiving a copy of any advice offered to Urban Saints staff and/or volunteers by ThirtyOne:Eight.

Safer recruitment

At Urban Saints we recognise the immense contributions that volunteers offer in the running of this movement. Our Safer Recruitment Policy therefore is a crucial layer of safeguarding not just for our children and young people but also for those we seek to recruit into positions of responsibility and trust. Safer recruitment is vital because it minimises the likelihood of those who may be vulnerable being harmed by those in positions of trust. See our Employment/Safer Recruitment Policy.

Management of workers – Code of Conduct

Urban Saints is committed to supporting all workers (staff and volunteers) and ensuring they receive support and supervision. All workers will be issued with a code of conduct towards children, young people and adults at risk. The principles also apply between adult leaders in any setting.

Recruitment of ex-offenders

Urban Saints' policy is that we will not allow anyone known to have harmed children, or who is on the Barred List as defined by the Disclosure and Barring Service, to help on any activity within the organisation. However, someone with a past conviction or caution may not necessarily be declined work as a volunteer within Urban Saints. When a DBS / Access NI / PVG certificate returns with a blemish, the Urban Saints' Safeguarding team will be informed who will then make contact with the Main Leader of the activity in question and carry out a risk assessment. After discussion with the Main Leader a decision to appoint the volunteer or not will be made, based on advice and guidance within the Employment / Safer Recruitment Policy.

3. PROTECTION

Responding to concerns

As an organisation we are committed to ensuring that our response to abuse and concerns is robust, compliant and also sensitive. We discuss this in detail in the Good Practice Guides which offer guidance on responding to a disclosure, allegation, or suspicion of abuse, including those against trustees, staff and volunteers. The flowcharts in our Good Practice Guides offer a visual representation of actions to take in response to any concerns. All employees and volunteers should familiarise themselves with the recommended protocols in these sections.

Supporting those affected by abuse

Given the relational nature of our work at Urban Saints, it is recognised that children, young people and also adults may disclose experiences of recent or non-recent abuse with our volunteers and leaders, as they build trust. Whilst appropriate safeguarding protocol will be followed by the Safeguarding Team where such allegations or disclosures are made, we also recognise that receiving these disclosures is not easy and may affect different volunteers/leaders in different ways.

Therefore, we are committed to offering pastoral care and working with statutory agencies as appropriate to support all those connected with the organisation who may be affected by abuse (either recent or non-recent).

Referral to counselling services and/or health agencies (such as the emergency services or those dealing with mental health) may be considered where appropriate. Those affected by abuse through any of Urban Saints (or previously Crusaders) events, where appropriate may be offered a confidential independent Listening Service via our safeguarding consultants, ThirtyOne:Eight.

Having said this, it is also recognised that in group/camp/residential situations, the Safeguarding Team may be able to explore with the relevant leader of a child/young person, the most appropriate form of pastoral care especially after an event. This may be carried out through the local church or other agencies in the area where the child/young person/adult lives. A clear record of discussions regarding this must be made and the Safeguarding Team at Urban Saints notified appropriately. ThirtyOne:Eight may be consulted for further advice regarding this.

4. PROMOTING A SAFE CULTURE

Practice guidelines

Urban Saints wish to operate and promote good working practice. This will enable workers to run activities safely, develop good relationships and minimise the risk of false or unfounded accusation. Urban Saints will provide clear guidance on appropriate conduct towards children, young people and adults with care and support needs. These guidelines are found in the Urban Saints' Good Practice Guides within the section on 'Working Safely with Young people'.

Working in partnership

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and adults. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse.

Our expectation is that when working in partnership with others, whether in the UK or overseas:

- This Safeguarding Policy will be the minimum standard to which all parties agree to work.
- This safeguarding expectation will be discussed with partners, and it will be set out within any joint agreement.
- Where other organisations use our premises or centres, we will seek to exercise due diligence in ascertaining that their safeguarding policy and practice guidelines meet the above standards.

Good communication is essential in promoting safeguarding, whether with those we wish to protect, with staff and volunteers involved in working with children and adults within the organisation, or with others with whom we work in partnership. To create a 'culture of safeguarding' which embraces the principles and practice contained within this Policy, we are committed to making training, support and information available to all our staff and volunteers. This safeguarding policy is just one means of promoting safeguarding.

Adoption of the policy

This policy was agreed by the leadership on 13th May 2023 and will be reviewed annually.

Signed by: Matthew Judson

Position: Chair of the Board

Signed by: Richard Giles

Position: Chief Mission Officer