

## Safeguarding and Wellbeing Plan – V1.1 (Last Updated 18/07/22)

<p><b>Policy</b></p>	<p><b>It is the Policy of The Scouts to safeguard the welfare of all children, young people and adults at risk by protecting them from neglect and from physical, sexual and emotional harm.</b></p> <p><b>POR 2.4. Safeguarding of young people and adults at risk</b></p> <ol style="list-style-type: none"> <li>1. It is the responsibility of <b>all adults</b> involved in Scouting to have read and understood the Safeguarding Policy &amp; Procedures.</li> <li>2. The Safeguarding Policy &amp; Procedures must be adhered to at all times.</li> <li>3. All breaches of the policy and procedures will be dealt with within in line with POR and the Safeguarding Processes and Procedures.</li> </ol> <p>The safeguarding and Wellbeing plan be shared with all adults taking part in the event prior to leaving the UK.</p>
<p><b>Purpose</b></p>	<p>This plan is to ensure that The Scouts Safeguarding Policy is adhered to before, during and after the event and all adults are aware of their responsibilities in making the site &amp; activities a safe environment for everyone involved in Berkshire Scouts ALPS22 Jamboree in the Mountains.</p>
<p><b>Safeguarding Team</b></p>	<p>ALPS22 Safeguarding lead – <b>Simon Pickett</b> +44 7772 306394 ALPS22 Deputy Safeguarding lead – <b>Ian May</b> +44 7368 837430</p> <p>Responsibility for safeguarding sits with <b>all adults</b>. All adults must follow the reporting procedure in this document for all safeguarding disclosures or observations for the duration of ALPS22 – including, but not limited to travel to and from the ALPS22 site, whilst on site, and on activities.</p>
<p><b>Wellbeing Team</b></p>	<p>During ALPS22 there will be a designated Wellbeing Team who are responsible for the wellbeing and mental health of all participants and adults on the ALPS22 site.</p> <p>Ian May, Simon May, Sarah Barrow, Conor Chippendale and Hester Grafham</p> <p>They can be identified by bright baseball caps and will also have one of the team in or around the Chill Out Zone. The Wellbeing team will work closely with the Unit leaders who, where available, will be the participants first point of contact. All participants and adults on site can access to the Wellbeing if they feel they need urgent support or unable to locate their Unit leaders.</p> <p>Wellbeing team briefing daily for awareness of Wellbeing Incidents and points of note from across the site/programme.</p> <p>The Wellbeing team will also be available to offer exam results support to anyone receiving A- level or GCSE results while we are away.</p> <p><i>See appendix 2 for results and UCAS process for consideration of set-up and support</i></p> <p><i>See appendix 3 for a full list of all ALPS22 adults with a Mental Health First Aid qualification</i></p>

## Safeguarding Awareness and Training

Safeguarding awareness and training for a large event such as ALPS22 is an important part in keeping our young people safe and protecting everyone involved in the event. To ensure we meet this aim we commit to:

- Everyone\*<sup>1</sup> aged 18 and over at the time of the event must have a valid DBS check with The Scouts.
- Everyone aged 18 and over at the time of the event must have full, up-to-date Mandatory training in place.
- Any member of the Network Unit, **who does not already hold an appointment**, must also undertake The Scouts safeguarding training prior to the event.
- All unit leaders, members of the delivery team and members of the Network unit to be briefed on the Safeguarding and Wellbeing plan prior to the event.
- Awareness sessions about safeguarding and wellbeing will be held at 'All Adult days' prior to the event.
- Unit leaders to make Wellbeing lead aware of any current safeguarding and wellbeing concerns of attendees in their units.
- Being aware of needs of young people or adults, the ALPS22 delivery team can and will make reasonable adjustments to allow all participations to join in the ALPS22 experience.
- Everyone aged 18 and over at the time of the event to be issued a Yellow (safeguarding), Green (Scouting and alcohol) and Purple (Safety) card prior to the event.
- Everyone under the age of 18 to be issued an Orange Card (Young People First) to assist them in understanding expectations of behaviour around other young people on site (not there as ALPS22 participants).

\*<sup>1</sup> *Members of the Network Unit, who do not already hold an appointment, are exempt from this requirement under the rules of The Scouts.*

## Reporting of Safeguarding incidents

Reporting of safeguarding incidents will follow the same process as if in the UK. For the duration of ALPS22, the expedition leader (Simon Pickett) will assume role of County Commissioner for the purposes of initial safeguarding notification. Nigel Bevan (CC) and HQ safeguarding team to be notified by safeguarding lead at the earliest opportunity.

If a leader has any concerns, sees anything that raises concern, or is approached by a young person with a concern or disclosure, they will report this to the ALPS 22 Safeguarding Lead (Simon Pickett) or Deputy Safeguarding Lead (Ian May) immediately in line with The Scouts safeguarding guidance. It is not the role of the leader to investigate, and the Safeguarding leads must take advice from the UK Scouts Safeguarding team before any actions are taken.

The above also applies to Units travelling to and from the ALPS22 site. If the ALPS 22 Safeguarding Lead or Deputy Safeguarding Lead cannot be contacted Unit leaders should contact the County Commissioner or their own District Commissioner as soon as possible and follow up with contacting the ALPS 22 Safeguarding Lead or Deputy Safeguarding Lead as soon as contact can be established.

If there is a possibility of immediate harm while in France appropriate action must be taken as soon as possible in order to keep the young person/s safe. This may need to be brought to the attention of the local police if deemed an immediate at risk. The advice given by the UK Scouts Safeguarding team is always to be followed.

	<p><b><u>Procedure for ALPS22 Safeguarding Lead or Deputy Safeguarding Lead</u></b></p> <ul style="list-style-type: none"> <li>• Make notes of the information passed to them</li> <li>• Ensure that the young person/s involved are safe from any harm</li> <li>• Request that the leader reporting the incident makes notes (with correct names, location, times &amp; dates)</li> <li>• Contact the UK Scouts Safeguarding team and agree plan of action</li> <li>• Inform County Commissioner</li> <li>• Follow advice and collate confidential notes</li> </ul>
<p><b>Safeguarding &amp; Wellbeing Risk Assessment</b></p>	<p>A safeguarding risk assessment is to be carried out before departure to France cover all aspects of the Jamboree including travel to and from the UK, normal site activities, off site activities etc.</p> <p>The safeguarding risk assessment will be reviewed during ALPS22, and any additional risks added during this time. The safeguarding risk assessment will be shared with all adults taking part in the event prior to leaving the UK. <i>See Appendix 1 - Safeguarding/Wellbeing Risk Assessment</i></p>
<p><b>Safety and First Aid</b></p>	<p>Whilst at the event the Wellbeing team will work closely with the ALPS22 First Aid lead. Plans for Safety and First Aid can be found separately – produced by the Safety Team.</p>
<p><b>Mental Health First Aid</b></p>	<p>The ALPS22 team feel that the mental wellbeing of everyone involved in the event (both adults and young people) is an important part of the Wellbeing team’s responsibilities. All members of the wellbeing team, along with a minimum of one leader from each of the District and Network Units, to be qualified as Mental Health First Aiders before the event starts in August.</p> <p>Access for all ALPS22 participants and adults to a Mental Health First Aider will be available 24/7 during the event and several of the delivery team and unit leaders have undertaken Mental Health First Aid training.</p>
<p><b>Code of Conduct and Behaviour</b></p>	<p>To be led and agreed by the ALPS22 Youth Forum and adhered to by all participants and adults on site.</p> <p><i>See appendix 4 for the complete Code of Conduct</i></p>
<p><b>Alcohol, Drugs and Smoking statement</b></p>	<p>The <b>ALPS22</b> organising team has a <b>zero-tolerance</b> policy towards the possession or use of any illegal drugs – in line with the law in England and Wales, and in France.</p> <p>Any participants, unit leaders or delivery team members found to using or in the possession of drugs during the period of ALPS22 will be sent home as soon a practically possible and their membership will be suspended by the County Commissioner.</p> <p><b>Alcohol, Drugs and Smoking statement</b></p> <p>Alps22 will be run in accordance with the rules and guidance issued by the Scouts relating the use and/or consumption of alcohol, drugs and smoking.</p> <p>This means that:</p> <ul style="list-style-type: none"> <li>• ALPS22 has a <b>zero-tolerance</b> policy towards the possession or use of any illegal drugs.</li> <li>• The defined ALPS22 camping area will be <b>an alcohol-free zone</b>. This includes the on-site bar which must not be used for consuming alcohol for the duration that young people are in attendance at ALPS22.</li> </ul>

	<ul style="list-style-type: none"> <li>• Smoking (including the use of e-cigarettes) must not happen in the defined ALPS22 camping area or where under 18s are present.</li> <li>• All adults must always act as role models to the young people on ALPS22.</li> <li>• When 'off-duty', we recognise that over 18s may wish to socialise with fellow volunteers away from the campsite. Any alcohol consumed when 'off-site' should be done in a sensible and responsible manner. Drinking alcohol or Smoking should not happen when under 18s are present.</li> <li>• Adults must remember that their primary responsibility is the safety of themselves and the participants attending Alps22. Drinking alcohol can put adults in a compromising position regarding their responsibilities for safeguarding and their duty of care.</li> <li>• Under 18s must not consume alcohol or smoke under any circumstances</li> </ul> <p>Any participants, unit leaders or delivery team members found to be in breach of these rules during the period of ALPS22 will be sent home as soon as practically possible.</p> <p><b>Under 18s must not engage in smoking or the use of electronic cigarettes under any circumstances – as is the Smoking Laws in England and Wales, and in France.</b></p> <p><a href="https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/supporting-life-issues-and-young-people/dealing-with-an-issue/smoke-free-scouting/coping-with-young-people-who-smoke/">https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/supporting-life-issues-and-young-people/dealing-with-an-issue/smoke-free-scouting/coping-with-young-people-who-smoke/</a></p> <p><a href="https://www.childline.org.uk/get-support/ask-sam/school-college-and-work-asksam/is-it-ok-to-vape-under-age-/">https://www.childline.org.uk/get-support/ask-sam/school-college-and-work-asksam/is-it-ok-to-vape-under-age-/</a></p>
<p><b>Bullying and Harassment (Leaders and Young People)</b></p>	<p>ALPS22 has a <b>zero-tolerance</b> approach towards bullying and harassment in any and all forms. This applies to everyone involved in ALPS22, both Adults and Young People.</p> <p>This includes, but is not limited to:</p> <ul style="list-style-type: none"> <li>• Bullying- Non-verbal, verbal, and physical.</li> <li>• Harassment – Sexual Harassment, Racial Harassment, Harassment of Disabled Individuals, and Sexual Orientation Harassment.</li> </ul> <p>Scouts is committed to providing a safe, healthy and productive environment for all. Bullying and harassment is not only incompatible with the Scouts' values, but the impact, if unchecked or managed poorly, is potentially damaging to the long-term wellbeing of young people and adults.</p>
<p><b>Sexual Health</b></p>	<p>All adults in Scouts must follow the procedures in the Young People First – <a href="#">Safeguarding Code of Practice (Yellow Card)</a></p> <p>It's important that young people have access to information to help and support them through their physical, emotional and moral development. Scouts has a key role to play in the development of young people, and there may be times when young people come to you as leaders looking for advice and support. We want them to have the confidence and self-esteem to understand their attitude towards sex and relationships, so that they can make responsible and informed decisions about their own well-being.</p> <p>The ALPS22 team will have available a discreet supply of contraceptives, and this will be relayed to the relevant age group via Unit leaders upon arrival at the ALPS22 site. We recognise that relationships will occur between the young people and believe it best to be prepared to support the sexual wellbeing/health of participants</p>

	<p>Under the <a href="#">Fraser guidelines (further details available on the Scouts webpages)</a> adults should only provide contraception if they believe the young person is very likely to begin or continue having intercourse with or without contraception. Note: UK law states that 16 is the legal age of consent in the UK for all genders and sexual identities.</p> <p>Adults must avoid unacceptable situations within a relationship of trust e.g., a sexual relationship with a youth member over the age of consent. Any relationship between a youth member (even if they are over 16) and an adult in Scouting is unacceptable and must be reported in accordance with the guidance on the <a href="#">Yellow Card</a>.</p> <p>Further information can be found on the Scouts webpages <a href="#">Promoting good sexual health</a></p>
<p><b>Campsite Arrangements</b></p>	<p>The designated ALPS22 site will have designated spaces so that all young people and adults can access safeguarding wellbeing support when required</p> <p>All participants and adults will be made aware of the designated ALPS22 site boundaries and that the wider site at the earliest convenient time following their arrival on site. (Logistics Team)</p>
<p><b>Useful links</b></p>	<p><b>Safeguarding</b>  <a href="https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/">https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/</a></p> <p><a href="#">Yellow Card - Young People First – Safeguarding code of practice</a></p> <p><a href="#">Drugs – Substance and Misuse</a></p> <p><b>Scouting and Alcohol</b>  <a href="https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/safe-scouting-cards/scouting-and-alcohol/">https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/safe-scouting-cards/scouting-and-alcohol/</a></p> <p><a href="#">Green Card - Scouting and Alcohol a Checklist for Adults</a></p> <p><b>Safe Scouting</b> - <a href="https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/safe-scouting-cards/safe-scouting-and-emergency-procedures/">https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/safe-scouting-cards/safe-scouting-and-emergency-procedures/</a></p> <p><b>Purple Card – Safe Scouting and what to do in an emergency</b></p> <p><b>Orange Card</b> - <a href="https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/safe-scouting-cards/young-people-first-orange-card/">https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/safe-scouting-cards/young-people-first-orange-card/</a></p> <p><b>Supporting life issues and young people</b>  <a href="https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/supporting-life-issues-and-young-people">https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/supporting-life-issues-and-young-people</a></p> <p><a href="#">Promoting good sexual health</a></p>
<p><b>Appendices</b></p>	<ol style="list-style-type: none"> <li>1. Safeguarding/Wellbeing Risk Assessment</li> <li>2. Results and UCAS process for consideration of set-up and support</li> <li>3. Names and roles of all qualified Mental Health First Aiders</li> <li>4. Code of Conduct</li> </ol>

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## Appendix 1 – Safeguarding/Wellbeing Risk Assessment

Name of activity, event, and location	ALPS 22 St Crepin, Hautes-Alpes, France 16–26 August 2022	Date of risk assessment	14 July 2022	Name of person doing this risk assessment	Ian May Simon May
		Date of next review	Prior to leaving for ALPS22 (August 2022)		

What hazard have you identified? What are the risks from it?	Who is at risk?	How are the risks already controlled? What extra controls are needed? How will they be communicated to young people and adults?	Review & revise. What has changed that needs to be thought about and controlled?
Travel to and from ALPS 22 site	Explorers, Network and adults	Units travelling to the ALPS22 site separately. Risked assess as part of the Units Visits abroad process. All adults reminded of their safeguarding responsibilities, all mandatory training and DBS up to date prior to leaving for the event. All adults issued with yellow cards.	<i>Covered in Unit RA's for travelling</i>
Shared use of site	Explorers, Network, adults and other site users	Designated ALPS22 camping area. All participants given a briefing and orientation session on the use of our own and the wider site when they arrive. Leaders on the designated ALPS22 site at all times.	
Off-site activities – Including Network Specific as unsupervised	Explorers, Network and adults	All activities run in line with the Scout Association rules and guidelines. 24/7 site contact number given to all participants and leaders. When using external instructors, they must be accompanied by ALPS22 unit leaders. All adults reminded of their safeguarding responsibilities, all mandatory training and DBS up to date prior to leaving for the event. Network members who do not hold another scouting role asked to complete the online safeguarding training. All adults, including Network, issued with yellow cards.	<i>linked with First Aid</i>



SG incident risk of harm inc. self-harm and suicidal intent	Explorers, Network and adults	Wellbeing team and at least one Unit leader form each district unit qualified as Mental Health First Aiders. All adults and young people to inform the Wellbeing team of any young people/adults they believe may be showing self-harm and suicidal intent. "Chill zone" available for quiet reflection and access to Wellbeing team. 24/7 site contact number given to all participants and leaders.	<i>Names and photos of Mental Health First Aiders displayed around site</i>
Low level Mental Health – homesickness, worries, exam result stress (and reaction)	Explorers, Network and adults	Wellbeing team and at least one Unit leader form each district unit qualified as Mental Health First Aiders. "Chill zone" available for quiet reflection and access to Wellbeing team. Exam support process in place. 24/7 site contact number given to all participants and leaders.	<i>Wellbeing available 24/7 Member of the Wellbeing team component in dealing with UVAS and Exam support</i>
Missing young people	Explorers	Check in at the start and finish of activities. Unit leaders to check that all of the unit participants are present at the end of the day. Buddy system used. 24/7 site contact number given to all participants and leaders. Alert system to be available if anyone is reported missing.	<i>Contact with local authorities and Scout HQ</i>
Missing adult	Network and adults	All adults to check in and out of site. Adult teams to check on	
Sexual Harassment and Relationship	Explorers, Network and adults	Briefing given to all on the expected behaviour whilst on site and out on activities. Young people encourage to report any incidents to their unit leaders or the Wellbeing team. All adults to be alert to any issues amongst the participants and adults	<i>Code of Conduct produced by the Youth forum in place to be followed by everyone on ALPS22 Briefing given to leaders/activity/delivery team during all adults day 10/07/22 Sexual Health statement set out in the Safeguarding and Wellbeing plan</i>
Bullying	Explorers, Network and adults	Briefing given to all on the expected behaviour whilst on site and out on activities. Young people encourage to report any incidents to their unit leaders or the Wellbeing team. All adults to be alert to any issues amongst the participants and adults	<i>Code of Conduct produced by the Youth forum in place to be followed by everyone on ALPS22 Briefing given to team during all adults days Bullying statement set out in the Safeguarding and Wellbeing plan</i>



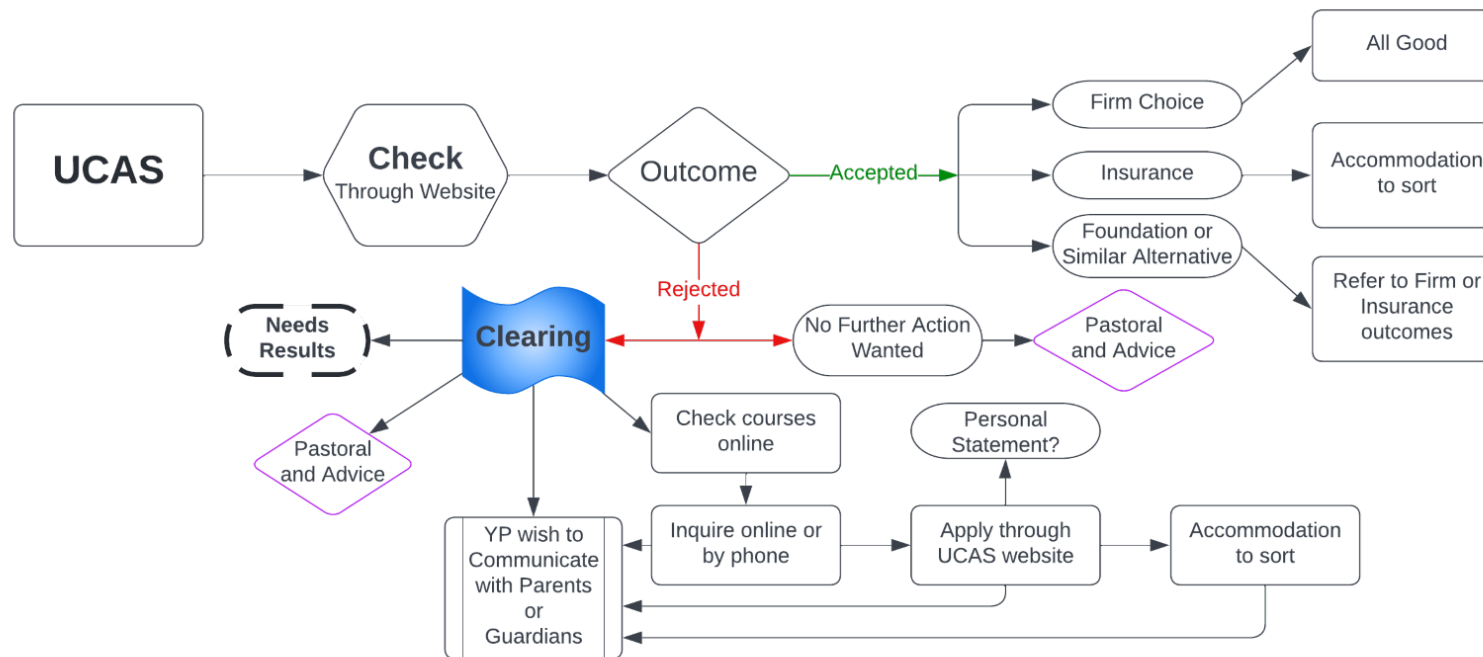
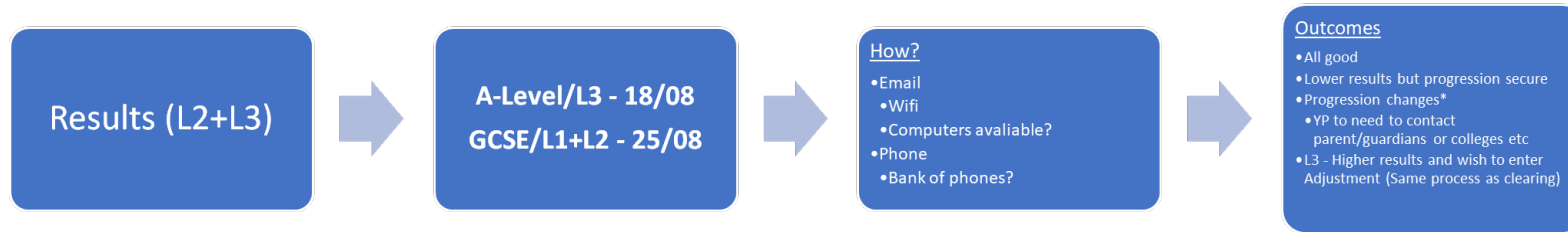


Alcohol, Drugs and Smoking	Explorers, Network and adults	Alps22 will be run in accordance with the rules and guidance issued by the Scouts relating the use and/or consumption of alcohol, drugs and smoking. ALPS22 has a <b>zero-tolerance</b> policy towards the possession or use of any illegal drugs Briefing given to all on the expected behaviour whilst on site and out on activities.	<i>Briefing given to leaders/activity/delivery team during all adults day 10/07/22 Alcohol, Drugs and Smoking statement set out in the Safeguarding and Wellbeing plan</i>
Cultural differences	Explorers, Network, adults and other site users	All participants and adults to be made aware of any cultural issues where appropriate.	



## Appendix 2 – Results and UCAS process for consideration of set-up and support

# Results and UCAS process for consideration of set-up and support





## From UCAS website – supporting students who don't get the grades expected

For students who didn't get the grades they wanted, this can be a difficult time. They aren't alone, and there's support available to help them look after their mental health and wellbeing.

- Student Minds is the UK's student mental health charity – [visit their website for resources and advice](#). Their online resource hub, Student Space provides mental health support services and information for difficulties caused by the COVID-19 pandemic.
- The Charlie Waller Memorial Trust has [practical advice and tips to manage anxiety and stress](#) to help during Clearing and for other aspects of school and going to university.
- Young Minds has [advice for young people who are dealing with disappointing exam results](#)

### Appendix 3 - Names and roles of all qualified Mental Health First Aiders

MHFAiders	Role on ALPS22
Ian May	Wellbeing team/Deputy Safeguarding lead/Unit Support
Sarah Barrow	Wellbeing team/Comms
Simon May	Wellbeing team
Conor Chippendale	Wellbeing team/Network Coordinator
Hester Grafham	Wellbeing team/Unit Leader - Wokingham/Loddon
Nick Chapman	First Aid Lead
Lindsey Chivers	Unit Leader - Kennet/Taceham
Edward Cawley	Unit Leader - Kennet/Taceham
Emily Hemsley	Unit Leader - Maidenhead
James Southern	Unit Leader - Pang Valley/Reading Central
Edward Clark	Unit Leader - Slough
Graham Spike Brant	Unit Leader - South Berks
Kim Papps	Unit Leader - South Berks
Michelle O'Sullivan	Unit Leader - South Berks
Graham Davies	Unit Leader - South Berks
Rob Viola	Unit Leader - South East Berks
Derek Salter	Unit Leader - South East Berks
Simon Pickett	Expedition Leader/Safeguarding lead
Will Wood	Network Coordinator
Loz Merchant	On Site Activities Team
Steph Poole	On Site Activities Team
Jack Bryant	On Site Activities Team
Lauren Bird	Cultural Programme Team

## Appendix 4 - ALPS22 Code of Conduct

# ALPS22 Youth Forum Code of Conduct

ALPS22 participants and adults are expected to adhere to the Code of Conduct as below.

*I will contribute to a happy camp life by*

- Being kind, polite and respectful to everyone
- Being trustworthy and honest as a Scout should be
- Respecting the views and abilities of others and give everyone the space and opportunity to voice their own point of views
- Being respectful of those wishing to sleep or rest and be courteous and quiet around the sleeping areas and quiet zones
- Adhering to the site quiet periods
- Striving to be on time for activities and mealtimes
- Keeping the ALPS22 site and the wider site clean and tidy
- Being helpful and always clearing up after myself (I won't leave the washing up to others!!!)
- Respecting others' property, space and privacy
- It is our responsibility, as individuals and as the wider group, to ensure we do not leave anything behind but good impressions

*I will keep myself and others safe by*

- Keeping each other safe from harm, both physically and verbally
- Staying hydrated
- Avoiding sunburns (sun cream, hat)
- Keeping my energy levels topped up by resting and eating
- Being friendly and supportive of others' feelings
- Listening to instructions and asking questions if things are unclear
- Turning up for activities with the correct equipment and clothing (if i don't know what this is I will ask Unit leaders)

*I will make the most of the event by*

- Being positive and open minded to new experiences, people and culture
- Sharing my suggestions for improvement or concerns via the Feedback box, the Youth Forum members, my Unit leaders or line manage
- Making sure everyone are included and can join in
- Being responsible for my own actions and following the Scout values
- Having fun