

Lorien Trust Safeguarding Policy

Introduction

This policy demonstrates the Lorien Trust's commitment to keeping the wellbeing and health of customers and staff safe. The Lorien Trust acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse.

Policy Statement

The policy and procedures will enable Lorien Trust to ensure that any allegations of abuse or suspicions are dealt with appropriately and the person experiencing abuse is supported.

Definitions

The policy and procedures relate to both the safeguarding of adults and children.

A child is defined in the Children Act 1989 as "Anyone who has not yet reached their 18th birthday".

Responsibilities of Lorien Trust

Lorien Trust will work to:

- a) Raise awareness of safeguarding to ensure that everyone can play their part in preventing, identifying, and responding to abuse, harm and neglect.
- b) Provide information and support in accessible ways to help people understand the different types of abuse, how to stay safe and what to do to raise a concern about the safety or well-being of an adult or child.

Lorien Trust will:

- a) Ensure that all staff are familiar with this policy and associated procedures.
- b) Make a safeguarding referral to appropriate authorities if there is an immediate danger to the child/adult.
- c) Endeavour to keep up to date with national developments relating to preventing abuse and welfare child/adult.
- d) Lorien Trust has a Designated Safeguarding team who understands their responsibility to refer incidents of abuse to the relevant statutory agencies (Police/Local Authorities).
- e) Respond appropriately if abuse is suspected or has occurred.
- f) Understand diversity and beliefs and that may influence the identification and response to safeguarding concerns.
- g) Lorien Trust Under 16 Plot team, normally with background in teaching or childcare and trained in safeguarding. All Under 16 Plot team are either DBS checked or supervised directly by those who are.

Responsibilities of Lorien Trust Staff

- a) To always follow the safeguarding policy and procedures regarding the safety or welfare of an adult or child.
- b) Always discuss any concerns about the welfare of any adult or child with a member of the safeguard team.
- c) Remain alert at all times to the policy and possibility of any abuse, welfare issues or harm.

Recognising the Signs and Symptoms of Abuse

Lorien Trust is committed to ensuring that all staff gain a basic awareness of the signs and symptoms of abuse and have access to a bullet point reference sheet. Lorien Trust will ensure that the Designated Safeguarding team have access to safeguarding training min lvl 2 standards. Abuse and neglect can take many forms and we will always consider the circumstances of an individual case.

Abuse in adults includes (but is not limited to):

Discriminatory: Including forms of harassment, bullying, slurs, isolation, neglect, denial of access to services or similar treatment; because of race, gender and gender identity, age, disability, religion or because someone is lesbian, gay, bisexual, or transgender or any other protected characteristic. This includes racism, sexism, ageism, homophobia or any other form of hate incident or crime.

Domestic Abuse or Violence: Including an incident of a pattern of incidents of controlling, coercive or threatening behaviour, violence, or abuse, by someone who is, or has been, an intimate partner or family member regardless of gender or sexual orientation. This includes psychological/emotional, physical, sexual, financial abuse.

Physical: Including assault, hitting, slapping, pushing, burning, misuse of medication, restraint or inappropriate physical sanctions.

Psychological (sometimes referred to as emotional): Including threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber-bullying, isolation or unreasonable and unjustified withdrawal of services or support networks.

Sexual: Including rape, indecent exposure, sexual assault, sexual harassment, inappropriate touching, sexual photography/video, sexual exploitation or witnessing/performed sexual acts that NO consent was given or was pressured into including Perceived friendship or acts of grooming.

Neglect or Self-neglect: Includes a person neglecting to care for their personal hygiene, health or surroundings or an ability to provide essential food, clothing, shelter, or medical care necessary to maintain their physical and mental health, emotional wellbeing and general safety.

Abuse in children includes: Physical abuse: a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness.

Emotional abuse: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. Some level of emotional abuse is involved in all types of maltreatment of a child.

Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether the child is aware of what is happening.

Neglect: the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Abuse may be carried out deliberately or unknowingly. Abuse may be a single act or repeated acts. People who behave abusively come from all backgrounds.

Designated Team Member for Safeguarding: Lorien Trust has a Designated Safeguarding team who are responsible for leading safeguarding in the organisation. A list of names and locations are available at various departments such as Games Control, First Aid and Security.

Location of Safeguarding team members and various names of the Safeguarding team:

Defined in case of preference (F) = Female (M) = Male (GF) = Gender Fluid (NB) = non-Binary

Event support (Security)	David Cox (M) Jason Winstanley (GF)
First Aid	Rohan Platts (F) Jules Cox (F) or other First Aiders (M, F, NB)
Games Control	Louise Sears (F)
Player Liaison	Lorraine McKee (F)
Staff Liaison	Andrew Forest (M) Jan Alarcon (F) Alan Ashcroft (M)
Monster Room	Steven Whittaker (M) David Ross Shaw (M)
LT Management	Sam King (M) Andrew King (M)
Under 16's Team Normally found at Monster Room	Jae/James Jeremiah-Goulding (NB) Stephanie Waldron (F) Graeme Butcher (M)

Potential risks

There are many ways a safeguarding concern can arise; sometimes it is difficult to know when you need to ask for advice or act. A concern may arise from any of the following situations:

- Because of poor organisational practice.
- Because someone is putting a child at risk.
- Because someone is harming a child.
- Because the needs of a vulnerable person are not being adequately met.

The following signs could alert you to the fact that a child is being abused:

- The child says that they are being abused, or another person says they believe

(Or know) that abuse is occurring.

- Unexplained bruising or injuries for which the explanation seems inconsistent.
- The behaviour of the child changes, either over time or quite suddenly, they become quiet and withdrawn, or alternatively becomes aggressive.
- The child appears not to trust adults e.g., parent or family friend with whom they would have, or once had a close relationship, and does not seem able to make friends.
- Inappropriate sexual behaviour or language or engaging in sexually explicit behaviour.
- The child is prevented from socialising with other children.
- The child has difficulty making friends.
- They become increasingly neglected-looking in appearance or loses or puts on weight for no apparent reason.
- The child becomes increasingly dirty or unkempt.

The list is not exhaustive and the presence of one or more of the symptoms is not proof that abuse has taken place but should raise concerns.

It is not the responsibility of the staff member concerned to decide that the child is being abused but it is their responsibility to act upon their concerns.

Supervision of Under 16s at Lorien Trust Mainline Events,

The Lorien Trust understands that every child will reach developmental milestones at different times however it is important that there is clarity regarding the supervision of Under 16s at Lorien Trust events therefore the only way to ensure fairness is to apply rules based upon the age of the Under 16. The best person to decide regarding direct or indirect supervision of an attendee at a Lorien Trust event under the age of 16 is their Parent and/or Guardian and therefore the required supervision levels stated by the Lorien Trust are a minimum supervision level required.

Under 16s must always be accompanied by a responsible adult when entering either the Lorien Trust Bar or the in-game Casino.

LARGE SCALE BATTLES: Players under the age of 16 are not to be involved in Large Scale battles at the Lorien Trust unless they are specific battles that are ran by the Under 16s Department. As a rough guide, more than 15 monsters would usually be classed as a Large-Scale battle, although this is not a fixed number and the referee or marshal in charge of the encounter may permit/deny players under the age of 16 from joining in for a variety of factors, some of which may not be obvious to onlookers. If a player is in any doubt as to whether they can take part in a combat, they must enquire with the referee or marshal running the encounter as to whether they can be involved.

AGES 14+: A Young Person must know they are not to involve themselves in any Large-Scale battles then it is for the parents to make the decision as to when they are ready to be able to travel around the site without direct supervision, although regular “check-ins” with parents and/or guardians should take place.

AGES 11-13: The Lorien Trust always expect that parents are aware of the whereabouts of their Young People and that the Young People are also aware of the location of their respective adults and regular “check-ins” are to take place. After 8pm or once it goes dark (whichever is soonest), these Young People are not to be allowed in and around the marketplace/guild area without a responsible adult.

AGED 10 AND UNDER: Young people 10 and under must always remain under direct supervision of a responsible adult. All Under 16s MUST always have their Character Card on them as this is how we as the Lorien Trust can identify Young People and their responsible adults.

The Lorien Trust will intervene in a situation where our Staff or Volunteers feel that the mental or physical safety of a young person is of concern, at which point our Safeguarding policy will be followed.

It is important to stress that unless a player under the age of 16 is taking part in an official Lorien Trust Under 16s Department Activity where supervision of Young People is a component, that responsibility for Under 16s remains with the parents and/or guardians. Any Young Person who is to be supervised indirectly should be made aware of the location of Event Support should they need assistance and not be able to locate their relevant Parent or Guardian.

We are often asked why we have an Under 16' department and activities. Simple answer is to help and allow children to learn the Game, how to play and fight in the game, how to involve themselves with activities normally restricted to adults, have a direct impact on the world plot and game or just to allow the parents to have a break.

This is a new document and may be subject to updating.