



LIMITLESS

Festival
2025

Limitless Festival

Safeguarding Policy 2025



Contents

Key Information	2
Our Commitment to Safeguarding	3
Promoting a Safer Environment	6
Safer Recruitment	6
Mitigation of Risk	7
Reporting and Responding to Concerns	8
Responsibility of delegates, staff and volunteers	8
Responsibility of the Safeguarding Team	8
Removal from Team	9
Removal from Site	10
Pastoral Support	11
Useful Contacts	12
Appendix 1: Responding to Safeguarding Concerns (Children)	13
Appendix 2: Responding to Safeguarding Concerns (Adults)	14
Appendix 3: Behaviour Code for Adults Working with Children	15
Appendix 4: Behaviour Expectations for Delegates	18
References	20

Key Information

Festival Co-ordinators:

Oliver Ward – Lead Co-ordinator: oliver.ward@elim.org.uk

Busy Thomas – Limitless Events Manager: busy.thomas@limitlesselim.co.uk

Limitless Festival Safeguarding Oversight:

Elim's Trustees assume overall responsibility for safeguarding across Elim churches and departments and ministries, including Limitless events. This responsibility is delegated to Grace Saalmans, Elim's National Safeguarding Lead, who will be present at Limitless Festival, and will be functioning as the Safeguarding Team Leader for this event. Grace Saalmans will lead the Limitless Festival Safeguarding Team, who will respond to all safeguarding concerns at Limitless Festival.

Grace Saalmans: grace.saalmans@elim.org.uk - 07718 479086

The role of the Safeguarding Team is to promote the safety and well-being of all in attendance of Limitless Festival. This includes ensuring implementation of Limitless Festival safeguarding policies and procedure, respond to safeguarding concerns or disclosures at Limitless Festival and store and retain all safeguarding records in line with Elim's policies and procedures. All safeguarding concerns relating to incidents and issues at Limitless Festival should be immediately reported to the on-site Safeguarding Team.

Terminology:

Child or young person: A child is defined as anyone under the age of 18. Any reference within this policy to 'child/children' or 'young person/people' is in reference to anyone under the age of 18.

Adult at risk: An adult is defined as anyone aged 18 and over. The term 'adult at risk' is now replacing the previously used term 'vulnerable adult'. The Care Act 2014 does not use the word vulnerable, but rather an 'adult with care and support needs', who is, or is at risk of abuse or neglect. Other descriptions include 'adults at risk' and 'adults in need of protection.' 'Adult at risk' is used in this policy to refer to adults in need of protection.

Limitless Festival Commitment to Safeguarding

The Leadership of Limitless Festival recognise the need to provide a safe and caring environment for children, young people, and adults. We recognise the importance of our ministry with children, young people and adults and our responsibility to protect everyone entrusted to our care. We believe everyone should be valued, safe and happy. We want to make sure that all people we have contact with know this and are empowered to tell us if they are suffering harm. All children, young people and adults have the right to be treated with respect, to be listened to and to be protected from all forms of abuse. As a leadership, we endeavour to make our event a safe environment for all.

The following statement was agreed by the Leadership of Limitless Festival:

- We recognise that we all have a responsibility to help prevent the abuse and neglect of children and adults and to report any such abuse or neglect that we discover or suspect.
- We are committed to the safeguarding of children and adults and ensuring their well-being. We recognise that children and adults can be the victims of physical, sexual, and emotional abuse, as well as all other forms of harm such as exploitation and neglect.
- We commit to supporting, listening to, and working towards healing for everyone, affected either directly or indirectly, who has suffered any form of abuse.
- We endorse and adopt the policy, procedures and guidance set out in this safeguarding policy in accordance with governments' national legislation and statutory guidance and local safeguarding procedures, along with guidance issued by Elim nationally through the National Safeguarding Lead.

Working with Safeguarding Authorities

- We recognise the role that the statutory safeguarding authorities have in investigating all suspicions and allegations or discovery of child abuse and the abuse of adults and will cooperate fully with all agencies to protect those at risk of harm or abuse:
- We will follow the requirements for UK legislation in relation to safeguarding children and adults and good practice recommendations.

- We will act in accordance with national and local safeguarding guidance such as that laid out in Working Together to Safeguard Children 2023, acknowledging that “safeguarding children is everyone’s responsibility” and that “everyone who comes into contact with children and families has a role to play”.

Commitment to those Serving Children and Adults

- We commit to providing safeguarding training and development opportunities for our Limitless Staff Team, Limitless Festival Team Leaders and Limitless Festival Volunteer Team members. We will also support, resource, and monitor all those who undertake work with children or adults, and those in positions of trust.
- We also commit to providing induction training for all those working with children and adults at Limitless Festival.
- We take seriously our responsibility for ensuring that everyone is safe in our care and that their dignity and rights are maintained. This includes ensuring those who will work with children whether this is in a paid or voluntary context hold a relevant, in-date DBS (Disclosure and Barring Service) check.

Working with Elim Nationally

- The Limitless Festival safeguarding policy dovetails with the policy produced by Elim’s National Safeguarding Team. In this way, we believe we are providing a consistent approach to safeguarding children, young people, and adults.
- The presence National Safeguarding Lead at Limitless Festival seeks to ensure a consistent approach.
- As delegates and workers at Limitless Festival will come from churches across the UK, our commitment is to ensure that our approach safeguards all in attendance at Limitless Festival.

Safeguarding Policy

- It is the expectation that all those working with children, young people and adults have access to the Limitless Festival safeguarding policy and will have read it and agreed to

fully adhere to the policy, procedures, and practice guidelines, as a condition of continuing in their role.

- The safeguarding policy should also be available to parents, carers, and all interested others.
- Whilst recognising that the very nature of safeguarding means that we must respond to allegations both sensitively and confidentially, this does not mean secretively. We strive to be open, transparent, and accountable. This means seeking advice and consulting with Social Services, Police, and other agencies, as necessary.

In providing this detailed statement about safeguarding children and adults at Limitless Festival, along with the interaction we have outside of this event (including through social media and other electronic communication means), we hope to demonstrate our commitment to ensuring the safety of all. We endeavour to provide a healthy and safe culture where the welfare of children, young people and adults is paramount.

Signed on behalf of Limitless Festival Leadership:

A handwritten signature in black ink, appearing to be 'Tim Alford', written over a horizontal line.

Name: Tim Alford – Director or Elim Limitless

Date: 16/06/2025

Promoting a Safer Environment

Limitless Festival is a vibrant summer gathering for young people that's all about awakening a generation and catalysing transformation. Any adults in attendance of Limitless Festival must either be attached to an attending youth group, as a responsible youth leader, or be serving as a member of Staff or Team (paid or voluntary). Any other adults on site will be showground staff, delivery personnel or temporary contractors.

Safer recruitment

Limitless expects that each church group in attendance takes responsibility for the safe recruitment of their accompanying youth leaders. Limitless we will ensure all workers (both paid and voluntary) recruited by Limitless are appointed, trained, supported, and supervised in accordance with government guidance on safe recruitment.

This includes ensuring that:

- There is a written role description for all staff and teams
- All staff and volunteers must complete an application form, providing details of referees.
- Written references must be obtained and followed up where appropriate. (Limitless reserves the right to make any character checks it believes necessary).
- All staff and volunteers are required to complete a self-declaration form, which includes disclosing if they have ever been subject to criminal or civil proceedings and whether they have caused harm to children or adults in their care or put them at risk.
- Following completion of this self-declaration, Disclosure and Barring Service (DBS) checks are completed in accordance with the position that the person has applied for, where necessary. Every effort will be made to obtain a completed DBS check before an event, but for team members whose DBS check has not been completed, they will be required to work under supervision and will be clearly identified. All volunteers and staff members will be encouraged to sign up for the DBS Update Service. All information received concerning criminal record checks will be kept securely and destroyed in accordance with the DBS guidelines.
- If applicable, individuals may be required to complete overseas checks (when someone is applying to work with vulnerable groups and has lived overseas.)

- If deemed necessary, a check of records held by Elim's National Safeguarding Team regarding individual applicants may be undertaken, and a discussion held with the National Safeguarding Lead about a person's suitability to be recruited.

All staff and volunteers must undertake safeguarding training, provided by Elim's National Safeguarding Team, which includes information on best practice for appropriate conduct, how to identify indicators of abuse, and how to record and report concerns during Limitless Festival.

A Code of Conduct is shared with all Team members, to ensure expectations for behaviour are understood by all.

Mitigation of Risk Relating to Workers or Delegates

Where a blemished DBS application is identified through the recruitment process, a risk assessment should be completed by the Safeguarding Lead in conjunction with the Limitless festival Events Manager and Teams Manager, to assess the level of risk associated with the recruitment of this individual to the specified role. This risk assessment will be used to determine the individual's suitability to serve in this role. Where it is deemed necessary to assign an individual to a different role, or to decline their application entirely, the reason for this decision will be communicated to the applicant in writing by the Limitless Leadership, in consultation with Elim's National Safeguarding Team. Elim's National Safeguarding Team will retain a record of any decision made for future reference in accordance with the record retention policy

Where any individual is subject to an ongoing allegation or investigation, or where safeguarding concerns are raised regarding any individual who wishes to attend Limitless Festival, the Safeguarding Lead must be notified immediately. The attendance of any such individual will only be considered following completion of a risk assessment by the Safeguarding Lead. If it is considered that associated risks can be mitigated, individuals may

be required to adhere to behaviour agreements which will set out clear boundaries and expectations for their conduct during Limitless Festival. Any agreement will be monitored by the Safeguarding Team, and any breach will result in the individual being removed from site.

Procedures for Reporting and Responding to Concerns

The following procedures will be followed by all attending Limitless Festival to ensure the safety and well-being of our guests, staff, and volunteers.

Responsibility of delegates, staff and volunteers

All delegates, staff and volunteers should report any concerns to the Safeguarding Team as soon as reasonably practicable. Posters containing a QR for making electronic reports will be displayed throughout the site, accessible to all. However, individuals may choose to compose hand-written notes, or to verbally disclose their concerns directly to a member of the Safeguarding Team, where writing is a barrier (The location of the Safeguarding office is outlined in the programme).

No one in receipt of a disclosure of abuse, or suspicion of abuse should investigate the matter themselves.

Responsibility of the Safeguarding Team

The safeguarding team have access to all concerns submitted (including via the online reporting form) and will maintain a confidential, secure, and centralised register of all concerns, including low-level concerns.

The Limitless Festival Safeguarding Team will report to, consult with and act according to the advice and instruction of the Safeguarding Team Leader. Where concerns are of a serious nature and require contact with statutory agencies, the Safeguarding Lead should be alerted straight away and will respond. Where necessary, the safeguarding Team may contact individuals related to the concerns, including those who report the concern, to clarify details.

Where safeguarding concerns are raised which relate to life away from Limitless Festival, the Safeguarding Team will discuss concerns with the youth group leader in charge, and they should follow their own church safeguarding policy and procedures. (These concerns will still be recorded and reported to the Safeguarding Lead to allow for monitoring and provision of support during Limitless Festival).

Where the concern or disclosure suggests that a child may have been/is experiencing abuse or harm at Limitless Festival, the Safeguarding Lead will contact Children's Social Services.

Where the concern or disclosure suggests that a child may have been/is experiencing abuse or harm at Limitless Festival, the Safeguarding Lead will contact Adult Social Services.

Where medical attention is required, the individual will be taken to the Medical Team.

Where concerned that a crime may have been committed on site, Police Liaison (Jonathon Rowlands) will be contacted. Where there are concerns about the immediate danger of a child or adult the Police will be contacted via 999.

In circumstances where an allegation or suspicion of abuse relates to a worker (whether Limitless Festival staff or volunteers, or a delegate e.g. a youth pastor), the Safeguarding Lead will contact the relevant Local Authority Designated Officer (LADO). The Safeguarding Lead will also consult with the relevant church leaders to keep them informed, and to enable appropriate pastoral care. Following advice from the LADO, the Safeguarding Lead may make a referral to Disclosure and Barring Service for consideration of the person being placed on the barred list for working with children or adults.

Considerations will also be given to the need to remove an individual from a team, or from the site.

Removal from Team:

Where there is a concern that a member of Team is not suitable to remain in post (for example due to their behaviour or following a disclosure which gives rise to safeguarding concern), the Safeguard Team Lead will liaise with the Lead Coordinator to discuss the risks associated with the individuals continued involvement in the specific team.

Where a member of Team has been removed from Team duties due to their behaviour, they will immediately return their lanyard and team wrist band. The alternative options available may be to transfer to a different team (if considered appropriate by the Safeguarding Lead),

or to remain on site as a youth leader, if their church youth group is in attendance at Limitless Festival.

A report will be completed by the Safeguarding Team. The report will be retained by the National Safeguarding Team for future reference. Where a Team member's conduct brings into question their suitability to work with children or adults, a referral may be made to the Disclosure and Barring Service to consider whether the individual should be barred from working with vulnerable groups. This referral must be made by Elim's National Safeguarding Team.

Removal from Site:

Limitless reserve the right to remove any individual from site (including delegates, staff or volunteers) if: their behaviour gives rise to serious safeguarding concern, if serious allegations are made against them (which present as plausible following initial investigation), or where any rules, codes of conduct or policies are breached (including requirements for admission). In such instances, the Safeguarding Lead will liaise with the Lead Co-ordinator, who will make the decision to remove any individual from the site. In such cases, the following actions will be taken:

- Any lanyard and wrist band must be returned.
- The individual will be escorted from the site within 1 hour. (exceptional circumstances may necessitate that this is delayed, to ensure the safety of the individual upon leaving site).
- No refund will be offered.
- Where necessary, referral to police or statutory authorities will be completed by the Safeguarding Lead.

Where any of the above referrals to statutory authorities are required, the Safeguarding Lead will also inform Oliver Ward (Lead Coordinator), who is responsible for ensuring the Events Manager is aware of any necessary information.

In the absence of the Safeguarding Team Leader, a member of the Safeguarding Team has been allocated as the Assistant Team Leader.

Where someone has passed information to the Safeguarding Lead and believes their concerns have not been responded to appropriately, they should seek advice from relevant advice lines or escalate their concerns to the appropriate statutory authorities themselves (see appendices 1&2 for more information).

Pastoral support

The Pastoral Team will be available on site to provide pastoral support at the request of any individual. This may include individuals involved in safeguarding incidents directly, family and friends, or those responding to concerns. The Pastoral Team will not be told full details of the concern/allegation but will need some information to provide appropriate support.

Useful Contacts

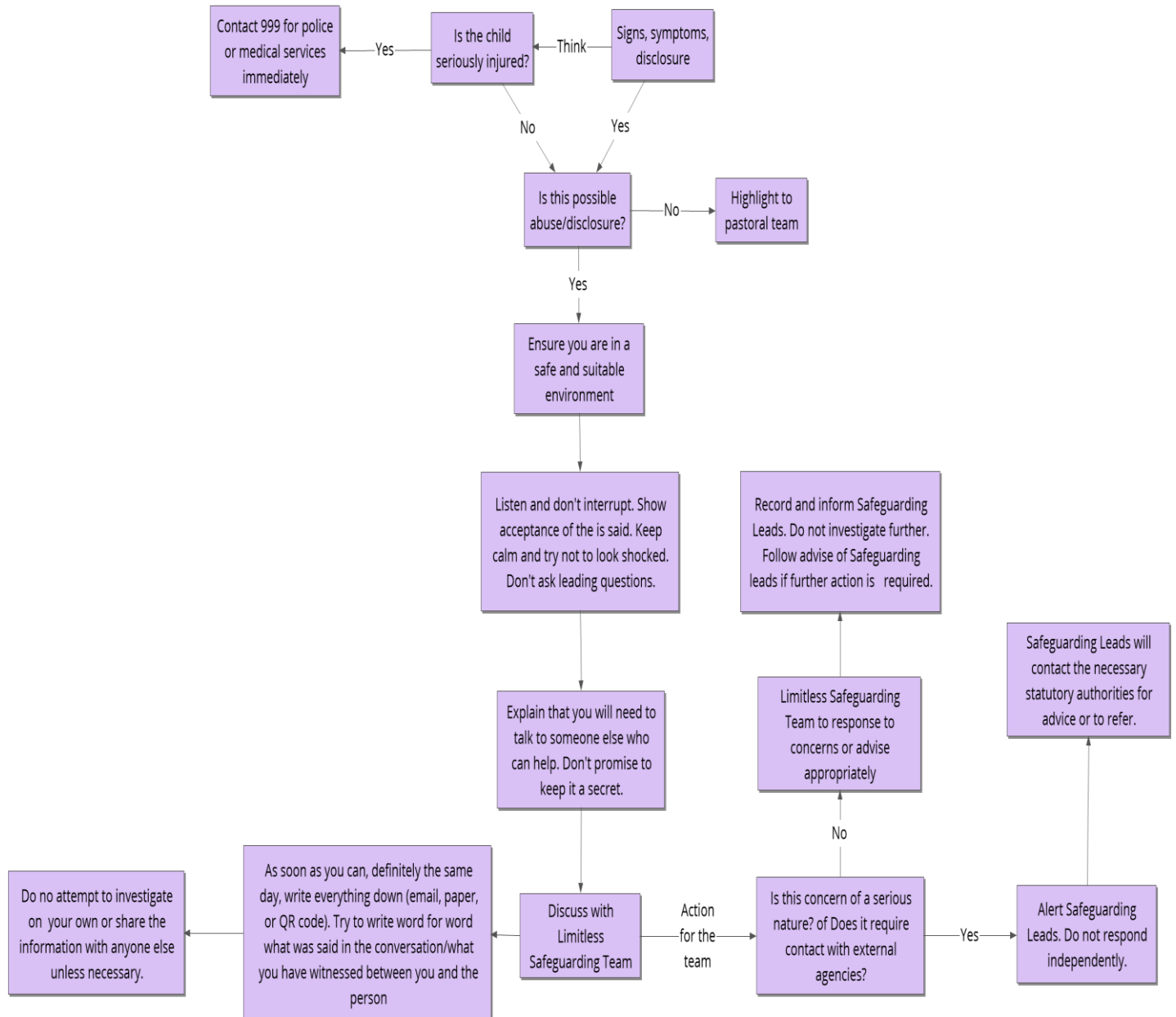
Venue address and contact details:

Staffordshire County Showground
Weston Road
Stafford
ST18 0BD
Tel: 01785 258 060
Email: enquiries@staffscountyshowground.co.uk

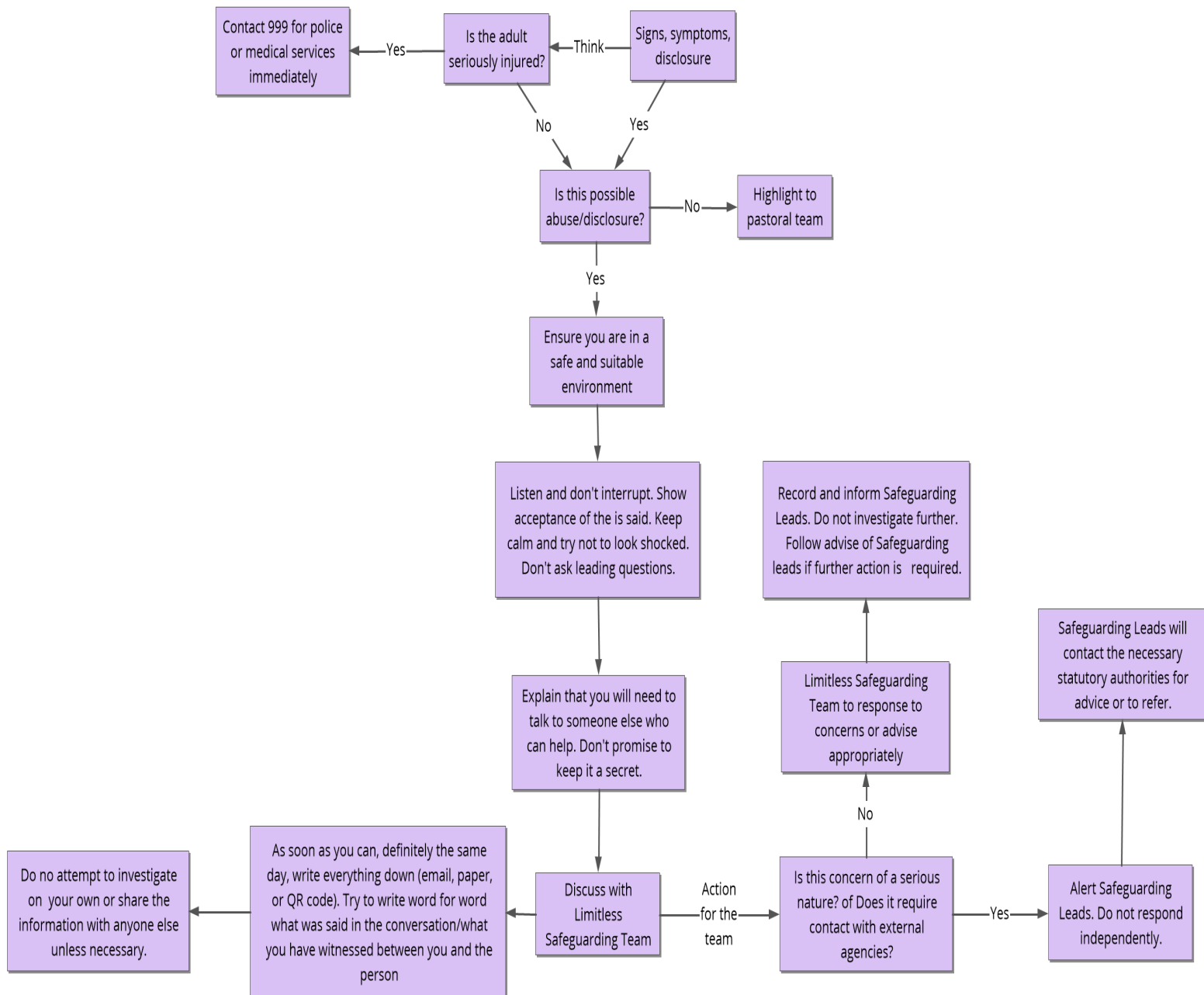
Making referrals or seeking advice:

- Staffordshire Children's Advice and Support Service are contactable on 0300 111 8007 (select option 1) or online at: [make your enquiry online](#)
- Staffordshire and Stoke-on-Trent Adult Social Care are contactable on 0345 604 2719 or online at: [Staffordshire and Stoke on Trent Partnership Adult Safeguarding Board](#)
- NSPCC: 0808 800 500 or www.nspcc.org.uk
- Thirtyone:eight Helpline: 0303 003 1111 or info@Thirtyone:eight.co.uk
- Child Line: 0207 239 1000 or www.childline.org.uk
- Safe Spaces: 0300 303 1056 or safespaces@firstlight.org.uk
- AMAZE (Association of Christian Youth & Children's Workers): 0116 254 4693 ACC

Appendix 1: Responding to Safeguarding Concerns (Children)



Appendix 2: Responding to Safeguarding Concerns (Adults)



Appendix 3:

Behaviour Code for Adults Working with Children at Limitless Festival

The purpose and scope

This behaviour code outlines the conduct expected of all staff and volunteers at Limitless Festival. This includes anyone who is undertaking duties for the organisation, whether paid or unpaid.

The implementation of this behaviour code is intended to protect and promote the safety and well-being of those in attendance of Limitless Festival, especially children and adults at risk. This code has been informed by NSPCC guidance. Limitless is responsible for ensuring that all staff and volunteers at Limitless Festival have seen, understood, and agreed to follow this code of behaviour, and that they understand the consequences of their failing to adhere to it.

The role of staff and volunteers

In your role at Limitless Festival, you are acting in a position of trust and authority and have a duty of care towards the children and young people we work with. Young people will likely see you as a role model and you are expected to act appropriately.

We expect people participating in our events always to display appropriate behaviour. This includes behaviour that takes place outside our organisation and behaviour that takes place online.

Responsibility of staff and volunteers

You are responsible for:

- prioritising the welfare of children and young people
- providing a safe environment for children and young people
 - ensuring equipment is used safely and for its intended purpose
 - having a good awareness of issues to do with safeguarding and child protection and acting when appropriate.
- following our principles, policies, and procedures
 - including our policies and procedures for safeguarding and child protection, whistleblowing, and online safety
- always acting within the law
- modelling good behaviour for children and young people to follow
- challenging all inappropriate behaviour and reporting any breaches of the behaviour code to the Safeguarding Team Lead
- reporting all concerns about abusive behaviour, following our safeguarding and child protection procedures
 - this includes inappropriate behaviour displayed by an adult or child and directed at anybody of any age

Respecting children and young people

You should:

- always listen to and respect children
- value and take children's contributions seriously, actively involving them in planning activities wherever possible
- respect a young person's right to personal privacy as far as possible
 - if you need to break confidentiality to follow child protection procedures, it is important to explain this to the child or young person at the earliest opportunity

Diversity and inclusion

You should:

- treat children and young people fairly and without prejudice or discrimination
- understand that children and young people are individuals with individual needs
- respect differences in gender, sexual orientation, culture, race, ethnicity, disability and religious belief systems, and appreciate that all participants bring something valuable and different to the events
- challenge discrimination and prejudice
- encourage young people and adults to speak out about attitudes or behaviour that makes them uncomfortable.

Appropriate relationships

You should:

- promote relationships that are based on openness, honesty, trust and respect
- avoid showing favouritism and treat everyone equally
- be patient with others
- exercise caution when you are discussing sensitive issues with children or young people
- ensure your contact with children and young people is appropriate and relevant to the nature of the activity you are involved in
- ensure that whenever possible, there is more than one adult present during activities with children and young people
 - if you are alone with a child or young person, ensure that you are within sight or can be heard by other adults
 - if a child specifically asks for or needs some individual time with you, ensure other staff or volunteers know where you and the child are, and why
- only provide personal care in an emergency and make sure there is more than one adult present if possible
 - unless it has been agreed that the provision of personal care is part of your role and you have been trained to do this safely

Inappropriate behaviour

When working with children and young people, you must not:

- allow concerns or allegations to go unreported
- take unnecessary risks
- smoke, consume alcohol or use illegal substances
- develop inappropriate relationships with children and young people
- make inappropriate promises to children and young people
- engage in behaviour that is in any way abusive
 - including having any form of sexual contact with a child or young person
- share your personal contact details (mobile number, email, or postal address) with children/young people, or have contact with them via a personal social media account
- act in a way that can be perceived as threatening or intrusive
- patronise or belittle children/young people
- make insensitive, derogatory, or sexually suggestive comments or gestures to or in front of children and young people

Upholding this code of behaviour

You should always follow this code of behaviour and never rely on your reputation or that of Limitless Festival to protect you.

If you have behaved inappropriately, you will be subject to our safeguarding procedures. Depending on the seriousness of the situation, you might be asked to leave Limitless Festival. We might also make a report to statutory agencies such as the police and/or the local authority child protection services.

If you become aware of any breaches of this code, you must report to Grace Saalmans (Safeguarding Team Leader). If necessary, you should follow our whistleblowing procedure and safeguarding policy and procedures.

Appendix 4

Behavioural Expectations for Delegates at Limitless Festival

At Limitless Festival we are passionate about young people getting to know Christ and raising them up to be a faithful and faith-filled generation, dreaming big and serving Jesus with their whole lives. As a part of this, it's really important that everyone knows what is expected of them to make sure that everyone at the event is safe, respected, and valued. It's important that everyone at the festival feels seen, and understood, and knows what behaviour is expected of them.

We expect everyone to behave appropriately during their time at Limitless Festival and are just going to set out a few of our expectations whilst at Limitless Festival this year.

We want people to...

- Cooperate, be honest, fair and respectful
- Encourage one another to grow in their self-esteem, self-respect and self-confidence
- Recognise and respect others' beliefs and opinions
- Take responsibility for their own behaviour and actions whilst on site
- Work together to resolve any issues

This can be done by:

- being supportive, friendly and kind to others
- listening to others
- being helpful
- treating everyone with respect
- talking to youth leaders or someone on the team about anything that is a worry or concern
- joining in and have fun!

Behaviour which will not be tolerated:

- failure to follow site rules
- being disrespectful to anyone else
- bullying others (online or offline)
- intimidating or abusive comments or acts towards anyone
- sexual activity, sexually explicit comments, suggestions or threats

What happens if someone doesn't behave as expected?

In the first instance for minor or first-time issues, leaders will remind the person of their behaviour and ask that they change it. This allows them to think about and plan how they could behave differently with the support of a responsible adult.

If the behaviour continues after a first reminder, or it is more serious, a more formal warning will be given by Limitless staff. They will record what happened and let the group leaders know if appropriate. They will talk to the individual about what happened and agree on what support needs to be put in place to improve the behaviour for the remainder of the event.

It may be necessary to take further action such as restricting certain activities.

If the support put in place isn't helping to change behaviour a final warning may be necessary. This will also be recorded by Limitless staff and the group leader informed. Should the behaviour persist, it may be necessary to ask people to leave the site. In such instances, the group leader will be responsible for communication with parents and coordinating how the young person gets home.

Child Protection

If anyone on the Limitless team or staff becomes concerned that behaviour suggests that someone needs protection or that they might present a risk of harm to others, they will follow our safeguarding policy.

If child protection procedures are required we will talk this through with the individual and group leader as soon as possible, unless doing so would put someone in danger or interfere with a police investigation.

Role of group leaders

We see group leaders as being integral in encouraging positive behaviour and will involve them as appropriate. We will always inform a group leader if someone receives a formal warning about their behaviour, unless doing so would put the individual at risk.

References

Department of Health & Social Care (2023) [Care and support statutory guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/care-and-support-statutory-guidance/care-and-support-statutory-guidance)

Department for Education (2023) Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children London HM Government

The Care Act (2014) [Care Act 2014](https://www.legislation.gov.uk/ukpga/2014/16/contents)