



Oxfam Festivals Child Safeguarding Policy 2025

On-site emergency: Contact Oxbox or your Oxfam Festival Coordinator who will escalate to Event Control where Emergency services will be located.

This Policy forms part of [Oxfam's Festival Volunteer Agreement and Code of Conduct](#).

1. Purpose

This policy outlines Oxfam's approach to safeguarding children at festivals where Oxfam operates. This policy applies to all Oxfam staff, volunteers, contractors, and associates participating in festivals in the UK and ensures alignment with UK safeguarding laws and best practice standards.

2. Application

Volunteers who wish to bring a child to a festival must read this Policy in full and then complete the Child Application Form by on the Oxfam Festivals website. The application can only be made using our online application form. Applications must have received approval before the Cancellation deadline for each festival.

3. Scope

This policy covers all children (anyone under 18 years old) of volunteers present in the Oxfam festival environment, including the Oxfield. Oxfam considers anyone under 18 to be a child, regardless of festival-specific rules that may treat 16- or 17-year-olds differently. This policy supersedes those rules.

4. Key Principles

- **Zero Tolerance for Inaction:** Oxfam has a zero-tolerance approach to inaction in response to any form of child abuse, neglect, or exploitation by anyone associated with the organisation.
- **Best Interests of the Child:** All decisions and actions must prioritise the safety, dignity, and rights of the child.
- **Shared Responsibility:** Safeguarding is everyone's responsibility. Concerns must be reported immediately.
- **Confidentiality:** Information regarding child safeguarding concerns will be handled with the utmost confidentiality.

5. Oxfam's Child Safeguarding Commitment

Oxfam is committed to the safety, dignity, and rights of children. We take a zero-tolerance approach to inaction on abuse, and expect all personnel to uphold the highest standards of conduct, in alignment with the One Oxfam Child Safeguarding Policy.

6. Legal and Organisational Obligations

Oxfam has safeguarding duties under UK law and its own internal safeguarding policies. We recognise that children may be indirectly affected by our operations and that their protection is essential to our mission, principles, and legal compliance.

7. Children On-Site at Festivals

Children may only be present on-site at specified festivals outlined on our festival-specific website pages and under strict conditions:

- **Legal Guardian:** Volunteers may only bring a child if they are the legal guardian of that child.
- **Advance Approval:** Volunteers must declare children in advance, submit a completed child declaration form, and gain approval before the Cancellation deadline. Volunteers arriving with undeclared children will be denied entry.
- **Supervision:** Two nominated carers must be named on the Child Application Form which will be issued to the Volunteer. One nominated carer must be in place for every two children during volunteer shift times. Nominated carers must be over 18. One of them must be the child's legal guardian.
- **Shift Patterns:** Carers must be placed on different shifts if both are volunteers to ensure supervision at all times.
- **Ratio:** One adult may act as a carer for up to two children. If requesting to bring more than two children per adult, you must contact Oxfam in advance to discuss what additional arrangements you have in place for supervision. If both carers are volunteers and you wish to bring two children per volunteer, meaning one volunteer is caring for four children whilst the other carer is on shift, please contact festivals@oxfam.org.uk to advise us of these additional caring responsibilities.
- **Other Carers:** The second carer does not need to be an Oxfam volunteer; they can be a festival customer and may camp in the Oxfield. You will be asked for contact details of the other carer during the application process.
- **Responsibility:** Parents/legal guardians remain fully responsible for their children at all times. Oxfam accepts no liability for child welfare.
- **Ticketing:** Legal guardians are responsible for the cost of their child tickets and must obtain the relevant ticket for their children in advance. Volunteers should review the festival's website to understand the ticket application process for a child as all festivals vary. If the cost is charged to Oxfam, it will be deducted from the volunteer's deposit.

- **Designated areas:** Children must remain in designated areas i.e. festival public areas, the Oxfield and the route to the Oxfield from the public areas.
- **Breastfeeding and Infant Care:** Where a volunteer is bringing an infant who requires breastfeeding, the same carer and supervision requirements apply. Volunteers may not bring children on shift with them and must ensure that care for the infant does not interfere with their ability to complete shifts or supervise any other children. Oxfam does not provide private breastfeeding areas, and facilities vary by festival. There is limited space within the medical fridge for storage of expressed milk. Please contact festivals@oxfam.org.uk if you would like to book space within the fridge.

8. Safeguarding in a Festival Environment

Recognising the unique risks in a festival setting—especially during build and break:

- **Restricted Areas:** Children are prohibited from hazardous areas (e.g., vehicle routes, build zones).
- **Identification:** Children must wear visible identification (e.g., wristband with emergency contact number).
- **Lost and Found Child Protocol:** If a child is found alone or reported missing, immediately inform Oxbox. They will notify the Festival Coordinator, who will follow the relevant process for that festival.
- **Curfew:** Children must not leave the Oxfield after dark unless accompanied by their legal guardian.

9. Safer Recruitment & Training

Volunteers or staff who may interact with children may be subject to Safer Recruitment processes, including:

- DBS checks for applicable roles
- Safeguarding training
- Agreement to Oxfam's Code of Conduct and Volunteer Agreement

10. Behavioural Standards

All Oxfam personnel must:

- Never be alone with a child in private
- Avoid inappropriate communication or behaviour and must not exchange contact details or social media interactions with children.
- Report concerns immediately via the correct escalation route

11. Reporting and Escalation

In the event of a concern or incident:

- **On-site:** Notify Oxbox or your Oxfam Festival Coordinator immediately
- **Off-site:** Contact Oxfam GB's Safeguarding Team via [Speak Up](#) or safeguarding@oxfam.org.uk
- **Emergencies:** Contact Oxbox, or Oxfam Festival Coordinator who will escalate to Event Control or 999

Examples of reportable concerns include:

- A lost or found child
- An injured child
- Suspected physical, emotional, or sexual abuse of a child
- Neglect or concerning behaviour by a guardian or volunteer towards a child

Any concern for a child not listed will still be taken seriously and investigated as a priority.

12. Breach of Policy

Any breach of this policy will be investigated. If appropriate, Oxfam may withdraw the invitation to volunteer in the future and the volunteer may be removed from site. In serious cases, a referral to the relevant authorities may be made.

13. Agreement

This policy is publicly available online on Oxfam Festivals website and forms part of the Volunteer Agreement which all volunteers must acknowledge and agree to it when signing up.

14. Review and Approval

It is reviewed annually before each festival season.

Last reviewed by the Oxfam Safeguarding and Festivals & Events teams in April 2025.

Next review will be February 2026, or sooner if needed due to incident, legal update, or revised guidance.

15. Legal Framework

Relevant legal frameworks include:

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 2018
- Sexual Offences Act 2003
- Children Act 2004

- Children and Social Work Act 2017
- Mandatory Reporting of Female Genital Mutilation (Home Office, 2016)
- Protection of Freedoms Act 2012
- Working Together to Safeguard Children (Department for Education, 2018)
- Children (Scotland) Act 1995
- Young People (Scotland) Act 2014