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# Volunteer Handbook

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## Youth Genesis Mission Statement: Inspiring Young People with a Vision for Life

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### Background

Youth Genesis started life as 'The Churches Youth Work Project' in 2007. The project, set up by churches in Brixham, was designed to reach out and serve the local needs of young people aged 11-25 in the Brixham area. The project grew rapidly following government cuts to funding of youth services in Torbay in 2011. Following an expressed need by community members for a dynamic and responsive youth service led by the voluntary sector in Torbay, the decision was taken to form the Youth Genesis Trust in 2012 with a remit to support 11-25 year olds.

Youth Genesis takes an asset based approach to its work with young people and volunteers in the community. Rather than parachuting into an area and setting up projects, Youth Genesis works with local residents and young people to find out what the needs and skills are. Volunteers are then recruited and trained to work with young people in their area – this has the added effect of bonding a community and providing inter-generational support. Once a team has been trained, Youth Genesis will work with the local authority and community groups to secure funding and set up the right youth provision for the area – this could be an after school club, youth club, youth drop-in, targeted project or 'Streetbase' provision. The work doesn't end there; Youth Genesis will then provide ongoing support to the project through supervision, ongoing training and funding. If there is need for an additional project, Youth Genesis will work with residents and additional stakeholders to set up any additional projects to help meet demand.

## Youth Genesis - Our Objectives

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Youth Genesis aims to:

- Develop professional, credible and quality youth services with churches and community groups;
- Promote Christian values through social action;
- Enable young people to participate, develop, learn and enjoy in a safe way;
- Help local churches and community groups to actively meet the needs of local young people;
- Facilitate the development of young people in a way that equips and inspires them with a vision for life.

## Youth Genesis - Our Values

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Youth Genesis promotes a Christian ethos - the aim of the projects and activities is to prioritise the needs of young people in the community and demonstrate Christian values through social action. The Christian ethos of Youth Genesis provides young people with a positive environment that is welcoming, accepting and nurtures young people.

Our staff team is committed to equal opportunities, fairness and equality and promoting a sense of justice within the work that Youth Genesis does. This involves linking local churches with young people in their community and building the bridge between Church and contemporary youth culture. Part of what Youth Genesis does is enable young people to connect with their spiritual dimension and introducing young people to concepts of church, family and the communion of being together in sharing ideas and values and exploring what Jesus Christ has called us to be.

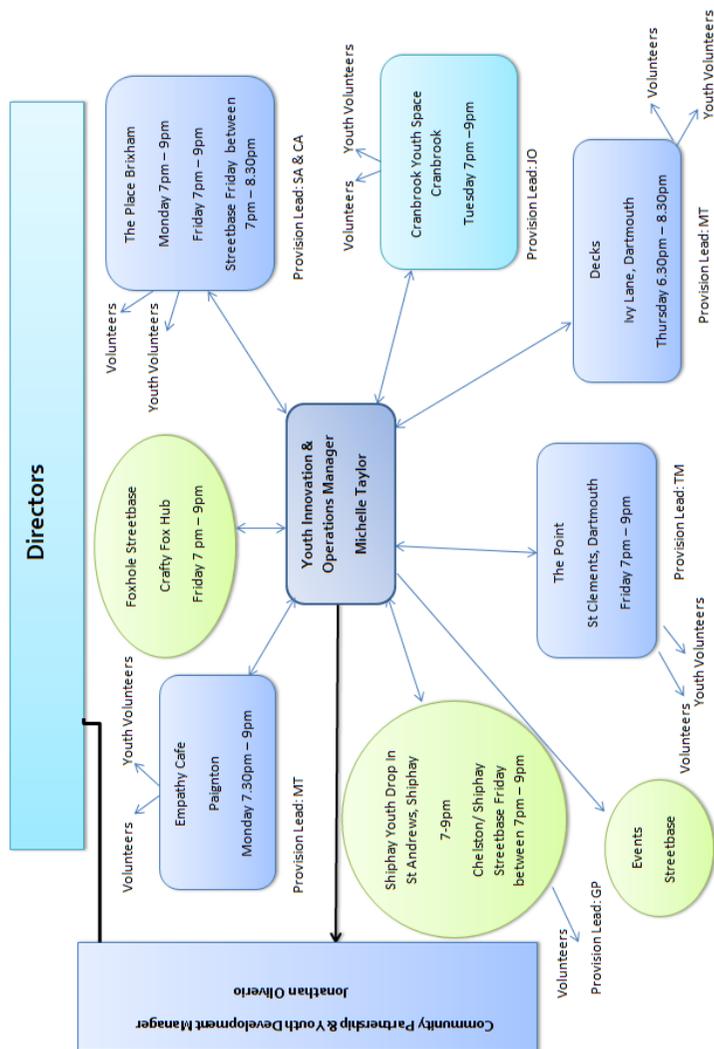
There is often a misunderstanding that Youth Work is about planning sessions around a series of activities that young people attend. At Youth Genesis, we work with young people to become 'creators' rather than 'consumers', with this in mind, the centre of our practice embrace the FOUR Core Values for good Youth Work:

- **Informal Education** – the spontaneous learning that young people experience outside of a school setting. A classic way of doing this is through discussion and conversation.
- **Equality of Opportunity** – ensuring that the youth sessions we offer are accessible and inclusive to all.
- **Empowerment** – valuing young people's comments and ideas and supporting young people to the point where they are driving the projects.
- **Voluntary Participation** – that young people are free to come and go from sessions, that the youth sessions are not mandatory places of learning.

You can find out more about these at one of our six week training courses.



## Youth Genesis Structure



## Management

### Community Partnership and Youth Development Manager

Jonathan Oliverio BA (Hons), Assoc CIPD, Dip CMI

Job Description: As one of the founders of Youth Genesis, Jonathan works behind the scenes developing partnerships with organisations and securing the vital funding that helps to keep the projects alive. Jonathan has a passion for working with churches to share the gospel message through social action. With a background of working with some of the most disadvantaged young people in Devon, Jonathan works with Church Leaders, Councillors, Community Groups and Local Authorities to help set strategies that initiate positive change.



### Youth Innovation & Operations Manager

Michelle Taylor, Dip CMI

Job Description: Michelle Line manages all of the Youth Genesis provisions, working to support volunteers and staff to deliver the projects. Michelle works to help Jon with Project development. Michelle has been involved with Youth Genesis since 2012, and became Youth Development Worker in September 2014. Since then Michelle has mainly developed the work in Brixham and piloted a Youth Volunteer project, but has been involved in the Projects all over the Bay and Dartmouth. Michelle feels that early intervention is important for young people as they grow and develop, as is informal learning. Being a Restorative Practitioner and involved in the Youth Justice Board, Michelle is passionate about working with youth offenders.



## Some Examples of the Youth Genesis Provisions

### The Place Youth Drop-In (Based at Brixham United Reformed Church)

'The Place' offers up to seventy young people each week a menu of activities which include computer games, table tennis, table football, pool, dance, multi-media, music, cooking, crafts and workshops around bullying, health, confidence building, identity, healthy lifestyles, relationships, citizenship and volunteering.



### Empathy Café @ Ripples Youth Club (Based at Gerston Chapel, Paignton)

Ripples is open every Monday evening and offers a similar programme of activities to 'The Place'. Ripples also provides a café style feel, which focus around mental health and empathetic listening, the volunteers can signpost any young person requiring support.



### Streetbase Youth Work Sessions

Streetbase workers make contact with young people on the streets, by working in close partnership with the Police and other organisations and community groups, the workers provide a range of support that helps young people to explore their own behaviour and its effect on others and the community.



### Decks Youth Club

Open every Thursday evening at the Ivy Lane Centre in Dartmouth, Decks provides activities such as sports, pool, table tennis, table football, computer games and workshops on bullying, health, confidence building, identity, healthy lifestyles, relationships, citizenship and volunteering.



### Shiphay Youth Drop-In (Based at St Andrews Methodist Church, Torquay)

In response to a need in the community Shiphay opened in January 2017. Streetbase teams operate around the area too. Providing a safe space for young people to hang out Shiphay also provides informal education, for example, rights and responsibilities and respecting the community. Young people have access to games such as pool, air hockey, football and also cooking and arts and crafts.



### Project D.A.V.E.

Project D.A.V.E. is a project developed by a group of young people who attend the sessions at Brixham URC – the concept is about challenging stereotypes around domestic abuse and highlighting that not all perpetrators of domestic abuse are male. D.A.V.E. (Domestic Abuse Victim Equality) aims to raise awareness about the effects of domestic abuse and challenge preconceptions.



### The Point

The Point is open on a Friday during term times and is run by a great team of volunteers some of whom also volunteer at the Decks Youth Club on the Friday. The youth drop in offers young people in Townstal and the rest of Dartmouth an opportunity to get involved in activities and fun in a safe environment within their own neighbourhoods.



## Youth Genesis Trust (Ltd): Volunteer Agreement

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This Volunteer Agreement describes the arrangement between the Youth Genesis Trust and You. The Trust wishes to assure you of our appreciation of your volunteering with us and will do the best we can to make your volunteer experience with us as enjoyable and rewarding as possible.

Volunteer: \_\_\_\_\_

On behalf of the Youth Genesis Trust (Ltd):

Name: \_\_\_\_\_

Role: \_\_\_\_\_

### Youth Genesis Trust agrees to provide:

#### 1. Induction and training

- To provide an induction to the sessions that you will be working, its staff, your volunteering role and training you need to meet the responsibilities of this role.

#### 2. Supervision, support and flexibility

- To explain the standards we expect for our work and to encourage and support you to achieve and maintain them;
- To provide a named person who will meet with you regularly to discuss your volunteering and any successes and headaches;
- To help identify any training needs for your personal and professional development;
- To do our best to help you develop your volunteering role with us.

#### 3. Expenses

- To reimburse expenses incurred as a direct result of your work with the Trust;
- Travel from home to a place of training: car mileage allowances are paid at 30 pence per mile.

- Other proven expenses may be paid to help you volunteer
- Please keep all your receipts to give to your Line Manager when you claim the reimbursement of agreed expenses. **Please note: expenses must be agreed in advance otherwise they may not be paid.**

#### 4. Health and safety

- To provide adequate training and feedback in support of our health and safety policy which will form part of the induction process – more details can be found at: <http://www.youthgenesis.org.uk/policies.php>

#### 5. Insurance

- To provide adequate insurance cover for volunteers whilst carrying out their approved and authorised volunteering role. **Please note: this does not include personal items.**

#### 6. Equal opportunities

- To ensure that all volunteers are dealt with in accordance with our equal opportunities policy a copy can be found on <http://www.youthgenesis.org.uk/policies.php>

#### 7. Problems

- To try to resolve fairly any problems, complaints and difficulties you may have while you volunteer with us;
- In the event of an unresolved problem, to offer an opportunity to discuss the issues in accordance with our policies and procedures.

### The volunteer agrees to:

- To be available on a weekly basis, during school term time, to deliver the following youth work sessions:
- Arrive at youth work sessions and meetings at specified times.
- Notify their Session Leader/Line Manager at least 24 hours prior to a session starting if they will be unavailable for youth work sessions.



- Adhere to the Trust’s policies & procedures, including health and safety, equal opportunities and good practice in relation to its staff, volunteers and young people.
- Maintain the confidential information of the organisation and of its users as appropriate.
- Be aware of the importance of safeguarding policies and procedures and to always discuss with a colleague any safeguarding concerns.
- Be available for regular Supervision sessions as agreed.
- Be committed to training and development.
- Give ONE MONTHS notice in writing if you are unable to continue volunteering with the Trust.
- Return Trust property following the termination of this agreement, including clothing (i.e. hoodies, shirts, coats etc.), ID badges and equipment – failure to do so may incur a charge.

**This agreement is binding in honour only; it is not intended to be a legally binding contract between us and may be cancelled at any time at the discretion of either party. Neither of us intends any employment relationship to be created either now or at any time in the future.**

Signed

Volunteer \_\_\_\_\_

Date \_\_\_\_\_

On behalf of the Youth Genesis Trust (Ltd):

\_\_\_\_\_

Date \_\_\_\_\_

**Please note: a start date should not be agreed until two references and a DBS check are all in place and are satisfactory in line with the Trust’s Policy.**

**Youth Genesis Volunteer Commitment:** At Youth Genesis we are committed to helping communities develop their own Youth Resources. Therefore we are committed to helping volunteers develop ideas and support the volunteers to make their ideas become a reality. If you have an idea, simply approach your Session Leader and they will help you to make it happen!



## Youth Volunteer Agreement

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### Youth Volunteer

#### Key Responsibilities -



- Working within the Youth Provisions based at -----
- To be a positive role model to your peers within the group and community
- To represent Youth Genesis in a positive way within the community
- To attend events and activities (where possible) to promote and represent Youth Genesis
- Not to engage in activities inside or outside the group that would reflect poorly on Youth Genesis
- To act appropriately when wearing Youth Genesis branded clothing and to be in full uniform at every session with ID tag.
- To attend meetings with your Session Leader and other Youth Volunteers where required.
- To bring a positive attitude.
- To keep in regular contact with the Session Leader
- To be at the sessions at the agreed time and to stay for 10 minutes to help clear up.
- To take responsibility of the kitchen in shifts.

If you fail to meet these responsibilities, a warning will be issued. A maximum of three warnings will be issued and then you will be asked to return your uniform.

Signed, Youth Volunteer.....

Date:.....

Signed, Line Manager.....

Date:.....



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## Policies

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All Youth Genesis are available upon request. The following are reduced examples of our policies and we would encourage all volunteers to go online to [www.youthgenesis.org.uk](http://www.youthgenesis.org.uk) to see them in full.

### CHILD PROTECTION & CONFIDENTIALITY POLICY – Young People

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Unless specifically stated by the young person involved, all personal information is confidential to the Trust and will be shared within the Trust on a need to know basis. The member of staff/volunteer involved must decide who needs to know based on enabling the Trust to help the individual in the most effective way, and should seek advice and clarification from their line manager.

However, there are exceptional circumstances where this will not be possible and steps must be taken to protect the health and welfare of the young person and that of others.

By exceptional circumstances we mean:

- (a) When the young person is under 18 years old and tells the staff member that he/she has been abused. By the staff member not taking action, there could be a risk to that young person's life and health.
- (b) When other young people (under 18 years) are considered to be at risk, eg if younger family members are in an abusing home.
- (c) When it is felt that the young person is likely to endanger his or her own life or the life of someone else.
- (d) If we know that the young person has harmed, or is involved in harming, another person

The steps that the staff member could take would be in line with the Youth Genesis Trust Ltd. Child Protection Policy and would include discussion with the

appointed Child Protection Officer, and information shared being passed to another agency e.g. Social Services, Police.

The Youth Genesis Trust Ltd. expects that staff, while not obliged to break confidentiality over illegal acts other than when statutory duty demands, will not condone or encourage any illegal act, and where possible will work with the individual to help prevent further illegal acts.

An individual has the right to request from the Youth Genesis Trust Ltd. a copy of any written information that they are aware of as long as that information relates only to them and no one else. The Trust leadership reserves the right to refuse any such request but undertakes to give reasons for a refusal where it feels it is possible or appropriate.

An individual has the right to be consulted about, and refuse any requests made for, information about them from any source outside the Youth Genesis Trust Ltd. No information should be divulged without such consultation first taking place.

Workers (paid or voluntary) of the Youth Genesis Trust Ltd. should not make or record any statement, or give any information, which they are not prepared to justify to those mentioned that is not accurate in content.

#### 1. CONFIDENTIALITY STATEMENT

Workers (paid or voluntary) must ensure that the 'Talking in Confidence' statement has been read to and fully understood by the young person bringing matters of a confidential nature to the staff member. Particular emphasis should be placed on 'confidentiality limits'.

#### 2. DISCLOSURE AND/OR SUSPICION OF ABUSE

For definition and information on the categories of abuse, please refer to Appendix 1 at the end of this policy.



In the event of abuse disclosure staff should, in the first instance, follow the instructions taken from Appendix 2, at the same time gently reminding the client of the 'confidentiality limitations' without instilling fear of disclosure.

☑ Listen, rather than directly question him or her.

- ❖ Never stop someone who is freely recalling significant events.
- ❖ *Make a note of the discussion, taking care to record the timing.*
- ❖ *Record all subsequent events up to the time of the substantive interview by Social Services/Police.*

Immediately after this session this incident should be reported to the Child Protection Officer who will then advise on the appropriate action.

### **3. DISCLOSURE OF SUICIDE INTENT**

All suicide intent disclosures should be taken seriously. In the event of a staff member receiving a disclosure of intent to commit suicide these guidelines should be followed:

- (a) Explore with the young person what s/he intends to do.
- (b) If the young person explains how he/she intends to take their life inform the young person that you will need them to ring their GP **or** you will have to contact the GP yourself. It is important that the GP is given all the information and the appointment made.
- (c) A verbal contract needs to be made between the young person and the staff member that contact can only continue if the young person refrains from self-harm. The contact will discontinue if the young person self harms.

**This statement takes into account that the Youth Genesis Trust Ltd. holds belief in the respect of all individuals as part of its Aims and Purposes.**

## **EQUALITY AND DIVERSITY COMMITMENT**

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**This Policy should be read in conjunction with Youth Genesis Trusts Equality and Diversity Policy.**

The Youth Genesis Trust Ltd will not unlawfully, unfairly or unreasonably discriminate against or treat any individual less favourably on the grounds of faith, gender, marital status, race, disability, colour, age, sexual orientation, nationality or ethnic national origin.

## **STATEMENT OF HEALTH & SAFETY POLICY**

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1. The Youth Genesis Trust Ltd. accepts responsibility under the Health and Safety at Work Act, 1974, to ensure, so far as is reasonably practicable, the health and safety of their employees while on Trust premises or on Trust business. This policy applies to all Youth Genesis Trust Ltd. staff, volunteers, young people, children and visitors in all properties managed by Youth Genesis Trust Ltd.
2. To this end Youth Genesis Trust Ltd. will:
  - a) Provide, so far as is reasonably practicable, a working environment, equipment, and systems of work that are free from hazard and without risk to health.
  - b) Make arrangements, so far as is reasonably practicable, for safety and minimum risk to health in lifting and handling of articles and substances, by providing risk assessments and COSHH reports.
  - c) Provide such training and instruction, information and supervision as is necessary to ensure, so far as is reasonably practicable, the health and safety at work of their employees.
  - d) Ensure that the premises under the Trust's control are maintained, so far as is reasonably practicable, safe and without risk to health, and with adequate access and egress.
  - e) Make adequate arrangement, so far as is reasonably practicable, for facilities and arrangements for their employees' welfare at work.

f) Provide and maintain, so far as is reasonably practicable, arrangements for the emergency evacuation of premises under their control in case of fire or other emergency.

g) Maintain, as far as is reasonably practicable, a non-smoking environment within the community area and set aside a place for smoking.

h) Arrange, so far as is reasonably practicable, for a first-aider and/or appointed person to be available at all times.

3. The day-to-day administration of the policy outlined in section 2 shall be the responsibility of the Executive Officer. S/he has, in clearly defined terms, delegated such authority in writing to the senior member of staff on duty for each area of programme. The senior member of staff shall be responsible for bringing such items as are covered by the Health and Safety at Work Act, 1974, and by this policy, to the attention of the Executive Officer & to the Board of Trustees.

4. The trustees will appoint a Health & Safety advisor who will have the day-to-day responsibility for safety of the premises. He/she shall, in conjunction with senior staff, be responsible for ensuring that the policy outlined in section 2 is carried out.

5. The Health & Safety advisor shall have responsibility for ensuring the periodic testing, and recording of the test; of fire appliances and emergency escape procedures.

6. The Health & Safety advisor shall have overall responsibility for investigating and recording all safety incidents.

7. Youth Genesis Trust Ltd., in accepting their responsibilities, calls upon employees whilst at work -

a) To take reasonable care for their own health and safety, and for the health and safety of their fellow employees who may be affected by their acts and omissions.

b) To co-operate with the senior staff in carrying out any duty or requirement imposed upon them under the Act.

c) Not to interfere intentionally or recklessly with, or misuse, anything

provided in the interest of their health, safety or welfare.

d) To request, seek and obtain appropriate equipment, guidance, advice and protection, prior to engaging in any activity with a Health & Safety implication.

8. Youth Genesis Trust Ltd. will discipline anyone contravening any of these sections.



## **Significant Incident Policy**

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This policy details the events that may constitute a Significant Incident for Youth Genesis and the responsibilities of Volunteers, Employees and Directors.

A significant Incident could include, but is not limited to:

- Accidents involving young people, volunteers or members of public within our facilities;
- Assaults on volunteers or youth on youth;
- Attempted suicide or self-harm;
- Bomb threats;
- Fighting or social unrest during a session;
- Fire, flood or environmental damage during a session;
- Hostage or hostile situations;
- Statutory agency involvement or intervention at sessions for example Police;
- Press coverage, Social media and / or PR coverage that could be detrimental to the reputation of Youth Genesis;
- Weapons or illegal substances;

Complaints and allegations will be dealt with under the grievance and complaints procedure.

Responsibilities:

### **Session Leader:**

- Report the incident to a Youth Genesis Employee within one hour
- Take control of the Youth Genesis volunteers and direct resources where appropriate

- Where appropriate, and if its deemed safer for the young people, close down session following the evacuation process;
- Obtain, detain or maintain evidence following the incident
- Ensure completion of session recording sheets and incident reporting forms
- Agree time and method for session debrief with a Youth Genesis Employee

### **Youth Genesis Employees:**

- Provide phone based on call response to support the session worker, and if appropriate attend site;
- Where appropriate, notify parents / carers of the incident;
- Provide a formal debrief to the Session Leader, and share immediate learning with Directors, Employees and Session Leaders;
- Complete audit to ensure all due diligence is completed, for example accident report forms, RIDDOR, Safeguarding notification;
- Contact Directors within 24 hours, providing an overview of the incident, and agree the post incident review process
- Inform building owners/property managers/Landlords of significant incident

### **Board of Directors:**

- Appoint a Director to complete a post incident review, to ensure Youth Genesis had adequate policies and procedures in place and they were followed;
- Prepare a review document for the Directors, including recommendations
- Where appropriate, prepare statements for press and external stakeholders;
- Where appropriate, agree legal support required for the charity;



## Anti-Bullying Policy

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Please read the full Anti-Bullying Policy which details the desired outcome of any procedures that are followed.

### Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our young people so they can enjoy a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all young people should be able to tell and know that incidents will be dealt with promptly and effectively.

### What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional
- Physical
- Racist
- Sexual
- Homophobic
- Verbal
- Cyber

YGT Youth Provision have a responsibility to respond promptly and effectively to issues of bullying.

- All trustees, staff, volunteers, children and parents should have an understanding of what bullying is.
- As an organisation we take bullying seriously. Young people and parents should be assured that they will be supported when bullying is reported.

- Bullying will not be tolerated.

### Signs and Symptoms

A young person may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and they should investigate further. Here are a few examples of indicative behaviour:

- is frightened of walking to or from YGT Youth Provision
- changes their usual routine
- is unwilling to go to YGT Youth Provision
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- attempts or threatens suicide or runs away
- begins to do poorly in school work
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- is afraid to use the internet or mobile phone

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

### Procedures

1. Report bullying incidents to staff.
2. In cases of serious bullying, the incidents will be recorded by staff.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

6. An attempt will be made to help the bully (bullies) change their behaviour.

## Expenses Policy

Youth Genesis does not expect Volunteers to be out of pocket for necessary items bought to assist with provision delivery. In order to prevent confusion the following steps should be taken:

- Before buying an item check with the provision lead that it is necessary and will be covered by expenses.
- Buy the item and retain the receipt
- Fill out an expenses form and attach the receipt
- The money will then be reimbursed as soon as possible.

## Petty Cash

Purchases using petty cash can be made up to a maximum of £10 on a single item. A staff member or volunteer may sign for cash prior to purchase. All items of petty cash expenditure must be recorded on a petty cash form and a receipt must be numbered and attached to the form. All petty cash forms must be signed by the relevant staff member or volunteer and counter signed by the treasurer or youth work manager.

## Complaints Procedure

### Complaints from children and young people

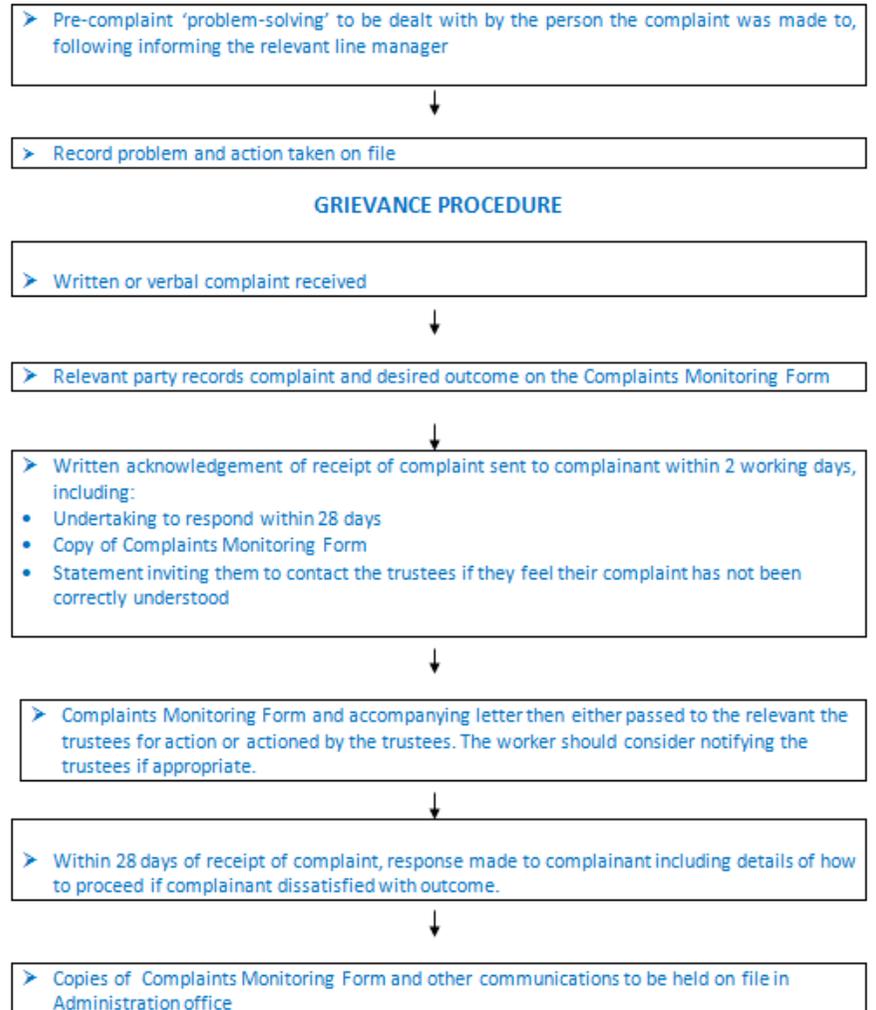
Children and young people may not wish or feel able to make a direct complaint to those that supervise and/or care for them. In such cases, they may wish to voice their concerns in writing to a Director. The Director will request a member of staff who is unconnected with the child/young person to meet with the child/young person within seven working days to clarify the areas of concern. A report must be given to the designated Director within 7 days of the meeting. On receipt of this report, the designated Director will decide on what further action, if any, is needed.

## Youth Genesis Trust Ltd. GRIEVANCE PROCEDURE

### Simple Flowchart

#### PRE-COMPLAINT 'PROBLEM-SOLVING'

(Not related to an allegation of Gross Misconduct)



## Anti - Radicalisation Policy

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**Radicalisation** is a process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo or undermine contemporary ideas and expressions of freedom of choice.

### PREVENT:

Prevent is a government initiative and is about safeguarding people and communities from the threat of terrorism through preventing people becoming terrorists or supporting terrorism. The following document details the Prevent strategy as of June 2015.

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/439598/prevent-duty-departmental-advice-v6.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/439598/prevent-duty-departmental-advice-v6.pdf)

The heart of Prevent is safeguarding children and adults and providing early intervention to protect and divert people away from being drawn into terrorist activity. At Youth Genesis we are committed to fulfil our role in this partnership working to keep the young people and our values safe.

Through our partnership with Prevent, Youth Genesis will ensure that staff and volunteers are fully aware of the signs, threats, process of radicalisation and the action to take once they have been identified. (Bearing in mind that the risks affecting people can be different geographically).

Signs can include;

- Disclosures by young people or volunteers of their exposure to the extremist actions, views or materials of others, such as in their homes or community groups
- Graffiti symbols, writing or art work promoting extremist messages or images
- Young People or volunteers accessing extremist material online, including through social networking sites
- Parental reports of changes in behaviour, friendship or actions and requests for assistance
- Use of extremist or 'hate' terms to exclude others or incite violence
- Intolerance of difference, whether secular or religious or, in line with our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture

If a staff member or volunteer becomes suspicious that a member of Youth Genesis (whether adult or child) has become radicalised they should follow guidance set out in the Youth Genesis Safeguarding Policy. The Youth Genesis Community Partnership and Youth Development Manager will take a responsibility to find out if the areas we are working in have Local Authority Prevent Leads and work with them.



Notes:

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**For more information on this report or the Youth Work and projects please contact:**

**Rev Jon Doble (Chair of the Board of Directors for Youth Genesis Trust Ltd) on 01803 615480 or email: [jon.doble@me.com](mailto:jon.doble@me.com)**

**Mr Jonathan Oliverio (Lead Youth Officer) on 07518923339 or email: [jon@youthgenesis.org.uk](mailto:jon@youthgenesis.org.uk)**

**Or visit [www.youthgenesis.org.uk](http://www.youthgenesis.org.uk)**

