



Registered Charity No:1155139

ATHULA DASSANA

MULTI – CULTURAL BUDDHIST COMMUNITY CENTRE

Safety and Safeguarding Policy

Legislation and government guidance make increasingly clear the need for all adults to play a role in safeguarding. Our organisation; the Athula Dassana Multi Cultural Buddhist Community Centre (ADMCBCC) are fully committed to complying with all UK Safeguarding legislation and guidance including the Children Act of 1989 and 2004, Working Together to Safeguard Children 2015 and Care Act 2016.

As a ADMCBCC volunteer you share an important responsibility to protect and promote the safety and wellbeing of children, young men, young women and adults as you help them reach their full potential through our organisation's activities. So it's vital that you're clear about your safeguarding responsibility, and about ADMCBCC's commitment to safeguarding, as set out in this document.

In particular, all volunteers must understand the procedures for recognising, responding to and referring any concerns, allegations or disclosures of harm or abuse in accordance with the Process for receiving disclosures (**Annex A**) and the Process for allegations and concerns (**Annex B**)

What is ADMCBCC's commitment to safeguarding?

It is ADMCBCC's policy to safeguard our members whilst they take part in ADMCBCC's activities, especially those who are more vulnerable. We believe that everyone has a right to live free from abuse, exploitation, harm and fear and to enjoy being safe and well.

By following our Safeguarding Policy, procedures and guidance we make Safe Spaces and, protecting the safety and wellbeing of all our children, young men, young women and adults.

The Policy

Our policy includes the systems, structures and procedures we have in place for safeguarding. This includes both child protection and the more proactive elements of safeguarding that ensure we create a safe space for all our children, young men, young women and adults. It also explains our values around safeguarding and how safeguarding influences all aspects of our work.

We are committed to maintaining good links with the statutory safeguarding authorities and, in particular, will refer an adult volunteer if we have significant concerns about their suitability to work with children and young people or if we have had to withdraw the person from our organisation and its activities.



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We only share information outside of ADMCBCC about individuals when we really need to, for example when we know or have concerns that someone has been abused or harmed or is at risk of abuse or harm. This applies to children, young men, young women and adults. alike. We also share information when a crime has taken place or we are told it will take place.

Sometimes we are asked to share information about individuals with other organisations when there isn't a concern about abuse or harm. If this happens, we will only share information when we have that person's explicit consent to do so.

What are good safeguarding behaviors?

As volunteers, you must uphold the ADMCBCC's Values and Promise and adhere to our Code of conduct, which sets out the standards of behavior expected of you.

In addition, all volunteers need to follow the following safeguarding behaviors which help ensure a safe space for all of us.

- **Vigilance and understanding** - Take time to understand situations and be alert so that you notice when something is wrong.
- **Early help** - Take action and provide support as soon as a problem emerges and before it gets any worse.
- **Inclusion** - Safeguard every individual because everyone is equally important and valuable. Everyone involved in ADMCBCC has a right to equal protection from all types of harm and abuse.
- **Resilience** - Support individuals to develop the knowledge, ability and the confidence to be actively involved in and responsible for their own safety and wellbeing and to cope with life's challenges.
- **Stability** - Develop on-going stable relationships of trust with all those you work with. This means you are more likely to notice if something is wrong.
- **Respect** - Treat everyone with the expectation that they are responsible and accountable rather than not.
- **Advocacy** - Help others to put forward their own point of view.
- **Accountability** - Always respond if you are concerned; never assume someone else has or someone else will



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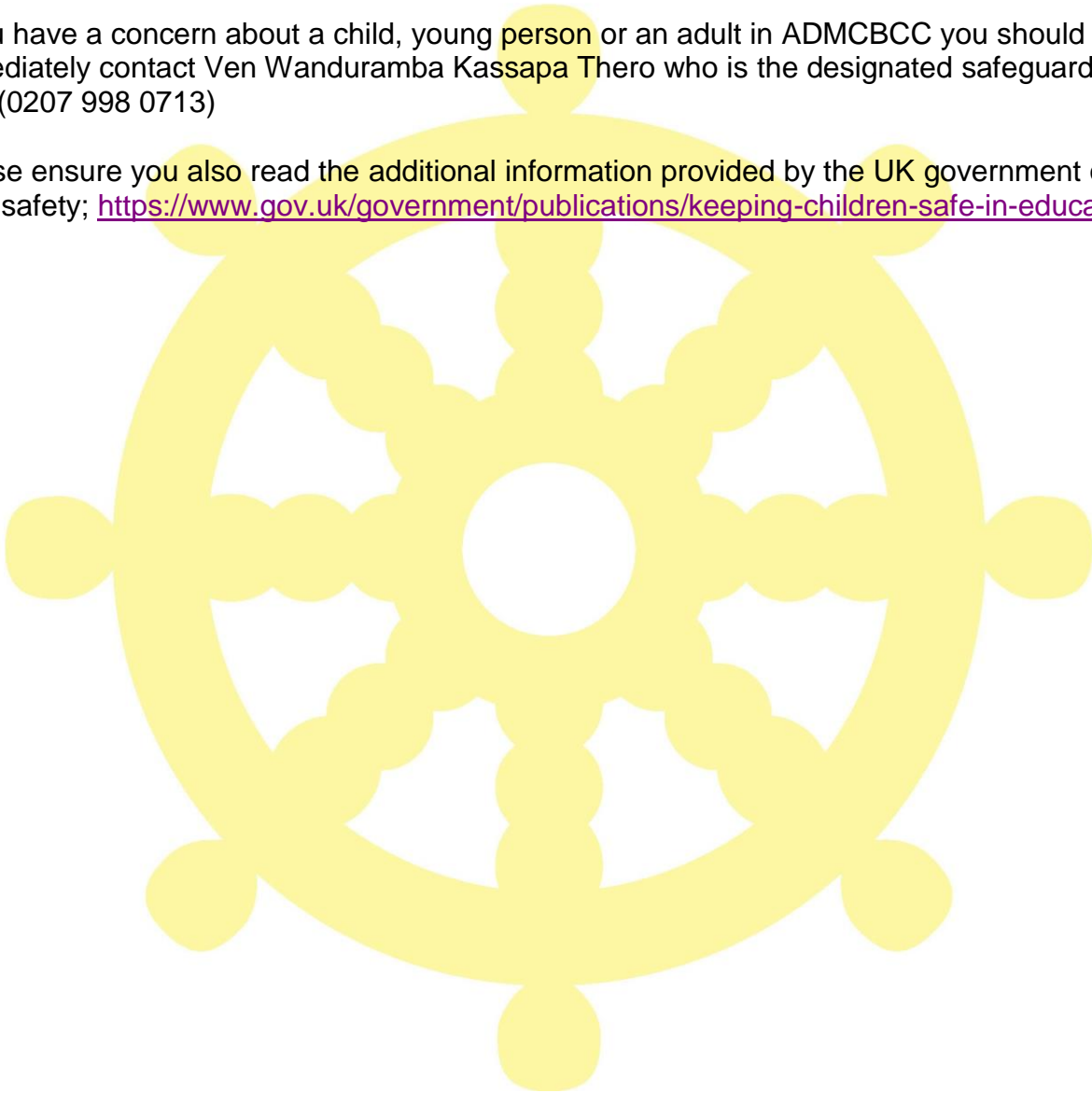
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What to do if you have a concern

If you have a concern about a child, young person or an adult in ADMCBCC you should immediately contact Ven Wanduramba Kassapa Thero who is the designated safeguarding lead (0207 998 0713)

Please ensure you also read the additional information provided by the UK government on child safety; <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>





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Annex A: Process for receiving disclosures

What is a disclosure?

A disclosure is when a child, young man, young women or an adult tells you something that has affected them, for example about instances of abuse. Part of what ADMCBCC does is offer all involved a safe space to be themselves and say what they think.

As a ADMCBCC volunteer, the children in your care will trust you. Because they feel comfortable and safe, they might discuss things that concern or affect them. This could include concerns involving another member of ADMCBCC.

Some things that may be shared with you include self-harm and physical, sexual or emotional abuse, and you may notice signs of neglect. A child, young man, young women or an adult also may have a concern about something that has happened online or through social media.

Discussing these things with them may be difficult to hear and tough to deal with. Following these Dos and Don'ts will help you offer them the best support possible.

Do:

- remain calm, approachable and receptive
- listen carefully, without interrupting
- acknowledge you understand how difficult this may be
- make it clear that you are taking what is said seriously
- reassure them that they have done the right thing in telling you
- let them know that you'll do everything you can to help them
- make a written record of exactly what has been said.

Don't:

- promise confidentiality
- ask leading or probing questions
- investigate
- repeatedly question or ask the person to repeat the disclosure
- discuss the disclosure with people who do not need to know
- delay in reporting the disclosure to Dhamma School Principal or Ven Wanduramba Kassapa Thero.



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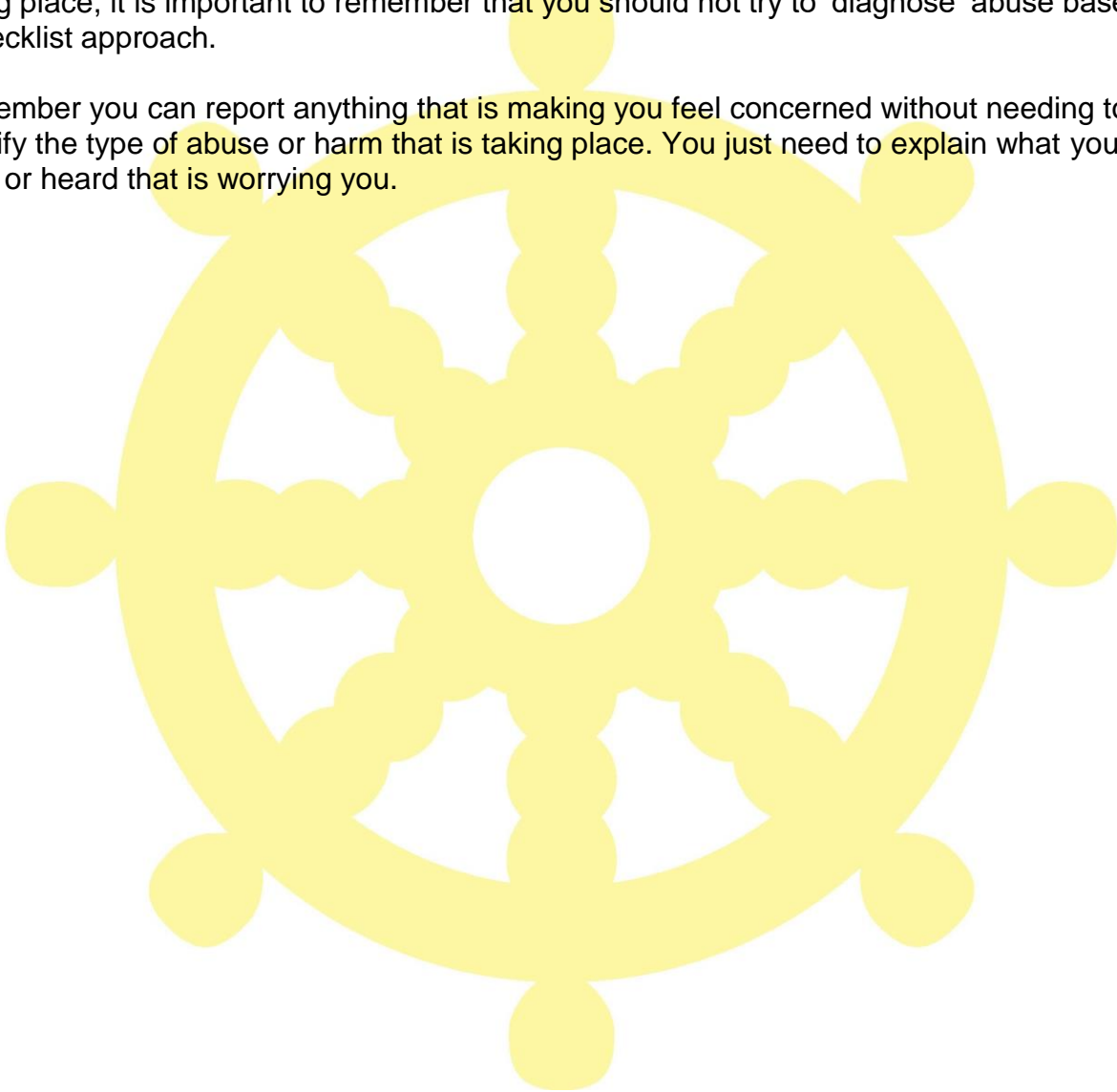
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Further information

While it is possible to spot signs or behavioral changes that may indicate that harm or abuse taking place, it is important to remember that you should not try to 'diagnose' abuse based on a checklist approach.

Remember you can report anything that is making you feel concerned without needing to identify the type of abuse or harm that is taking place. You just need to explain what you have seen or heard that is worrying you.





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Annex B: Process for allegations and concerns

What to do if you have a concern regarding a volunteer?

Any safeguarding concern that you may have about another volunteer must be referred to Dhamma School Principal or Ven Ven. Wanduramba Kassapa Thero.

If you believe that a volunteer has breached the ADMCBCC's Code of conduct this should also be passed to Dhamma School Principal or Ven. Wanduramba Kassapa Thero.

To report a concern:

- Make a written record of your concern, including the date, time and all relevant details of the person involved, young person concerned, others involved and witnesses if there are any.
- Contact Dhamma School Principal or Ven. Wanduramba Kassapa Thero who will inform you of the next actions to take.
- Email your written record to wkassapa1@gmail.com.

If it is an emergency - and the child, young person or the adults is at risk - inform the police or social services first, then Ven. Wanduramba Kassapa Thero.

Who to ask for support:

If you have a concern about a volunteer and require advice or support, you should contact Dhamma School Principal or Ven Ven. Wanduramba Kassapa Thero.

Updated: August 2018