

# Triratna Glasgow Buddhist Centre Child Protection Policy 2018

Triratna Glasgow Buddhist Centre

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Registered charity number: SC006883

## INTRODUCTION

This document is for Friends, Mitras and Order members involved in Glasgow Buddhist Centre activities as employees, volunteers, leaders, teachers or parents.

It aims to provide

- Protection for friends, mitras and order members who may have contact with children.
- To protect children and young people who visit or join in with Glasgow Buddhist Centre activities. This includes the children of adults who engage with activities.
- To provide staff and volunteers with the overarching principles that guide our approach to protecting all children and young people from abuse.

Glasgow Buddhist Centre believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare and wellbeing of all children and young people within the Scottish Government framework of GIRFEC (Getting it right for every child) and keep them safe. We are committed to practice in a way that protects them.

It sets out:

- practices and procedures contributing to the prevention of abuse of children
- a course of action to be followed if abuse is suspected

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## OUR VALUES

The Glasgow Buddhist Centre is a Buddhist charity run by members of the Triratna Buddhist Order and Community. Some of its activities may involve children and young people, either by arrangement, for example school visits or family activities, or as casual visitors.

The trustees of the Glasgow Buddhist Centre recognise their responsibility to ensure the welfare of all children aged under 18 visiting or involved in Tritana Glasgow Buddhist Centre (GBC) activities and are committed to their protection.

The designated Protection officer is responsible for the protection of children and vulnerable adults at GBC (See also our Adults Protection policy).

We recognise that:

- The welfare of the child is paramount. all children, regardless of age, disability, gender, ethnicity, religious belief, sexual orientation or identity, have the right to equal protection from harm
- Partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare

This policy applies to all persons working at the GBC, including the centre team and council members, paid staff, volunteers, parents and anyone else working on behalf of the Glasgow Buddhist Centre whether as a Friend, Mitra or Order member

We will seek to protect children and young people by:

- valuing them, listening to and respecting them.
- adopting child protection guidelines and a code of conduct for staff and volunteers.
- recruiting staff and volunteers safely, ensuring basic PVG checks are made where necessary and references taken up.
- Sharing good practice with children, parents, staff and volunteers

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- Sharing information about concerns where appropriate with agencies who need to know and involving parents and children appropriately
- Providing effective management for staff and volunteers through supervision, support and training on both child and adult protection

This policy is an expression of our commitment to the Five Precepts taught by the Buddha:

### **Behaviour to avoid**

harming living beings

taking the not-given

sexual misconduct

false speech

taking intoxicants

### **Behaviour to develop**

loving-kindness

generosity

stillness, simplicity and contentment

truthful speech

awareness

## CHILD PROTECTION

### WHO IS A “CHILD”?

For the purposes of this policy the definition of a ‘child’ or ‘young person’ is anyone aged under 18 years of age as supported by the Children and Young Person Act (2014). The extension of the use of the term ‘child’ beyond 16 years of age is to ensure that there is not an abuse of the position of trust that exists in a position of trust relationship. Where a young person aged 16-18 requires protection it must be noted that the Adult Support and Protection (Scotland) Act 2007 legislation may apply.

### WHAT IS CHILD PROTECTION?

Child protection means protecting a child from child abuse or neglect. Abuse or neglect need not have taken place; it is sufficient for a risk assessment to have identified a likelihood or risk of significant harm from abuse or neglect.

### WHAT IS CHILD ABUSE?

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting, or by failing to act to prevent, significant harm to the child. Children may be abused in a family or in an institutional setting, by those known to them or, more rarely, by a stranger. Assessments will need to consider whether abuse has occurred or is likely to occur.

There are many different reasons why a child would be considered at risk of harm / abuse. There are different forms of abuse which may make you concerned:

- **physical abuse** - includes hitting, shaking, burning, drowning and cutting - this type of abuse may be easier to identify;
- **physical neglect** - the signs can be a child who is under fed, poorly clothed and with poor hygiene;

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- **sexual abuse** - this may be more difficult to identify unless you have directly observed the abuse taking place. Some signs would include the child behaving in an inappropriate sexual manner or using inappropriate sexual language;
- **emotional abuse** - the signs of this include a child who feels frightened or in danger, a child who is constantly criticised, ignored or humiliated.

There will seldom be one single reason why you would have concerns. More often it will be several things which on their own seem to be relatively unimportant but when you look at them alongside other circumstances in the child's life they cause you to be concerned.

There are four main categories of abuse: Physical, Emotional, Sexual and Neglect. These are more fully described in Appendix I which describes some of the ways in which abuse may be experienced by a child, but is not exhaustive. As individual circumstances may vary, staff and volunteers should be alert to this.

For the purposes of this document the term “abuse” also includes “significant risk of abuse”

### RECOGNISING ABUSE

These are many and varied. Some have perfectly acceptable explanations. It is useful to bear in mind:

- Any injuries that cannot be explained
- Injuries not consistent with falls or rough games
- Malnourishment
- Any allegations made by children concerning abuse
- Sexual activity through words, play or drawing
- Self-harm
- Eating disorders
- Appearing afraid, quiet or withdrawn;
- Appearing afraid to go home;
- Appearing hungry, tired or unkempt;
- being left unattended or unsupervised;
- having too much responsibility for their age;
- misusing drugs or alcohol.

It may be that you are worried about a child because of the behaviour of an adult who is caring for them or involved in their life. The adult may:

- act in a violent way to other adults, within or outwith the household;

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- use drugs or alcohol chaotically;
- struggle to manage mental health problems.

All volunteers or staff are encouraged to share concerns with the GBC Protection Officer. If the situation is clearly an urgent case, the child is too frightened to go home, or we have very serious doubts about the child's safety, we will contact Social Work Services or Police immediately

Not sure if it is harm?

Sometimes there is no substitute for initially trusting your gut feeling or intuition. Going with your gut feeling is not about prejudging the outcome – it is only a starting point for further information gathering and assessment. Listen to that inner voice when harm is suspected:

'Does this look right?'

'Does this sound right?'

'Does it feel right?'

Is the child's dignity being eroded in any way? If so it is harm.

## WHAT TO DO IF CHILD ABUSE IS REPORTED TO YOU

All reports or suspicions about abuse must be treated seriously. They may include

- Something you see
- Something you are told by someone else
- Rumours about a person's previous behaviour
- Behaviour you observe in a child
- Disclosure from a child directly.

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### DO

- Keep calm and reassure the child that they are doing the right thing and are not to blame, even if they have broken some rules
- Accept what the child says without judgment
- Look directly at the child
- Do not promise confidentiality; let them know you will have to tell someone else
- Be aware the child may have been threatened and may be very afraid
- Never push for information or question the child. Let them tell you as much as they are ready to tell you
- Never suggest that the child may be wrong or mistaken
- Explain what you are going to do
  - **REPORT:** If you suspect or witness abuse or it is reported to you and you are not sure if it is harm or abuse? If it does not look or sound right, or your gut feeling is that it is harmful, the starting point is to report it
  - **REFER:** If serious harm, sexual abuse or a crime is suspected, immediately contact the police or social work. Do not investigate
  - Write a factual **RECORD** of what you have seen and heard, immediately

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### DO NOT

- Appear shocked, horrified, disgusted or angry
- Press the individual for details
- Make comments or judgments other than to show concern
- Promise to keep secrets or offer confidentiality
- Confront the harmer
- Risk contaminating the evidence
- Do not discuss the matter with anyone else. This could prejudice a court case and put the child in danger
- Do not be tempted to investigate yourself

### REPORT

The time to report to the GBC protection officer is not when you are certain that abuse is happening or that significant risk is present of - that's often too late. If we have concerns we must act- it may be the final piece of the jigsaw that is needed to protect that adult - or we may prevent, further adults at risk of harm from being hurt.

Report when you suspect harm

Share the burden

Do not investigate

Record

Always report any concerns we have to the GBC Protection officer.

All allegations or suspicions are to be treated seriously. No harm is acceptable.

Some harm may be a criminal offence and should be referred to the police as soon as possible.

The employee or volunteer's primary responsibility is to protect the child if they are at risk.

Each employee or volunteer has a duty to act.

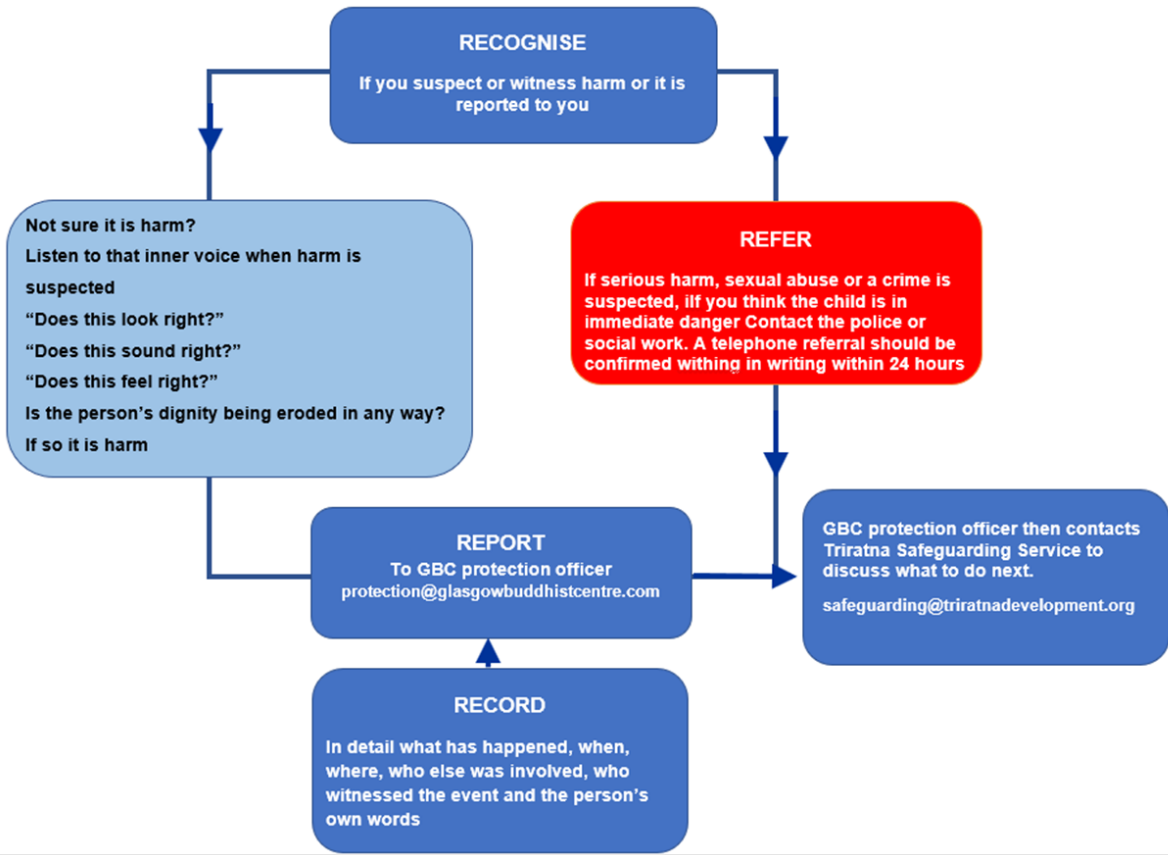
Each Supported staff member and volunteer involved in activities at GBC has a duty to act ;

### **RECOGNISE, REPORT, REFER, RECORD**

Always report any concerns we have to GBC Protection officer who will then contact the Triratna Safeguarding team to discuss what to do next.



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### **REFER**

Your first concern is the safety and wellbeing of the child. Do not be distracted from this by loyalty to the person who has been accused or your desire to maintain the good name of Triratna, or the Glasgow Buddhist Centre.

If you think the child is in immediate danger phone social work or police straight away.

A telephone referral should be confirmed in writing within 24 hours.

Every child has a legal right to privacy under the International Convention on Human Rights; therefore, if possible you need to get the child's consent to share the information they have given to you, within the limits described here.

However, if necessary it is legal to report without their consent, if you believe they may be at risk of significant harm.

If in doubt REFER. Protection law takes precedence over Data Protection and privacy.

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## RECORD

Upon the receipt of any information concerning abuse or suspected abuse, it is necessary to make an accurate and detailed written record of what they have seen, heard or know, at the time the event occurs. This is then sent to the GBC protection officer and no copy is kept.

### CHECKLIST FOR A GOOD RECORD

- ✓ A record of any suspected harm or risk of harm should be completed on the same day or within 24 hours
- ✓ What is the exact nature of the concern and which category of abuse does it suggest
- ✓ Dated and signed
- ✓ No electronic copy or photocopy should be kept – the original should be emailed to the protection officer, and deleted on acknowledged of being received
- ✓ Try to record the actual words used by the child who attends the centre to describe what happened
- ✓ Never push for information or question the child. Let them tell you as much as they are ready to tell you.
- ✓ Record the rationale for reporting /referring
- ✓ Avoid recording opinions - record only facts supported by evidence
- ✓ Record any decisions and actions taken.
- ✓ Be precise with time words – what does always, frequent, never mean
- ✓ The record should be stored by the GBC Protection officer in a locked cabinet to ensure confidentiality

## HOW TO PROTECT CHILDREN AND YOURSELF

- See the Glasgow Buddhist Centre Ethical Guidelines document which accompanies this policy.
- If working with a school or other body working with children (for example the Scouts) advise their staff that their teachers/leaders must be present at all times during the visit/joint activities.
- Do not be alone with a child where other adults or children cannot see you.
- Treat all children and young people with respect and dignity.
- Do not invade the privacy of children when they are showering, changing or using the toilet.
- Do not engage in intrusive touching.
- Do not tease or joke in a way that might be misunderstood by the child and cause hurt.

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- Do not share sleeping accommodation with children.
- Do not invite a child to your home on their own. Invite a group or ensure someone else is in the house. Make sure the parents know where the child is.
- Do not give lifts to children on their own, other than for very short journeys. If they are alone, ask them to sit in the back of the car.
- Do not allow someone who is likely to pose a risk to children to have contact with children (ie a known sex offender or someone who has disclosed a sexual interest in children)

### **WELCOMING SCHOOL VISITS SAFELY**

Schools and other youth groups visit our Buddhist Centre. We will require every group to bring at least two adults capable of supervising the group. We will make clear that we are not to be left alone with their pupils and we will ensure that all those who lead such visits on behalf of our Centre are PVG checked.

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## CONTACT DETAILS

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Glasgow Buddhist Centre Protection Officer

Named person: Viryadevi

Deputy: Dassini

[gbcprotect@gmail.com](mailto:gbcprotect@gmail.com)

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Triratna National Safeguarding Team

[safeguarding@triratnadevelopment.org](mailto:safeguarding@triratnadevelopment.org)

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## SOCIAL SERVICES

Telephone

0141 287 0555

Out of hours telephone

0300 343 1505

Select 1

Address

Child Protection,  
220 High Street,  
Glasgow,  
G4 0QW

Email: [socialcaredirect@glasgow.gov.uk](mailto:socialcaredirect@glasgow.gov.uk)

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Police:

101

State that you are calling about “Child Protection Concerns”

## APPENDIX I - ABUSE AND ITS SIGNS

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### PHYSICAL ABUSE

The causing of physical harm to a child or young person. Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning or suffocating. Physical harm may also be caused when a parent/carer feigns symptoms of, or deliberately causes, ill-health to a child. (this is known as fabricated or induces illness).

Possible indicators of physical abuse are repeat injuries, inherent suspicious injuries, burns and scalds, fractures and fabricated/induced illnesses.

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### SEXUAL ABUSE

Any act that involves the child in any activity for the sexual gratification of another person, whether or not it is claimed that the child either consented or assented. Sexual abuse involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening.

Activities may involve physical contact, including penetrative or non-penetrative acts. It may also involve non-contact activities, such as involving children in looking at, or in the production of, indecent images or watching sexual activities, using sexual language towards a child or encouraging children to behave in sexually inappropriate ways. Child sexual exploitation involves a young person under the age of 18 being manipulated, forced, pressurised or coerced into taking part in a sexual act in exchange for something.

Possible indicators of sexual abuse are physical signs such as bruises, scratches or bite marks to thighs or genital areas; or behaviour such as precocity, withdrawal or inappropriate sexual behaviour

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### EMOTIONAL ABUSE

Is the Persistent emotional neglect or ill-treatment that has severe and persistent adverse effects on a child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate or valued in so far as they meet the needs of another person. It may involve the imposition of age – or developmentally, inappropriate expectations on a child. It may also involve causing children to feel frightened or in danger or exploiting/corrupting children. Some level of emotional abuse is present in all types of ill-treatments of a child; it can also occur independently of other forms of abuse.

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Possible indicators of emotional abuse are excessive dependence, attention seeking and self-harming.

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### NEGLECT

The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in serious impairment of a child's health or development. May involve parent failing to provide adequate food, shelter, clothing, or to protect a child from physical harm or danger or to ensure access to appropriate medical treatment. It may also include neglect of, or failure to respond to, child's basic emotional needs

Possible indicators of neglect are inadequate clothing, poor growth, poor hunger and poor hygiene.

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### OTHER AREAS TO BE AWARE OF

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#### BULLYING

Although bullying is not on its own a category of abuse it is important that staff and volunteers are alert to the impact that bullying can have and this includes online cyber bullying and may be offensive, intimidating, malicious or insulting behaviour.

Bullying is an unacceptable form of behaviour through which a child/young person or groups feel threatened, abused or undermined by another individual or group

Bullying is behaviour that can be defined as a repeated attack of a physical, psychological, social or verbal nature by those who are able to exert influence over others

Bullying can take many forms. It may include physical aggression, intimidation, threatening, extorting, pressurising, name-calling or teasing and can be online cyber bullying

Less obvious examples such as ignoring or excluding someone are also regarded as bullying and their possible effects should not be minimised

Bullying can cause stress and can affect a child's health

Further information can be found at <http://www.respectme.org.uk/>

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#### CHILD SEXUAL EXPLOITATION

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is a form of child sexual abuse, and cannot be considered in isolation. Many of the young people who become victims have been vulnerable and at risk from an early age, and remain vulnerable to other forms of abuse and neglect. Child Sexual Exploitation is a complex issue and involves a young person under the age of 18 being manipulated, forced, pressurised or coerced into taking part in a sexual act in exchange for something. Further information can be found at the Scottish Government website:

<http://www.csethesigns.scot/>

Domestic Abuse - takes the form of actions that can result in physical, sexual and psychological harm and suffering for women and children. It is widely unreported and it is crucial that staff are aware of the signs of domestic abuse. Further information can be found at Police Scotland:

<http://www.scotland.police.uk/keep-safe/advice-for-victims-of-crime/domestic-abuse/>

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### FORCED MARRIAGE

This is not condoned in Scotland and is considered to be an abuse of human rights. Children who are forced or subjected to emotional, physical or sexual abuse as a result, are protected by the Forced Marriage etc. (Protection and Jurisdiction) (Scotland) Act 2011. Further information can be found by calling the forced marriage Helpline on 0800 027 1234 which is open 24 hours or by visiting:

<http://www.scotland.gov.uk/Topics/Justice/crimes/forced-marriage>

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### FEMALE GENITAL MUTILATION (FGM)

It is an offence in Scotland to carry out this procedure or carry it out (or arrange to carry it out) abroad, even in countries where it is legal. Further information on FGM can be found at:

[http://www.nspcc.org.uk/inform/resourcesforprofessionals/minorityethnic/female-genital-mutilation\\_wda96841.html](http://www.nspcc.org.uk/inform/resourcesforprofessionals/minorityethnic/female-genital-mutilation_wda96841.html)

A 24 hour FGM advice line is available through the NSPCC by calling: 0800 028 3550

A child who is being abused may experience more than one type of cruelty. Discrimination, harassment, and bullying are also abusive and can harm a child, both physically and emotionally



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## REVIEWING THIS DOCUMENT

This adult protection policy is to be reviewed annually.

This policy was last reviewed on 30/10/18

Chair's name: Dharmacarinī Kuladharinī signature.....

Protection officer's name: Viryadevi (Margaret Graeber) signature.....

Deputy Protection officer: Dassini (Madeleine Cadwallender) signature.....