

The Network of Buddhist Organisations UK Child Protection Policy 2025-26

Registered charity no: 1145950

Chair

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Introduction

This policy is an expression of the first ethical precept taught by the Buddha: to protect living beings from harm. It is based on law, regulation and best practice in England and Wales.

The purpose of this policy

This document is for everyone involved in NBO activities, as trustees, committee members, employees, volunteers, leaders, teachers or parents.

It aims to provide

- protection for children (anyone under 18) who take part in NBO activities
- protection for all NBO trustees, committee members, staff, volunteers who may have contact with children in the course of NBO activities.

It sets out

- practices and procedures contributing to the prevention of abuse of children.
- what to do if abuse is suspected.

Our values

The NBO is primarily a networking organisation for Buddhist organisations and has very little contact with the public. Although we run no activities specifically for children, we recognise that from time to time adults may bring children with them to an activity, or a teenager under 18 may happen to attend an activity.

The trustees of the NBO recognise their responsibility to Safeguard those aged under 18 visiting or involved in NBO activities, as set out by the Charity Commission for England and Wales in its latest guidance: <https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees>

Munisha is our Safeguarding co-ordinator and Safeguarding trustee. She is responsible for co-ordinating the Safeguarding of children and adults in NBO activities. (See also our Safeguarding Adults policy.) She is also responsible for making sure Safeguarding is taken seriously by the trustees and committee and appears regularly on their agendas, ensuring they comply with their Safeguarding obligations as required by the Charity Commission.

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 staff, including the centre team and trustees, paid staff, volunteers, parents and anyone else working on behalf of the NBO.

We will seek to safeguard 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 checks are made where necessary.
- sharing information about child protection and good practice with children, parents, staff and volunteers.
- sharing information about concerns with agencies who need to know, and involving parents and children appropriately.
- providing effective management for staff and volunteers through supervision, support and training.

Who is a “child”?

For the purposes of this policy a child is a person who is not yet 18, regardless of the age of majority any particular jurisdiction.

What is child abuse?

Please see appendix.

Recognising signs of abuse

Please see appendix.

Engaging safely with children in person

Outside our own personal and family relationships, in connection with NBO activities we will not arrange to meet any child under 15 individually anywhere if unaccompanied by a parent/guardian.

We understand that before meeting those aged 15-17 it is good Safeguarding practice to make contact with their parent/guardian. We will take care to meet in public spaces where others are present or a room with the door open.

Where it is agreed that (in connection with any NBO activities) that one of our employees or volunteers may give a lift to a person under 18 (with or without anyone else in the car)

- our Safeguarding co-ordinator must ensure that the driver is well known to us, has read our Child Protection Code of Conduct and Child Protection Policy and signed to confirm they will abide by them.

- Our Safeguarding co-ordinator must have the written agreement of the child's parent/carer for the child to travel in the car of this named driver.
- The driver must be over 18, have a full driving licence, adequate insurance and a vehicle which is roadworthy.
- The child must sit in the back seat.

If we do not feel able to implement these criteria we will require that no employee or volunteer offers lifts to those under 18 in connection with our charity's activities.

Engaging with under-18s using email and social media

We are aware that individual contact with people of any age using email or social media carries the risk of accusations of "grooming"; relationships established with a view to sexual contact.

We will not engage by email, text or social media with anyone under 15, except where they are seeking information about Buddhism as part of schoolwork or personal study, when we may engage, by email only, from the charity's email account only. Having answered their questions, we will not engage in further personal correspondence.

We will engage with those 15-17 only with the written permission of a parent/guardian, by email or letter, which will be stored by our Safeguarding co-ordinator.

DBS checks /Background security checks

Should we plan to run any event intended to include anyone under our Safeguarding co-ordinator will check with external Safeguarding experts Thirtyone:eight (www.thirtyoneeight.org) to ensure that anyone required to have a DBS check has been checked, and to the correct level. Thirtyone:eight provide an advice line and online DBS service.

We understand that the Charity Commission states that wherever there is a legal entitlement to a DBS check in respect of a trustee, employee or volunteer, a DBS check should be carried out, or we must be able to demonstrate that risk was managed in other ways. As the NBO has very few activities which bring it into contact with the public, and does not engage in any regulated activity with those under 18, we consider that it is not necessary for our trustees or committee to be DBS checked. We will keep this under review and checks will be carried out should this change.

Safer recruitment more generally

DBS/security checks are only one aspect of safer recruitment.

- We will seek references for anyone, volunteer or employee, seeking to work with those under 18 in the course of our activities, including short-term volunteers, even if they have been DBS checked or will be supervised by people who have been DBS checked.
- Any volunteer or employee, seeking to work with those under 18 in the course of our activities must read and sign our Child Protection Policy and Code of conduct, even if only helping on a one-off occasion.

Where parents are not present

We understand that where under 18s attend our activities, if parents are not present at all, or are

elsewhere on the premises, the Safeguarding co-ordinator must make contact with their parent/guardian to ensure they know this is happening, and to record in writing that contact has been made, along with contact details and any medical conditions we need to know about.

Managing those who pose a risk to children

In the course of our charity's own activities we will not allow someone who is likely to pose a risk to children to have contact with anyone under 18 (for example, a person who is known to have a previous criminal conviction for sexual or other violent offences, someone who is under investigation for possible sexual or other violent offences or someone who has disclosed a sexual interest in children).

Such a person will be asked by the Safeguarding co-ordinator to agree a behaviour contract setting out the terms of their continued participation in NBO activities within agreed boundaries and based on a risk assessment carried out by our Safeguarding co-ordinator.

Such a person cannot be asked to sign the NBO Child Protection Code of Conduct 2025-26 as it would conflict with the terms of their behaviour contract and in any case it would be very unwise to permit such a person to have any contact with those under 18 in the course of our activities.

Where it is felt that the NBO does not have the resources to manage this relationship safely, we reserve the right to ask the person not to attend our activities.

Reporting concerns or allegations

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

- something we have seen
- something we have been told by someone else
- rumours about a person's previous behaviour
- behaviour we have observed in a child and
- disclosure from a child directly.

If a person under 18 alleges abuse

- We need to be aware the child may have been threatened and may be very afraid.
- We need to look directly at the child.
- We need to 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.
- We need to accept what the child says without judgment, never suggesting that they may be wrong or mistaken. Our responsibility is to take them seriously and take action, not to decide whether what they are saying is true.
- We need to avoid pushing for information or question the child but let them say as much as they are ready to say.
- We need to make it clear we cannot promise total confidentiality, and that we will need to tell another trusted adult if we believe the child is at immediate risk of harm.
- We need to tell them we need to get help for them but that we will *try* to agree with them what will happen next. This means we *will* need to share what they say with others - on a need-to-know basis only.

We will do our best to avoid

- appearing shocked, horrified, disgusted or angry.
- pressing the child for details.
- making comments or judgments other than to show concern. Our responsibility is to take them seriously, not to decide whether what they are saying is true.
- promising to keep secrets.
- confronting any alleged perpetrator.
- risking contaminating the evidence by investigating matters ourselves.

What we will do next

- We understand that our first concern must be the safety and wellbeing of the child and that we must not be distracted from this by loyalty to the person accused or a desire to maintain the good name of the NBO.
- If the person receiving the disclosure is not our Safeguarding co-ordinator, they must tell the Safeguarding co-ordinator *only*, who will co-ordinate the handling of the matter on behalf of the charity's trustees. However, if the Safeguarding co-ordinator is not immediately available the matter should be communicated to the Chair of the NBO. If the child may be in immediate danger the Safeguarding co-ordinator, Chair or person receiving the disclosure will phone the police and Local Authority Designated Co-ordinator (LADO) at our local social services straight away. A telephone referral will be confirmed in writing within 24 hours.
- We understand that every person has a legal right to privacy under the International Convention on Human Rights and data protection legislation; therefore, having taken any urgent actions necessary, if possible we should get the consent of the child's parent or guardian to share the information they have disclosed.
- However, it may be necessary, and therefore legally 'reasonable', to report without parental consent, if we believe that the child is suffering, or at risk of, significant harm and that informing parents/guardians would not be in the child's interest.
- Meanwhile, the person receiving the disclosure will make detailed factual notes about the conversation/concern/incident as soon as possible, including time, date and location, and pass them to the NBO Safeguarding co-ordinator. (See 'Secure, confidential record-keeping' below.) As far as possible what a child has said should be recorded in their own words, as these could be used in court.
- Finally, in England and Wales we understand that we may need to make a Serious Incident Report to the Charity Commission: <https://www.gov.uk/guidance/how-to-report-a-serious-incident-in-your-charity>.

Who else needs to know?

We understand that confidentiality, sharing information only on a need-to-know basis, is very important. Under data protection legislation nobody has a right to know about the matter – except, for Safeguarding purposes, those in a position to prevent further harm: our Safeguarding co-ordinator and our Chair (who holds ultimate responsibility for the governance of the charity).

This is not a matter of concealment but is intended to protect all concerned from further harm. It will also protect our sangha from fear, rumour and disharmony which will make it much harder to deal with the matter effectively without causing further harm.

Where a person is believed/has been found to pose a risk to children it is often thought that parents have a right to know. However, this is not the case. Proper implementation of our Safeguarding policy and procedures will ensure that our sangha's children are as safe from such a person as they are from any others who pose a risk but have not been identified as such.

What to do if someone discloses a criminal act against a child

We understand that the law does not protect confidentiality where criminal acts are disclosed in the context of Buddhist confession. If in the course of our NBO activities someone discloses (whether or not in a formal confession) that they have physically or sexually abused a child, or have viewed indecent images of children online, the person receiving this disclosure or confession must inform our Safeguarding co-ordinator immediately, who must report to our local police immediately. This applies whether the behaviour disclosed is recent or historic.

If a child may be in immediate danger our Safeguarding co-ordinator, Chair or person receiving the disclosure will phone the police and Local Authority Designated Co-ordinator (LADO) at their local social services straight away. A telephone referral will be confirmed in writing within 24 hours.

Secure, confidential record-keeping

We understand our responsibility for secure and careful record-keeping. Our Safeguarding co-ordinator will keep a detailed log of all Safeguarding-related incidents as well as conversations, actions and the reasoning behind them. These should not be kept on any computer, but on an external hard drive or memory stick. To guard against loss in case the files, hard drive or memory stick become corrupted these will be backed up to a **secure** cloud-based system such as Proton Drive and may also be printed off. Any memory sticks, hard drives or paper copies will be stored in a locked cabinet, box or drawer accessible only to the Safeguarding co-ordinator and one or two others approved by our trustees, eg the Chair and Safeguarding trustee.

We also understand that under data protection law we need to word our records in a form we would be happy for the subjects to read if they ask to, as is their legal right. This means notes should be factual and respectful, free of interpretations and value-judgements.

Keeping confidential records

We understand that because many abuse cases come to light 30 or more years later we should keep our records for up to 50 years. This is important in order to address historical cases effectively but also for insurance purposes.

If the NBO closes down, we will give our records to the Safeguarding co-ordinator of an NBO member organisation to keep with their own confidential Safeguarding logs.

Reviewing our policies annually

This document was adopted by the trustees and council of the NBO on 6th March 2025

This NBO Child Protection Policy 2025-26 is to be read in conjunction with the

- *NBO Child Protection Code of Conduct 2025-26*
- *NBO Adult Safeguarding Policy 2025-26*

Appendix 1

What is child abuse?

The World Health Organisation defines “child abuse” as “all forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child’s health, survival, development or dignity in the context of a relationship of responsibility, trust or power.”

Appendix 2

Defining child abuse

Abuse and neglect are forms of maltreatment of a child. A person may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting; by those known to them or, more rarely, by a stranger. They may be abused by an adult or adults or another child or children.

Child protection legislation throughout the UK is based on the United Nations Convention on the Rights of the Child. Each nation within the UK has incorporated the convention within its legislation and guidance.

The four definitions (and a few additional categories) of abuse below operate in England, based on the government guidance ‘Working Together to Safeguard Children (2018)’.

Definitions of abuse and neglect

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger for example, via the internet. They may be abused by an adult or adults, or another child or children.

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child’s emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or ‘making fun’ of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child’s developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the

production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- protect a child from physical and emotional harm or danger;
- ensure adequate supervision (including the use of inadequate care-givers); or
- ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology

Extremism goes beyond terrorism and includes people who target the vulnerable – including the young – by seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society.

Appendix 3

Signs of abuse in children

The following signs could be indicators that abuse has taken place but should be considered in the context of the child's whole life.

Physical

- Injuries not consistent with the explanation given for them
- Injuries that occur in places not normally exposed to falls, rough games, etc
- Injuries that have not received medical attention
- Reluctance to change for, or participate in, games or swimming
- Repeated urinary infections or unexplained tummy pains
- Bruises on babies, bites, burns, fractures etc which do not have an accidental explanation*
- Cuts/scratches/substance abuse*

Sexual

- Any allegations made concerning sexual abuse
- Excessive preoccupation with sexual matters and detailed knowledge of adult sexual behaviour

- Age-inappropriate sexual activity through words, play or drawing
- Behaving in a sexually provocative or seductive manner with adults
- Inappropriate bed-sharing arrangements at home
- Severe sleep disturbances with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotations
- Eating disorders - anorexia, bulimia (These indicate the possibility that a child or young person is self-harming.)

Emotional

- Changes or regression in mood or behaviour, particularly where a child withdraws or becomes clinging.
- Depression, aggression, extreme anxiety.
- Nervousness, frozen watchfulness
- Obsessions or phobias
- Sudden under-achievement or lack of concentration
- Inappropriate relationships with peers and/or adults
- Attention-seeking behaviour
- Persistent tiredness
- Running away/stealing/lying

Neglect

- Under nourishment, failure to grow, constant hunger, stealing or gorging food, untreated illnesses, inadequate care, etc

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