



CHARITY COMMISSION
FOR ENGLAND AND WALES

CHARITY COMMISSION SAFEGUARDING EXPECTATIONS

- A WEBINAR FOR BUDDHIST
CHARITIES

AN OVERVIEW

Presented by:
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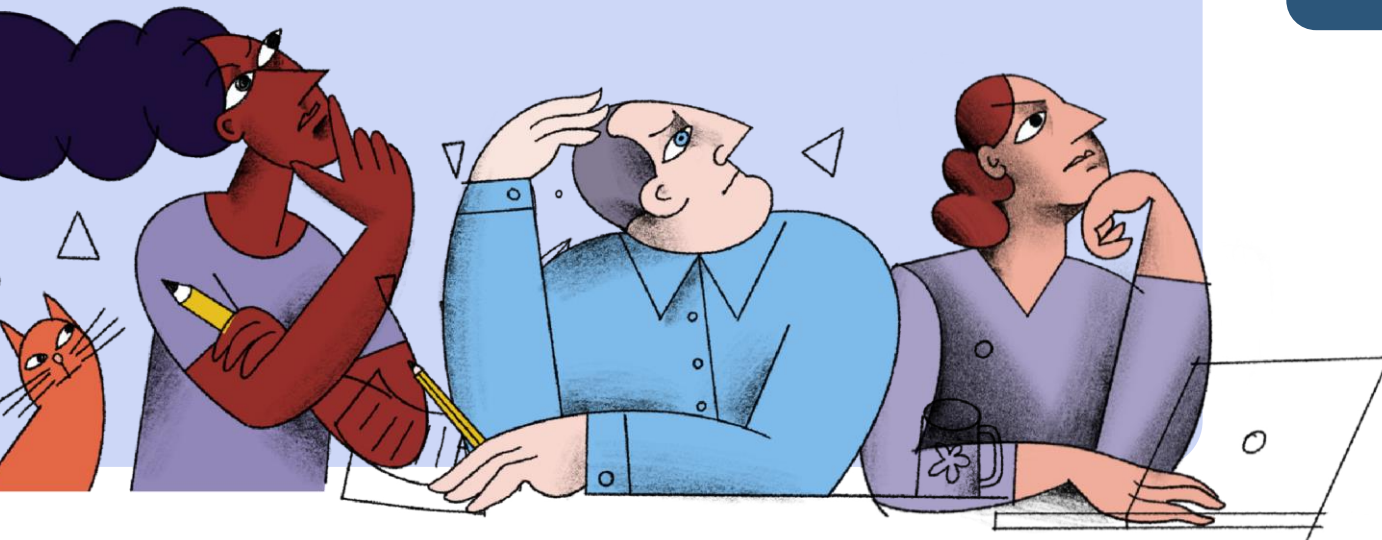


TODAY'S OBJECTIVES

- ✓ To provide an overview of the Charity Commission's four safeguarding expectations
- ✓ Know how to report serious incidents
- ✓ To signpost you to additional sources of support and guidance



TRUSTEE DUTIES: AN OVERVIEW



CHARITY COMMISSION
FOR ENGLAND AND WALES

TRUSTEE DUTIES



WHAT THE COMMISSION'S SAFEGUARDING GUIDANCE SAYS



As part of fulfilling your trustee duties, whether working online or in person, you must take reasonable steps to protect from harm people who come into contact with your charity. Charities working with children or adults at risk have extra responsibilities.



As a trustee you must make sure your charity fulfils this responsibility. Even if you delegate some activities to a safeguarding lead or group, you retain overall responsibility.

In England follow [Working Together to Safeguard Children 2023](#) and [Care and support statutory guidance](#)

In Wales follow [Wales Safeguarding Procedures](#)

WHY IS SAFEGUARDING SO IMPORTANT?

Harm and abuse can have a devastating impact. A strong safeguarding culture means:



you protect people;



you minimise the risks of any harm or abuse;



everyone has confidence their concerns will be dealt with appropriately;



everyone at the charity understands their role.

CHARITY COMMISSION'S EXPECTATIONS



Provide a **safe and trusted** environment



Set an **organisational culture** that prioritises **safeguarding**



Have adequate safeguarding **policies, procedures** and **measures**



Handle incidents as they arise



PROTECTING PEOPLE WHO COME INTO CONTACT WITH YOUR CHARITY INCLUDES:

People who benefit from your charity's work

Staff

Volunteers

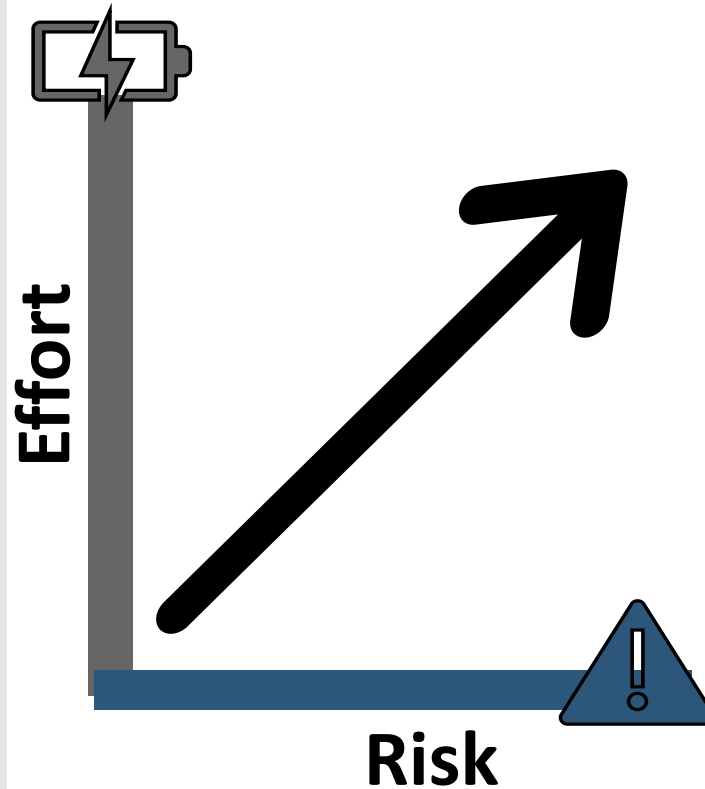
Other people who come into contact with your charity through its work

MANAGING RISKS



IDENTIFY AND MANAGE

Identifying and managing the possible and probable risks that a charity may face is a key part of effective governance for charities of all sizes and complexity

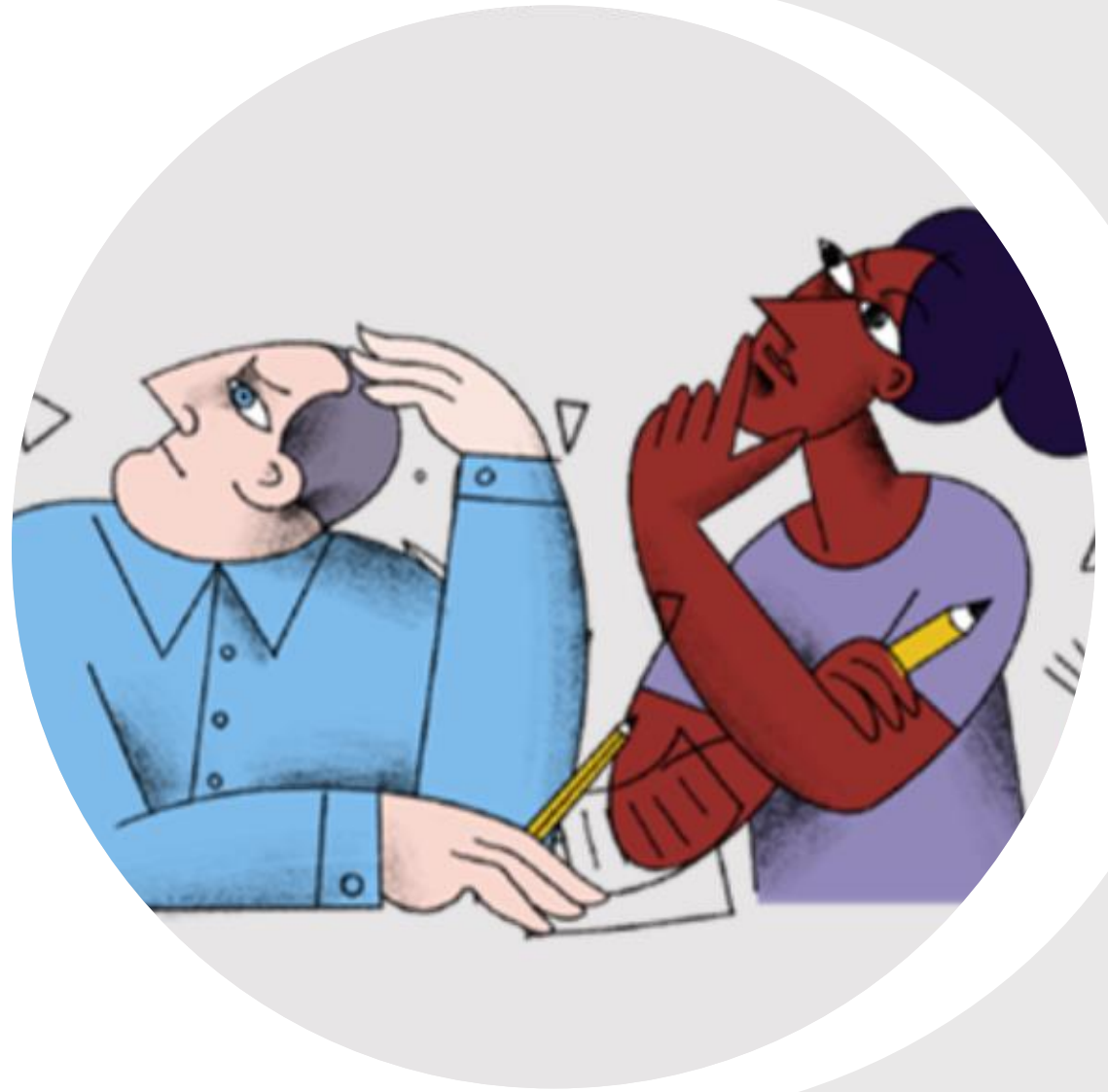


RISK VS EFFORT

The higher the risk, the higher the effort.

- significant risks are known and monitored
- trustees can make informed decisions and take timely action

How are faith charities vulnerable?





Often run by volunteers

Open door



Rehabilitation/Redemption

Trust

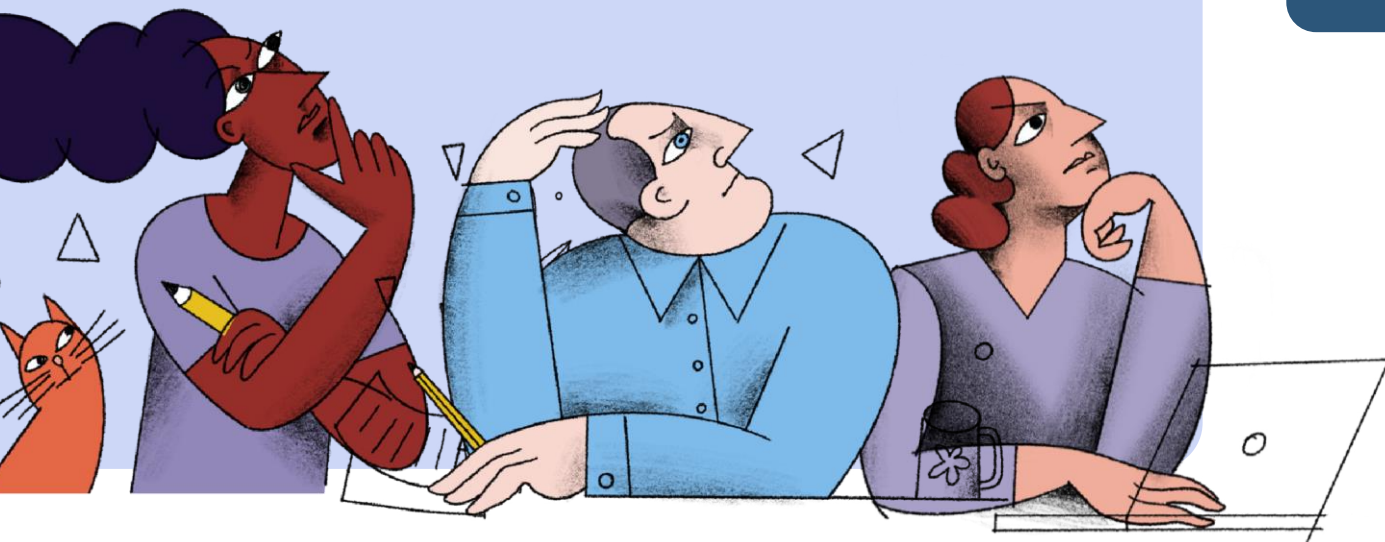


Spiritual authority

**Relationships continue
outside place of worship**



VETTING POTENTIAL TRUSTEES, STAFF AND VOLUNTEERS



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References



Job history



Identity documents



Disclosure and Barring Service checks



Overseas checks, if relevant



SAFE AND TRUSTED ENVIRONMENT – GET THE RIGHT CHECK



Disclosure &
Barring Service

Disclosure and Barring Service

[DBS Checking Service Guidance](#)

[DBS checks for working with children in places of worship](#)

[Regulated Activity in Relation to Children](#)

[Regulated Activity in Relation to Adults](#)



CERTIFICATE

Certificate of Good Character/Conduct

- Provided by most countries' police forces or relevant embassy in the UK
- [See Home Office for country-by-country info](#)



International Child Protection Certificate (ICPC)

- UK nationals or those who previously lived in UK and want to work with children overseas
- Administered in the UK by [ACRO Criminal Records Office](#)



MISCONDUCT DISCLOSURE
SCHEME

Misconduct Disclosure Scheme

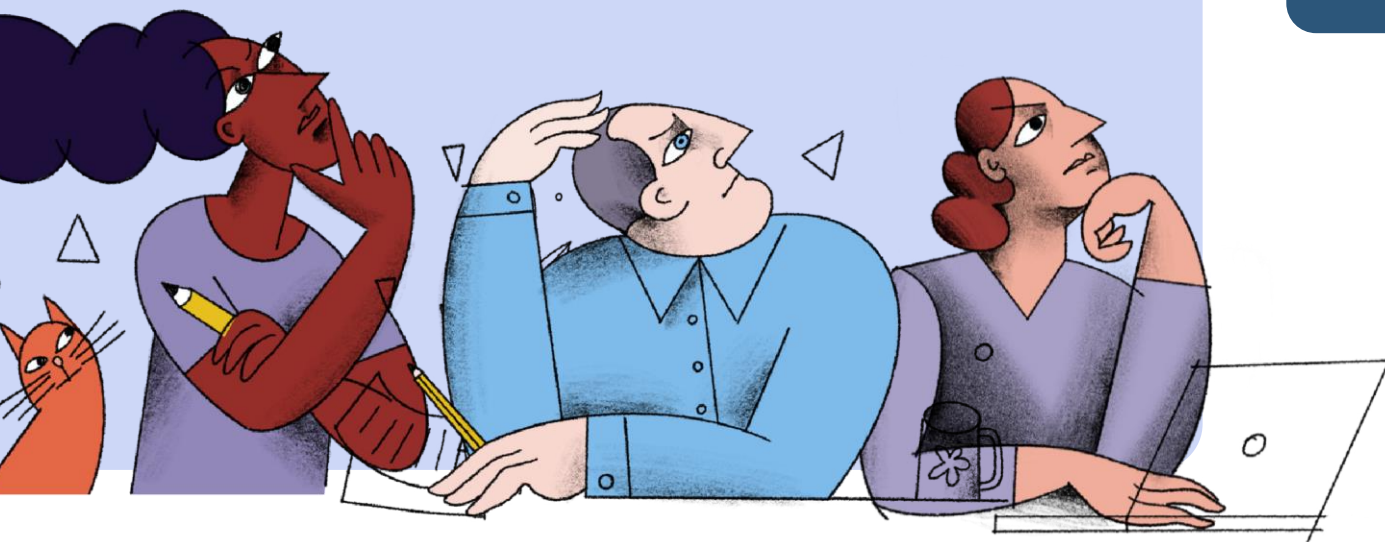
- Members can [use the scheme](#) to protect their charity from individuals who pose a safeguarding risk
- If you are not a member of the Scheme, you can still apply the principles

TRUSTEE CHECKS

- ✓ obtain a declaration from the prospective trustee that they are not disqualified
- ✓ consult the official registers of disqualified persons



POLICIES AND PROCEDURES



CHARITY COMMISSION
FOR ENGLAND AND WALES

Recommendations - Child protection in religious organisations and settings

Child protection policy, procedures and training

Recommendations

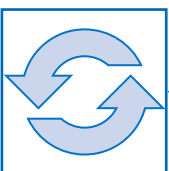
All religious organisations should have a child protection policy and supporting procedures, which should include advice and guidance on responding to disclosures of abuse and the needs of victims and survivors. The policy and procedures should be updated regularly, with professional child protection advice, and all organisations should have regular compulsory training for those in leadership positions and those who work with children and young people.



YOUR CHARITY'S POLICIES AND PROCEDURES FOR PROTECTING PEOPLE AND SAFEGUARDING SHOULD BE:



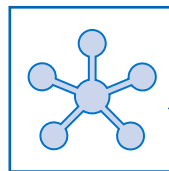
Put into practice



Responsive to change



Reviewed as necessary and at least once a year



Available to the public



Compliant with all relevant legislation

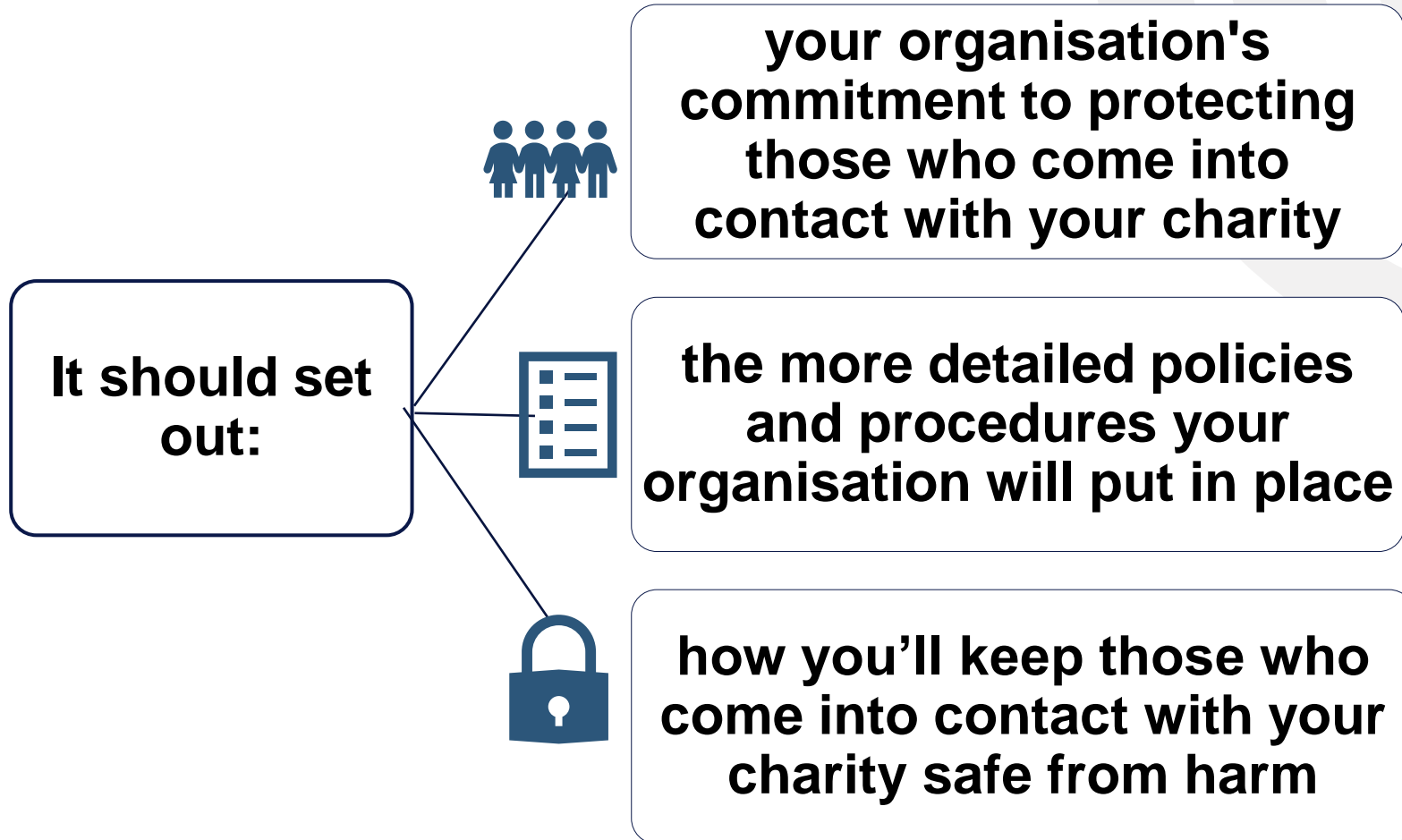


YOUR SAFEGUARDING POLICY

Your safeguarding policy statement sets out what your organisation will do to keep people who come into contact with your charity safe from harm



YOUR SAFEGUARDING POLICY

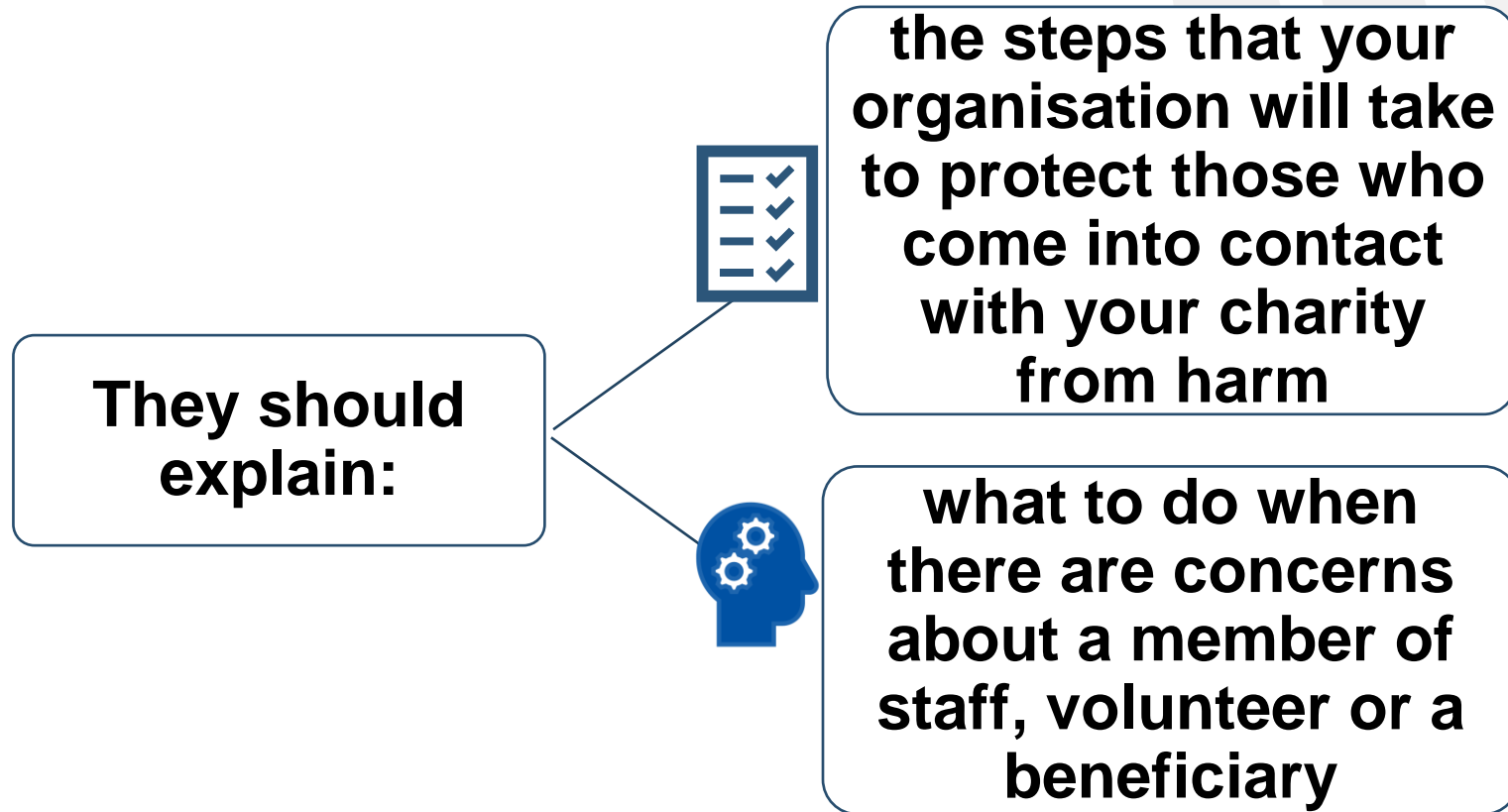


YOUR SAFEGUARDING AND CHILD PROTECTION PROCEDURES

Safeguarding and child protection procedures are detailed guidelines and instructions that support your safeguarding policy statement.



YOUR SAFEGUARDING AND CHILD PROTECTION PROCEDURES



SAFEGUARDING POLICIES AND PROCEDURES



responding to concerns about a child's/ person at risk's welfare



storing records



preventing and responding to bullying



recruiting the right people



codes of conduct for all staff and volunteers



managing concerns about or allegations made against staff or volunteers



managing concerns about or allegations made against a child or young person



making sure all your activities and events are run safely



adult to child ratios for supervising children effectively



taking, storing and sharing photographs and images of children



keeping staff and beneficiaries safe online



whistleblowing and complaints

ONLINE SAFETY

Content

Does your charity have adequate control over its website and social media accounts? Who can post information and is all content suitable for your charity?

Contact

How do people talk to each other when using your online services and how do you keep users safe? Do people need passwords to access services?

Conduct

How do you monitor what people do, say and share when using your services?



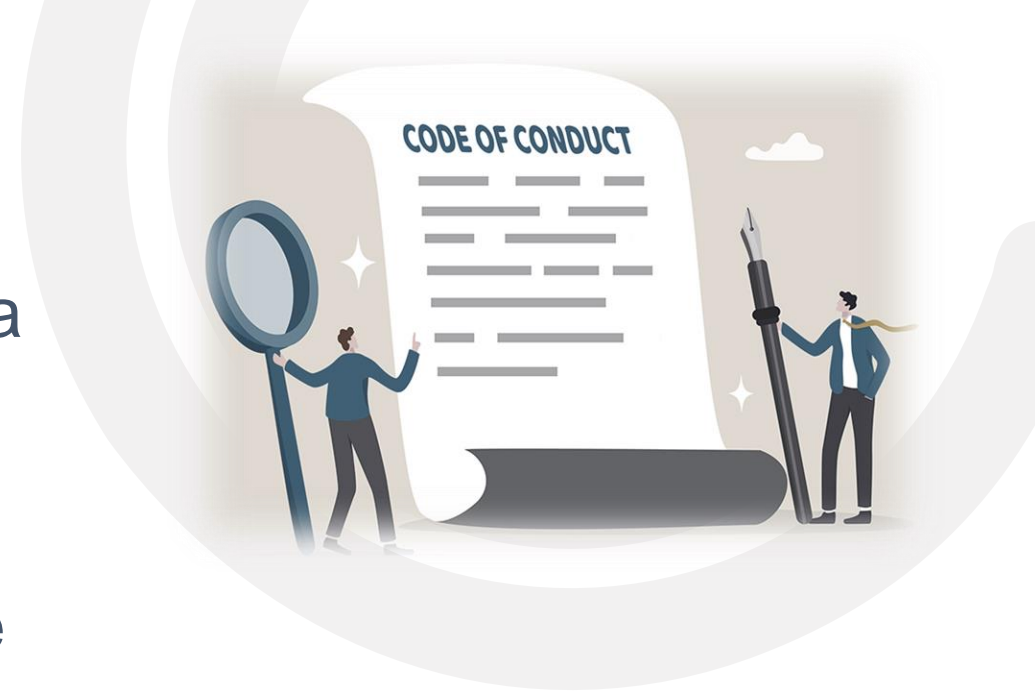
CODE OF CONDUCT

If you have staff or volunteers you must have a clear code of conduct which sets out:

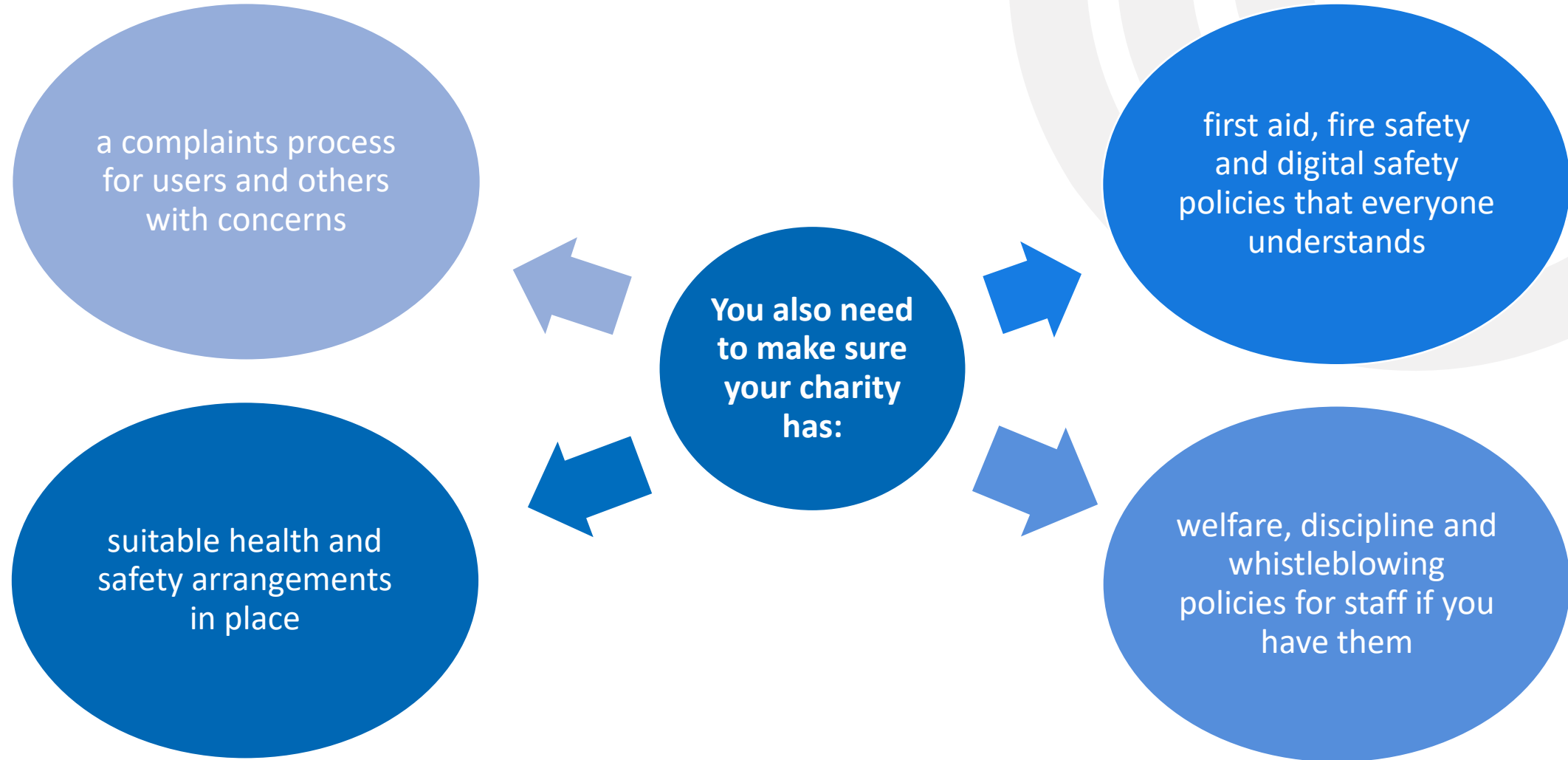
- your charity's culture and values
- how people in your charity should behave

[Read the Charity Governance Code.](#)

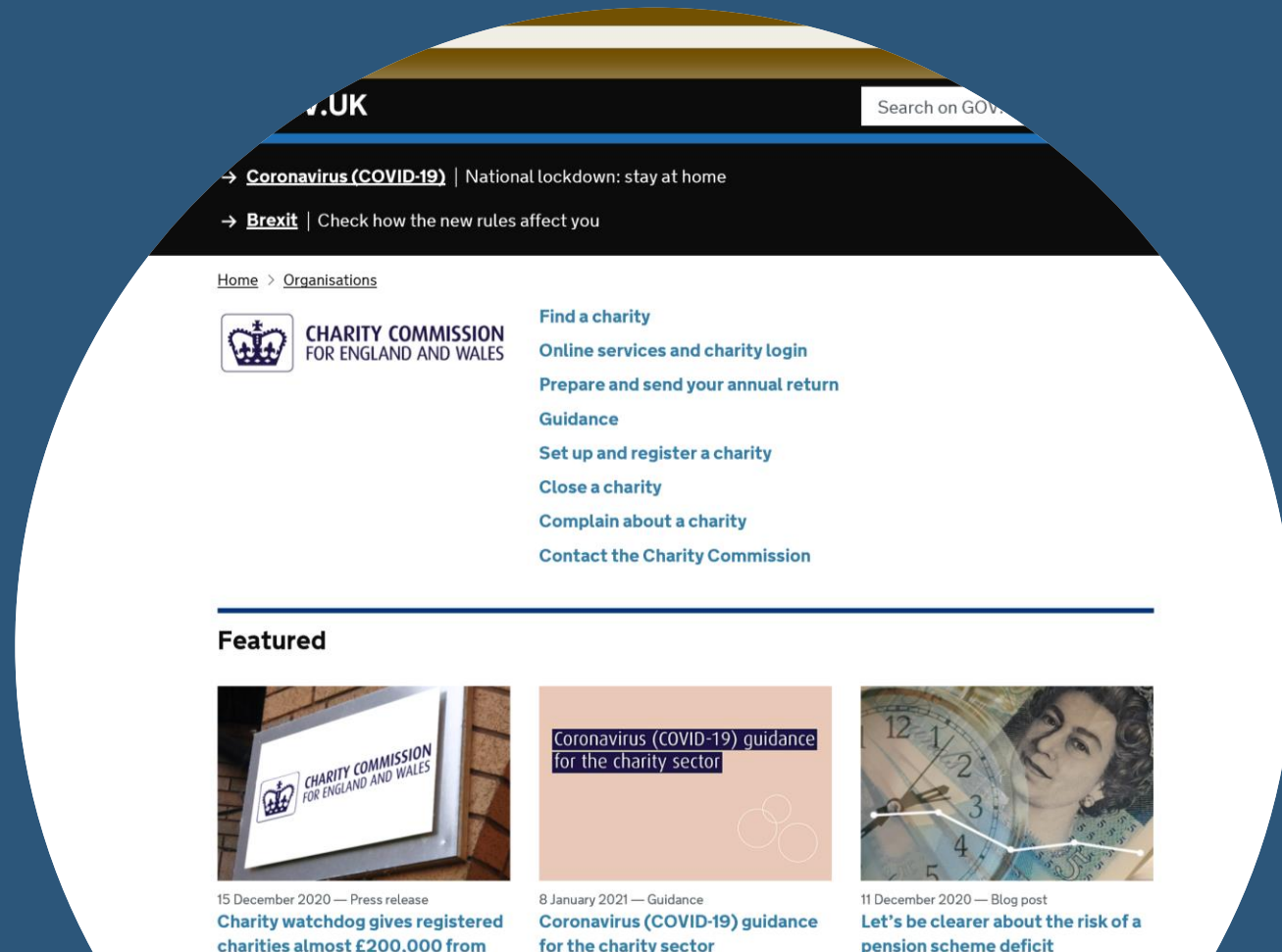
Read NCVO's [Charity Ethical Principles](#) for help with policies on recognising and resolving ethical issues when considering your code of conduct.



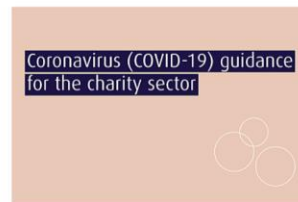
ADDITIONAL REQUIREMENTS



COMMISSION INQUIRIES



15 December 2020 — Press release
Charity watchdog gives registered charities almost £200,000 from



8 January 2021 — Guidance
Coronavirus (COVID-19) guidance for the charity sector



11 December 2020 — Blog post
Let's be clearer about the risk of a pension scheme deficit

CASE STUDY - WHAT HAPPENED?



Commission notified of a letter alleging mental, physical and sexual abuse of individuals.



The Commission was informed that the charity had engaged lawyers to investigate the allegations.



The lawyers found some students were subjected to abuse and senior figures had known about issues but had failed to act.



CASE STUDY

The Commission opened the inquiry under the Charities Act 2011 to establish and investigate:

The seriousness of the allegation/s

The extent to which the charity provided a safe environment

The failure to report serious incidents





Governance concerns

Public trust and confidence concerns







CASE STUDY - WHAT WERE THE FAILINGS?



-  The inquiry found the charity's safeguarding policies and procedures at that time were inadequate.
-  It also found examples of allegations of mental, physical and sexual abuse prior to the letter that had not been reported to the Commission.
-  Some key former members of the charity's governing body had failed to demonstrate the willingness and capability to effect meaningful change to the charity's safeguarding culture and processes.
-  The inquiry found that misconduct and mismanagement by former senior figures at the charity had led to the risk that public trust and confidence in the charity and charities generally would be adversely affected.

CONCLUSIONS OF THE INQUIRY



-  The Commission inquiry concluded that there was mismanagement and in the administration of the charity
-  Former trustees failed to respond to and manage safeguarding concerns
-  Their failure to create a safe culture within the charity exposed some beneficiaries to harm.
-  The seriousness of these findings resulted in the Commission exercising its powers to disqualify and remove two of the former trustees.



REPORTING INCIDENTS OF HARM



CHARITIES SHOULD REPORT ANY SERIOUS INCIDENT THAT RESULTS IN – OR RISKS - SIGNIFICANT:



Harm to people
who come into
contact with your
charity



Loss of your
charity's money
or assets



Damage to your
charity's property



Harm to your
charity's work or
reputation



SERIOUS SAFEGUARDING INCIDENTS

Incidents of harm or mistreatment (alleged or actual) of beneficiaries of the charity (adults or children)

Someone connected with the charity was responsible for the harm or mistreatment (alleged or actual) of people who come into contact with the charity through its work

breaches of procedures or policies at the charity which have put people who come into contact with it through its work at significant risk of harm

HANDLING INCIDENTS



Handle and record it securely and responsibly



Follow your policies and procedures



Act quickly



Report to all relevant agencies and regulators



Be as open and transparent as possible



Review what happened



[Department for Culture, Media and Sport - guidance on handling safeguarding allegations in a charity](#)



EXAMPLES TABLE IN SAFEGUARDING GUIDANCE

Examples table: deciding what to report

Serious incidents to report	Incidents not to report
Protecting people and safeguarding incidents	
<p>A beneficiary or other individual connected with the charity's activities has/alleges to have suffered serious harm</p> <p>Allegation that a staff member has physically or sexually assaulted or neglected a beneficiary whilst under the charity's care</p>	<p>Minor unusual/aggressive behaviour by a beneficiary towards a member of staff</p> <p>Police called to charity premises because a beneficiary is drunk and disorderly</p>



Report to the relevant authorities



Follow our guidance

[How to report a serious incident in your charity](#)



Use the online form

[Report a serious incident' online form](#)



REPORTING OVERSEAS INCIDENTS

Any incident which is not reported overseas would still need to be reported to all relevant authorities in the UK, including (where appropriate) submitting a serious incident report to the Charity Commission

Where a British National or person with a claim to British residency has committed, or potentially committed, child sexual abuse/exploitation overseas, this should still be reported to the National Crime Agency in the UK

10 actions trustee boards need to take to ensure good safeguarding governance

Safeguarding should be a key governance priority for all charities



Ensure your charity has an adequate safeguarding policy, code of conduct and any other safeguarding procedures. Regularly review and update the policy and procedures to ensure they are fit for purpose

Identify possible risks, including risks to your beneficiaries or to anyone else connected to your charity and any emerging risks on the horizon

Consider how to improve the safeguarding culture within your charity

Ensure that everyone involved with the charity knows how to recognise, respond to, report and record a safeguarding concern

Ensure people know how to raise a safeguarding concern

Regularly evaluate any safeguarding training provided, ensuring it is current and relevant

Review which posts within the charity can and must have a DBS check from the Disclosure and Barring Service

Have a risk assessment process in place for posts which do not qualify for a DBS check, but which still have contact with children or adults at risk

Periodically review your safeguarding policy and procedures, learning from any serious incident or 'near miss'

If you work overseas, find out what different checks and due diligence you need to carry out in different geographical areas of operation



USEFUL LINKS

COMMISSION GUIDANCE



- [The essential trustee: what you need to know, what you need to do \(CC3\)](#)
- [Safeguarding and protecting people for charities and trustees](#)
- [Charities and risk management](#)
- [How to report a serious incident in your charity](#)

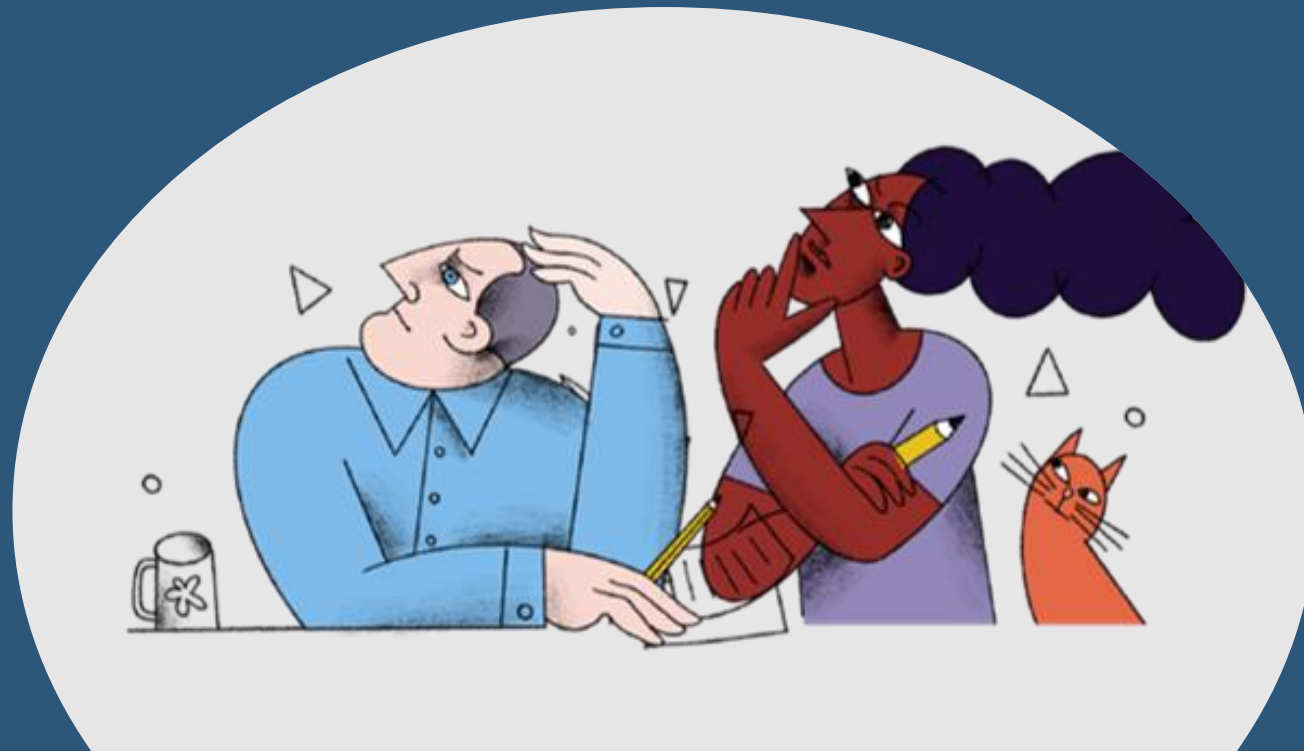
- [Working Together to Safeguard Children 2018](#)
- [Care and Support statutory guidance](#)
- [Wales Safeguarding Procedures](#)
- [Department for Culture, Media and Sport - guidance on handling safeguarding allegations in a charity](#)
- [We See Your Future, Whatever The Past | Nacro](#)
- [NCVO's safeguarding resource](#)
- [Charity Governance Code](#)
- [Good governance for safeguarding: A guide for UK NGO boards](#)



EXTERNAL LINKS

- [NSPCC templates](#)
- [ThirtyOne:Eight policy support](#)

QUESTIONS?





THANK YOU



ENGAGEMENT@CHARITYCOMMISSION.GOV.UK



[CHARITY COMMISSION WEBSITE](https://www.charitycommission.gov.uk)