

# Kagyu Dechen Buddhism Safeguarding Policy and Procedures

## Purpose:

This policy seeks to ensure that KDB undertakes its responsibilities with regard to safeguarding and that the organisation responds to concerns appropriately. The policy establishes a framework to support volunteers, coordinators and trustees and clarify the organisation's expectations.

In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect.

KDB believes that everyone we come into contact with, regardless of age, gender identity, disability, sexual orientation or ethnic origin has the right to be protected from all forms of harm, abuse, neglect and exploitation. KDB will not tolerate any form of abuse and exploitation, whether verbal, physical, financial or sexual, or bullying.

To specifically ensure the safety of potentially vulnerable people, the following guidelines are applied to our activities:

- School visits to a KDB Buddhist centre children must be organised by and accompanied by teachers of the visiting school at all times.
- Children are not admitted to any KDB event unless accompanied by a responsible parent or carer.
- Any volunteer work by vulnerable adults is only undertaken with the attendance of their support worker or carer.
- If sangha members or incidental visitors to KDB events are vulnerable the Centre coordinator will be guided by this policy.

Due to the limited nature of our contact with these groups the directors do not believe that DBS checks are required for the Directors or volunteers working for KDB.

Safeguarding is everybody's business and in every level of the organisation our duty towards safeguarding takes priority over other considerations.

## What is abuse?

Abuse may be a single or repeated act involving, but not limited to, any one or more of the following:

- Physical abuse - may include hitting, punching, slapping, kicking, pinching or scratching.
- Psychological abuse - may include intimidation e.g threats of physical harm, shouting, swearing, name calling, racist comments, humiliation, or emotional blackmail.
- Sexual Abuse - includes rape, sexual assault, sexual acts with person unable to give consent, indecent exposure, sexual harassment or innuendo, unwanted touching.
- Financial or material abuse - theft, fraud, extortion, gaining access to someone's funds or possessions.
- Discriminatory abuse - oppressive and prejudicial attitudes against someone on the basis of their disability, gender, age, race, religion or sexual orientation.
- Multiple or institutional abuse which includes an abusive culture, or misuse of power and control.

## KDB Commitment:

In order to protect against abuse KDB is committed to:

- Identify any instance of abuse on KDB premises, at KDB events or arising from relationships established at KDB events.
- Respond effectively to any circumstances giving grounds for concern, whether they are in the form of formal complaints or simply expressions of anxiety.
- Ensure the active participation of all sangha (members of the community), in implementing this policy wherever possible and appropriate.
- Regular monitoring and evaluation of policies, practices and procedures to ensure they are kept up to date and are effective.

#### Prevention and Confidentiality:

KDB respects the principle of confidentiality. However, the welfare of children and vulnerable people has priority and KDB has a duty to disclose abuse to the appropriate agency if deemed necessary.

Wherever possible consent should be obtained before any personal information is shared with a third party. However, in some circumstances it may be neither possible, nor desirable, to obtain consent.

Personal information will be kept confidential and follow the KDB data protection policy as appropriate. Written records will be kept in a secure area for a specific time in accordance with data protection guidelines.

Promises of confidentiality will not be given whilst receiving an allegation or suspicion as this may conflict with the need to ensure the safety and welfare of the individual.

In accordance with this policy, trustees, coordinators and volunteers have a responsibility to share relevant information regarding safeguarding with representatives of social care and investigative agencies.

#### Safeguarding Procedures

Any suspicion, allegation or incidence of abuse must be reported to the Centre Co-ordinator(s) immediately.

Kagyü Ling, Manchester: [Manchester@dechen.org](mailto:Manchester@dechen.org) ,

Kagyü Dechen Dzong: [Harrogate@dechen.org](mailto:Harrogate@dechen.org)

Concern about the behaviour of a trustee should be reported to the Chair of the Trustees: [phil.brady@dechen.org](mailto:phil.brady@dechen.org)

Concern regarding the Chair should be addressed to the Charity Commission.

#### Guidelines for volunteers

All volunteers will contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of the safeguarding policy.

If you think abuse has occurred, act immediately.

- Deal with immediate concerns of the person if they are present. Make sure they are in no further immediate danger and seek medical treatment if necessary.
- Do NOT investigate or discuss any allegation with the alleged abuser.
- Inform the centre coordinator immediately.
- Record any details of the allegation as soon as possible and keep in a secure place.

### Guidelines for Centre Coordinators

- It is your responsibility to ensure that all volunteers are familiar with this document
- Decide without delay if an incident falls within the scope of the KDB safeguarding policy and implement appropriate course of action.
- Ensure the apparent victim of the abuse is safe from further harm
- Clarify the facts of the case but do NOT at this stage discuss with the alleged abuser.
- If necessary inform police and/or social services
- Whether or not action is taken, all allegations or concerns raised must be recorded and kept in a safe place.
- A report must be made to the Trustees if a formal complaint takes place
- Anyone acting in breach of this policy must not be allowed to continue as a volunteer

### Policy Implementation:

Implementation of this policy is the responsibility of the centre co-ordinators:

Kagyü Ling, Manchester : Jonathan Macaskill  
John Sainsbury

Kagyü Dechen Dzong, Harrogate: Howard Quinn  
Tricia Quinn  
Roberta Jefferson

### **See also:**

Code of Conduct

Complaints Policy

Date of last review: June 2022

Date of next review: March 2023