



Dublin Buddhist Centre Child Protection Policy

Address: Unit 5, Liberty Corner, James Joyce Street, Dublin 1

Phone: 01 8179833

Email: dlp@dublinbuddhistcentre.org

Web address: www.dublinbuddhistcentre.org

Registered charity no.: 20030698

CHY no.: CHY11311

Introduction

Triratna is a worldwide network of friends in the Buddhist life. This is for many of us a source of great richness, support and strength. However, it also carries a risk that we may fail to notice, question or act on behaviours of concern, out of naivety, loyalty to friends or lack of awareness; or an assumption that "it couldn't happen here" or "they would never do a thing like that."

This policy is an expression of the first ethical precept taught by the Buddha: to avoid harming living beings. It refers to law and good practice in Ireland.

The purpose of this policy

This document is for Friends, Mitras and Order members involved in the Dublin Buddhist Centre activities (and those of any outreach groups run by this centre) as employees, volunteers, leaders, teachers or parents.

It aims to provide

- protection for children (anyone under 18) who visit or receive the Dublin Buddhist Centre services including children of Buddhists and other users of this Buddhist Centre and
- protection for Friends, Mitras and Order members who may have contact with children.

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.

Our values

Our activities include children in the following ways, regularly or from time to time: through school group visits, and as part of our courses, classes and events.

The Board of Directors of the Dublin Buddhist Centre recognise their responsibility to ensure the welfare of all those aged under 18 visiting or involved in Buddhist Centre activities. The Board also raises awareness of issues related to child protection by ensuring that staff members, members of the Board of Directors and volunteers are familiar with this document outlining the organisation's principles and practices.

In addition, staff members and volunteers can seek further advice from the organisation's Designation Liaison Person.

The Designated Liaison Person is responsible for the protection of children and adults who may be at risk at the Dublin Buddhist Centre (See also our Vulnerable Adults Protection Policy and Guidelines).

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 Dublin Buddhist Centre whether as a Friend, Mitra or Order member.

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 (see [Appendix 1: Child protection 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”?

In Ireland a “child” is a person who has not yet passed their 18th birthday.

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.”

Types of abuse

- **Physical abuse** including hurting or injuring a child, inflicting pain, poisoning, drowning, or smothering.
- **Sexual abuse** including direct or indirect sexual exploitation or corruption of children by involving them (or threatening to involve them) in inappropriate sexual activities.
- **Emotional abuse** Repeatedly rejecting children, humiliating them or denying their worth and rights as human beings.
- **Neglect** The persistent lack of appropriate care of children, including love, stimulation, safety, nourishment, warmth, education, and medical attention.

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.

Signs of 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

Engaging safely with children in person

Outside of our own personal and family relationships we will not arrange to meet any child individually *anywhere* without written permission from their parent or guardian.

Having gained such permission, we will conduct individual meetings in public spaces such as our Buddhist Centre reception area or a room with the door open.

We will not give lifts to children on their own, except in exceptional circumstances. In this instance we will ask the child to sit in the back of the car.

See also the forthcoming guidance document 'Caring for teenagers in Triratna'.

The Dublin Buddhist Centre will ensure that wherever possible, there will be two supervising adults present at all times during work with children or at least within sight or hearing of others.

Engaging safely with children online and on social media

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

We will not engage with any child personally using email, text or social media, for example by friending them on Facebook or including them in WhatsApp groups or similar.

As a Buddhist Centre, we may receive emails from school pupils wanting information about Buddhism. Having answered their questions, we will not engage in more personal correspondence.

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 Garda Vetted checked.

Garda Vetting

We will ensure that the DBC is compliant with National Vetting Bureau (Children & Vulnerable Persons) Acts 2012 to 2016 for any activities specifically intended for children. Please refer to the DBC Garda Vetting Policy for relevant procedures.

This is because we understand that children are most at risk in classes and other events specifically provided for them (especially regular, repeated events) because those who wish to gain access to children look for opportunities to become a familiar and trusted figure to children, for instance seeking to join the team running children's activities.

Children's events where parents are not present

Currently the Dublin Buddhist Centre does not run events specifically for children, except school visits, but we understand that if this were to happen, and where the event does not involve some or all of the children's parents, we must have written permission from the parent/guardian of each child.

Managing those who pose a risk to children

We will not allow someone who is likely to pose a risk to children to have contact with children (i.e. a known sex offender or someone who has disclosed a sexual interest in children).

Such a person will be asked by the Designated Liaison Person to negotiate a behaviour contract setting out the terms of their continued participation in the Dublin Buddhist Centre activities within agreed boundaries.

See the forthcoming document 'Managing those who pose a risk'.

See also the forthcoming guidance document 'Caring for teenagers in Triratna'.

Reporting concerns or allegations

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 and
- disclosure from a child directly

What to do if a child alleges abuse

- Be aware the child may have been threatened and may be very afraid.
- Look directly at the child.
- 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. Never suggest that the child may be wrong or mistaken. Your responsibility is to take them seriously, not to decide whether what they are saying is true.
- Let them tell you as much as they are ready to tell you. Never push for information or question the child.
- Be honest. Do not promise confidentiality; let them know you will have to get help for them but that you will *try* to agree with them what should happen next. This means that you will need to share what they say with others - on a need-to-know basis only.

What to do next

- 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 your Centre.
- If you think the child is in *immediate* danger phone local social services or An Garda Síochána or HSE straight away. A telephone referral should be confirmed in writing within 24 hours.
- If the person is not in immediate danger and if you are not the Designation Liaison Person, tell the Dublin Buddhist Centre's Designated Liaison Person **only**. They bear overall responsibility for the future handling of the matter on behalf of the charity.
- Where allegations in any way concern the Dublin Buddhist Centre's Designated Liaison Person tell the Deputy Designation Liaison Person, who will step in to ensure Dublin Buddhist Centre's responsibilities are discharged fully.
- Confidentiality, sharing information **only on a need-to-know basis**, is very important. Nobody else has a right to know about the matter. This is not a matter of concealment, but is intended to protect all concerned. It will also protect your sangha from fear, rumour and disharmony which will make it much harder to deal with the matter effectively without causing further harm.
- The Designated Liaison Person should contact the Triratna Safeguarding team for advice as to what to do next: safeguarding@triratnadevelopment.org
- Every person 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 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.
- The Dublin Buddhist Centre cannot guarantee total confidentiality where the best interests of the child is at risk. This will include giving information to An Garda Síochána or HSE where necessary.

- Meanwhile, make detailed factual notes about the discussion as soon as possible, including time, date and location. Give them to the Designation Liaison Person. If you are the Designation Liaison Person, keep notes yourself and keep them either locked away or password-protected.
- No sangha member should attempt to investigate a criminal allegation. This is the job of An Garda Siochana and to attempt this could prejudice a court case and put the person in danger.
- In the event that a child protection concern is not reported to a child protection agency, the person who raised the concern will be given a clear written statement outlining the reason why the organization did not take action. They will also be advised that if they remain concerned they can consult with or report to the HSE or An Garda Siochana.

Secure, confidential record-keeping

We understand our responsibility for secure and careful record-keeping. Our Designated Liaison Person will keep a detailed record of all Safeguarding-related incidents as well as conversations and actions related to them. These are kept either in a locked cabinet or safe or in a password-protected electronic file on our computer system. Access to these records is only for the Designated Liaison Person and the Deputy Designated Liaison Person / Chairman where necessary.

Keeping confidential records for at least 50 years

We understand that many allegations of abuse come to light 30 or more years later, and that we are therefore required to keep our records safe for at least 50 years.

If our Centre closes down, we will give our records to another Triratna Buddhist Centre to keep with their own past confidential records; ie with their solicitor/accountant.

Reviewing this policy annually

This policy and its implementation will be reviewed by the Board and Designated Liaison Person **annually** and the review recorded in the minutes of their meetings.

Last date reviewed: December 2018

Dublin Buddhist Centre

Chair's name and email address

Ben Brewer (Jnanadhara)
Jnanadhara@dublinbuddhistcentre.org

Chair's signature:

Designated Liaison Person's name and email address

Eileen McCarney (Atulyamitra)
dlp@dublinbuddhistcentre.org

Designated Liaison Person's signature:

Deputy Designated Liaison Person's name and email address

Lisa Patten (Sadayasihi)
sadayasihi@gmail.com

Deputy Designation Liaison Person's signature:

This document is to be read in conjunction with the forthcoming guidance document 'Caring for teenagers in Triratna'.

Appendices:

Appendix 1: Child protection code of conduct

Staff and Volunteer Guidelines when working with children will do their best to

- treat all children and young people with respect and kindness.
- be an example of the good conduct we wish to see in young people and others.
- respect a young person's right to personal privacy.
- encourage young people and adults to feel comfortable and caring enough to point out attitudes or behaviour they do not like.

- remember that someone else might misinterpret our actions, no matter how well-intentioned
- be aware that physical contact with a child or young person may be misinterpreted.
- give guidance and support to less experienced helpers, colleagues and volunteers.
- challenge unacceptable behaviour and report all allegations/suspicious of abuse to the Dublin Buddhist Centre's Designated Liaison Person.
- **ensure that, whenever possible, there is more than one adult present during activities with children or at least that we are within sight or hearing of others.**

Staff and Volunteer Guidelines when working with children will do their best not to

- 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 sexual interest in children).
- have inappropriate physical or verbal contact with children or young people.
- be left alone in a room with a person under 18
- ask a person under 16 for their phone number, or attempt to contact them via email, messaging services or social media without the permission of their parent or guardian.
- be drawn into inappropriate, attention-seeking behaviour.
- make suggestive or derogatory remarks or gestures in front of children or young people.
- take pictures of children unless there is prior school, carer or parental consent to do so.
- perform tasks of a personal nature for children that they can perform for themselves (Staff members and volunteers are not responsible for the personal hygiene needs of children).
- jump to conclusions without checking facts.
- exaggerate or trivialise child-abuse issues.
- show favouritism to any child.
- rely on our good name or that of the Dublin Buddhist Centre to protect us.
- believe "Things like that could never happen here" or "They would never do a thing like that."

Appendix 2: Protection For Persons Reporting Child Abuse:

Under the Protections for Persons Reporting Child Abuse Act 1998, you cannot be held liable for damages for reporting suspected child abuse to the Health Service Executive or An Garda Síochana as long as your report has been made reasonably and in good faith.

Employees/Volunteers cannot be penalised for forming an opinion of this nature and communicating it to an appropriate person if they have acted reasonably and in good faith forming that opinion and making the communication.

It is an offence under the Act to knowingly make a false statement of this nature.

Appendix 3 – Relevant Contact Numbers HSE and An Garda Síochána.

Tusla - Child and Family Agency
Dublin North City
Ballymun Healthcare Facility
Ballymun Civic Centre
Dublin 9

Telephone: 01 846 7129

The Tusla, the Child and Family Agency, operates an out-of hours Crisis Intervention Service in the Dublin area, which can be accessed by emergency services like hospitals and the Garda Síochána outside of office hours.

The Tusla Duty Social Work Team for the North Inner City area can be contacted on 01 856 6856, Monday to Friday, 9am to 5pm.

HSE Information Line

Telephone: 1850 24 1850

Website: www.hse.ie

Monday to Saturday 8am to 8pm (they will give you details of HSE staff in your local area who can help you).

Outside office hours all child protection concerns should be referred to the Gardaí.

The Garda station closest to The Dublin Buddhist Centre is:

Store Street Garda Station
4-6 Store Street
Dublin1
D01W773

Telephone: 01 666 8000 or call 999/112 if an immediate response is required

Appendix 4: Publications

Children First: National Guidelines for the Protection and Welfare of Children 2011. Published by the Department of Health and Children. Available online at <http://www.dcy.gov.ie/documents/Publications/ChildrenFirst.pdf>