

Witness Name: Jatinder Singh Basi

Statement No.: 1

Exhibits: 3

Dated: 07/02/2020

THE INDEPENDENT INQUIRY INTO CHILD SEXUAL ABUSE

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EXHIBIT 1 / 3

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CHILD PROTECTION POLICY



**GURU NANAK GURDWARA
SMETHWICK**

Child Protection Policy

Guru Nanak Gurdwara Smethwick accepts its legal and moral obligation to provide a duty of care to safeguard all children within the setting. Guru Nanak Gurdwara Smethwick aims to provide a safe and secure environment for all children who come to the Gurdwara. The welfare, safety and protection of each child are paramount at all times.

All staff / ministers / management committee members / regular volunteers within Guru Nanak Gurdwara Smethwick understand and recognise their responsibilities to help and protect children within our care. This knowledge is achieved by attending **annual training** to ensure they are aware and know what to do to when dealing with suspected abuse or neglect. In addition, staff are able to clarify any doubts or share minor concerns during bi-monthly supervision sessions.

All staff will follow the guidelines "What to do if you're worried a child is being abused" (DH 2003). A copy of these guidelines is available from the management committee office. We aim to work in partnership with parents/guardians to ensure continuity of care, a better understanding about the children and their families and also to identify any significant changes within a child's behaviour.

Staff are in a position to notice changes in behaviour, unexplained bruising which may give cause for concern or deterioration in a child's well being. Staff will record and discuss any concerns with the Child Protection Designated Officer within the setting who together with the management committee will, where appropriate refer them to Social Services.

All records relating to Child Protection will be kept confidential at all times (in the filing cabinet which is located in the management committee office. Information should be handled and disseminated on a need to know basis only. Any breach of confidentiality will result in disciplinary action been taken.



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9. The General Secretary or CPDO will decide on the action to be taken, this may include immediate suspension of the member of staff, with pay. In making the decision the General Secretary or CPDO will take into account the guidelines of the Local Area Child Protection Committee.

10. The General Secretary or CPDO will ensure that all stages of the investigation are recorded to include the date and time of reported incidents and all written reports will include the date and time of recording. The member of staff, Police and any other bodies such as social services will be kept informed until there is a conclusion to the matter.

6) Promoting a positive relationship and partnership with parents

It is essential to foster trust and good relationships with all at Guru Nanak Gurdwara Smethwick.

Guru Nanak Gurdwara Smethwick staff and management committee are encouraged to constantly communicate with each other, particularly if they are worried about the child seeming withdrawn, ill or worried about something.

<i>Internal Use Only</i>			
Policy adopted on: 30/11/2017		Date disseminated to staff: 30/11/2017	Date for Review: 30/11/2019
Approved on behalf of the Guru Nanak Gurdwara Smethwick	Name:	Position:	Sign:
	Humraaj Singh Shergill	General Secretary	
	Jatinder Singh	President	