

# Annex 3

## Schedule of policies and procedures from religious organisations

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
Bahá'í Community of the UK <sup>786</sup>	A range of policies, regularly updated.	There is a Community Care Team (CCT) at the national level. There is also a National Office of Safeguarding Children (OSC) that ensures all those who work with children obey the latest legal requirements and that children are afforded proper safeguards.	Not addressed in witness statement.	Training carried out but not systematic and not regular.	Everyone working with children in the community must have a valid and clear enhanced DBS disclosure if they have 'substantial access' to a child.
BAPS Shri Swaminarayan Mandir (BAPS) <sup>787</sup>	<p>BAPS has a Child Safeguarding Policy and a Child Safeguarding Procedure. Both were formally introduced in January 2012 and are reviewed annually. Last reviewed in July 2019.</p> <p>In the summer there are residential courses/camps at Neasden Mandir. There is an Overnight Stay Policy for children, which must be adhered to.</p> <p>Prior to children being taken to external events, volunteers are required to carry out a risk assessment and submit a duly completed risk assessment form to the Compliance Officer and senior management for approval.</p>	BAPS has two named Designated Safeguarding Officers (DSOs). Not clear what other structures there are, if any.	BAPS states that it regularly reviews its child protection practices and procedures but does not commission or carry out external or internal audits or inspections.	<p>The volunteers who teach in the children's assemblies undergo compulsory child protection training annually provided by BAPS's in-house child safeguarding leads.</p> <p>BAPS has two designated volunteers who oversee safeguarding: Prof Saglani (trained to Level 3) and Mr Krit Wadia (trained to Level 1).</p> <p>Training is delivered face to face. It is free. The DSOs have attended courses that allow them to deliver basic child protection training, which is paid for by BAPS. The training has been taking place for the last five years.</p> <p>Over the last 18 months, BAPS has been working with the NSPCC's 'Safeguarding in Communities' team. The team has delivered training for BAPS's volunteer workers who lead the children's activities. This has allowed specific concerns raised by the volunteers to be addressed. The NSPCC provided two half-days' training in October and November 2018.</p>	<p>BAPS holds weekly religious assemblies for children aged six and older. Children attend without their parents/legal guardians. The volunteers who teach in the children's assemblies are enhanced DBS checked, including barred list checked.</p> <p>Volunteers who are involved in delivering children's activities undergo a DBS check. A record of the check is maintained centrally.</p>

<sup>786</sup> BAH000008

<sup>787</sup> BSS000001

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
<b>Baptist Union of Great Britain (BUGB)</b> <sup>788</sup>	<p>BUGB has a suite of policies – see para 5.</p> <p>The Child Protection Policy is ‘Safe to Grow’. BUGB has a model safeguarding policy and procedures for churches.</p> <p>BUGB is doing work on a ‘safeguarding covenant’ between BUGB organisations.</p>	<p><b>Local</b> Each church has the responsibility to put in place safeguarding policies, structures, procedures and working practices that it believes to be legally compliant and to make sure that a safeguarding trustee and Designated Person for Safeguarding (DPS) are appointed and equipped to carry out their responsibilities.</p> <p>In the majority of churches, the church safeguarding policy will be based on the model published by the National Safeguarding Team (NST) with any appropriate local adjustments or additions. A church is required to have a safeguarding policy in place or to be committed to adopting an up-to-date safeguarding policy as part of its application to join BUGB.</p> <p>Each local church should appoint a Safeguarding Trustee (deacon) who oversees safeguarding provision and two people as DPS.</p> <p><b>Baptist Colleges</b> These prepare men and women for ministry. Each Baptist College will appoint a Safeguarding Trustee.</p> <p><b>Regional</b> At the regional level there are 13 Regional Associations. These are regional groups of Baptist Churches. Each Regional Association will appoint a Safeguarding Trustee.</p> <p><b>National</b> There is a National Safeguarding Team working on behalf of all BUGB member organisations. This is overseen by the BUGB Trustee Board safeguarding sub-committee. There is also a National Safeguarding Contacts Group (NSCG) made up of the Association Safeguarding Leads and those who train safeguarding trainers.</p>	<p>Not addressed in witness statement.</p>	<p>BUGB has offered safeguarding training tailored for its churches since 1994, when its child protection policy was first published. The latest versions of Levels 1, 2 and 3 training were designed in 2016 and rolled out in 2017.</p> <p>Local churches are responsible for:</p> <ul style="list-style-type: none"> <li>• providing Level 1 training to the whole congregation;</li> <li>• ensuring leaders receive BUGB Levels 2 and 3 safeguarding training;</li> <li>• ensuring all workers and volunteers who work with children, youth or adults at risk receive at least BUGB Level 2 training on a regular basis.</li> </ul> <p>Regional associations are responsible for:</p> <ul style="list-style-type: none"> <li>• ensuring regional ministers, other staff where appropriate and trustees complete BUGB Levels 2 and 3 training;</li> <li>• providing regular BUGB Levels 2 and 3 training sessions around the region for all church personnel.</li> </ul> <p>Baptist Colleges will:</p> <ul style="list-style-type: none"> <li>• ensure Ministers in Training receive BUGB safeguarding training Levels 2 and 3 in the first year of ministerial training.</li> </ul> <p>National Safeguarding Team will:</p> <ul style="list-style-type: none"> <li>• offer training, development and support for Association and College team.</li> </ul> <p>Ministers who don't attend training are warned that failing to complete it will lead to the removal of their accreditation. Where a minister fails to complete Levels 2 or 3, they will lose their accreditation. Only happened on one occasion to date.</p>	<p>DBS checks are required for all ministers and leaders in the churches. BUGB organises and pays for the provision of a DBS checking service for all member churches. The service is provided by Due Diligence Checking Ltd. Previously a similar service was provided by the Churches Advisory Service. Each church appoints one or more DBS verifiers.</p> <p>Blemished disclosures for accredited ministers and workers are referred to the NST, which will liaise with the Ministries Team about suitability and carry out risk assessments as necessary.</p> <p>All accredited ministers and workers are required to have up-to-date DBS checks to attend safeguarding training programmes as a condition of their ongoing accreditation.</p> <p>While unaccredited ministers and pastors are not under the jurisdiction of BUGB's accreditation system, each church is required to carry out DBS checks for its minister, pastor and leaders.</p> <p>All potential appointees to Trustee Board roles need to be DBS checked.</p>

<sup>788</sup> BUG000001

## Child protection in religious organisations and settings: Investigation Report

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
<b>Chabad Lubavitch UK (CL)</b> <sup>789</sup>	Yes. It was developed in conjunction with the NSPCC in 2015 and was last comprehensively reviewed in 2018.	<p>CL has five directors (trustees). These trustees take ultimate responsibility for CL's adoption and adherence to robust safeguarding and child protection policies and practices. There is a National Safeguarding Lead.</p> <p>There is also a Council of Management (known as the Hanhollah), which consists of Rabbinic trustees of CL and Shlichim (Rabbis who run Chabad Houses) from within and outside CL. Its purpose is to ensure that both the charity and other independent parts of the CL movement in the UK act consistently and to address various operational and regulatory issues facing the charity from time to time – including adopting robust child protection policies and procedures.</p>	Depends on the policy – schools and other regulated institutions operated by the charity have to review their policies in accordance with the requirements laid down by law and the relevant regulatory authorities.	<p>The three Rabbi trustees undertake safeguarding training.</p> <p>NSPCC trainers have provided training for Shlichim – most recently in July 2019.</p> <p>CL has initiated a process for recording centrally which Shlichim have undertaken training and when. For those who do not comply, there are a number of sanctions. Those in employment with CL could be disciplined in accordance with the disciplinary procedures set out in the Staff &amp; Shaliach Handbook.</p>	Yes.
<b>Christian Congregation of Jehovah's Witnesses (JW)</b> <sup>790</sup>	<p>Yes.</p> <p>For several decades, the child safeguarding policy was outlined in various issues of <i>Watchtower</i>. In 2011 the policy was summarised in a single document for use in the UK and Ireland. That policy was reviewed annually until 2017.</p> <p>In 2018 the JW published a worldwide child safeguarding policy, <i>Scripturally Based Position</i>. That policy is explained and expanded on in <i>Watchtower</i> May 2019. The policy is supplemented by various guidance documents.</p>	<p>International: Governing Body of JW.</p> <p>National: Branch Office (BO) of JW. Two departments of BO help elders respond to allegations of child sexual abuse:</p> <p>(a) the Service Department: guidance to elders on implementing safeguarding policy;</p> <p>(b) the Legal Department: provides legal advice to BO and elders.</p> <p>Circuit: Grouping of approximately 20 congregations. Overseen by circuit overseer (aka travelling overseer).</p> <p>Congregation: Spiritual needs met by a body of elders. Elders are assisted by ministerial servants.</p>	Not addressed in witness statement.	<p>Before elders are appointed to serve on a Branch Committee, they have to attend training. It is a Branch Committee member who oversees the Service Department. He ensures elders are trained to deal with child safeguarding.</p> <p>Every five years all circuit overseers worldwide attend a four-week training course that includes training in pastoral support.</p> <p>Every three years all elders attend the Kingdom Ministry School one-day course, which includes safeguarding. Every five years there is a five-day course, School for Congregation Elders.</p>	The JW do not provide or sponsor any regulated activity that separates children from their parents and thus DBS checks are not permitted by the applicable legislation.

<sup>789</sup> CHL000001

<sup>790</sup> CJW000052; CJW000115; CJW000116; CJW000118

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
<p>The Church of Jesus Christ of Latter-day Saints (CJCLDS)<sup>791</sup></p>	<p>Yes: there are policies at both a national and local level.</p>	<p>Since 2002, CJCLDS has operated a free and confidential helpline for bishops and stake presidents of CJCLDS in England and Wales. The helpline is available 24 hours per day, 7 days per week. The helpline is operated by external solicitors, engaged by CJCLDS to answer questions and provide instruction about how to assist victims, comply with local laws for reporting abuse and protect against further abuse.</p> <p>The bishop has responsibility at the local level for oversight of child protection in the ward. The stake president has oversight of child protection in the stake. The Europe Area Presidency has responsibility for oversight at the national level.</p>	<p>CJCLDS has not in the past 10 years commissioned any external audits or inspections of its child protection policies. Auditing, inspecting, revising and updating of child protection policies is undertaken at Headquarter level, under the direction of the First Presidency and the Quorum of the Twelve Apostles.</p>	<p>CJCLDS has a large number of training materials, which are generally available to local leaders and members. CJCLDS also has a website specifically dedicated to the topic of abuse that is constantly updated.</p> <p>Training on policies and procedures begins with CJCLDS leaders. These leaders receive training at general conferences in the USA each year. The Europe Area Presidency of the Church meets with and provides training to stake presidents in England and Wales in an annual training meeting. Area Seventies meet with and provide training to stake presidents in training meetings held quarterly. Stake presidents meet with and provide training to bishops at least monthly. Stake presidents and bishops meet with and provide training in stake and ward leadership meetings at least monthly. Stake and ward leaders meet and train in their respective presidency and leadership meetings as required.</p> <p>CJCLDS has a mandatory training programme for all who work with children. This takes place online. It requires members to login individually using a username and password. Participation can therefore be tracked. The training will become compulsory for members working in England and Wales in 2-3 months' time.</p> <p>For those who do not work directly with children, they are invited by CJCLDS to undertake child protection training, but on a voluntary basis.</p>	<p>CJCLDS does not routinely undertake DBS checking because it is not mandated in law and because it considers that its clear, robust and well-managed policies, procedures and arrangements for safeguarding children minimise the risk of abuse and protect children and youth. CJCLDS is considering how it can more fully make use of these checks.</p> <p>CJCLDS does undertake ad hoc DBS checking, eg DBS checking was undertaken for all members who worked directly with youth of CJCLDS during the August 2019 'For the Strength of Youth' conference.</p>

<sup>791</sup> CJC000001

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
Church of Scientology (CS) <sup>792</sup>	Yes, there are a range of policies.	<p>The worldwide CS comprises thousands of Churches, Missions and Groups. They all recognise the ecclesiastical authority of the mother church, CS International, which is based in California.</p> <p>CS churches in England are staffed exclusively by volunteers, many of whom are members of a religious order. Overall management of CS in England is carried out from East Grinstead, but each individual Church also exercises a certain amount of autonomy and has its own head and executive council.</p> <p>All members of staff (and all Scientologists) have responsibility in relation to safeguarding. All are required to provide a written report to the Ethics Department of their local Church should they notice anything wrong, even if it is just matters that lead to a suspicion. Written reports may be preceded by a verbal report in cases of emergency. Depending on the seriousness of the matter, reports may be passed up to senior Ethics personnel and further escalated to the legal officer and the head of the local Church. Reports may then be shared with East Grinstead, including Massimo Angius – the person with overall responsibility.</p>	No.	<p>All staff are trained in CS policies and procedures as well as others that would help to safeguard children.</p> <p>CS has a constant programme of training staff and re-training staff where any weaknesses in their knowledge or skills is noticed. It is the policy that all staff spend at least 12.5 hours per week on training and development.</p>	<p>Before a person can become a volunteer staff member, a detailed review of their background is carried out, including any criminal history and their ethical record. DBS checks are carried out if they are likely to be involved with children.</p> <p>Trustees and staff who have worked closely with children have had checks since approximately 2002. CS has a target to do DBS checks on all staff.</p> <p>CS uses Atlantic Data Ltd for DBS checking.</p>
The Council of African and Afro-Caribbean Churches UK (CACC) <sup>793</sup>	CACC does not have a safeguarding policy of its own, but the individual member denominations are encouraged to have one.	<p>CACC has 33 member denominations, which are autonomous. It does not admit individual persons as members.</p> <p>CACC encourages its members to put in place safeguarding policies and to have officers-in-charge. It advises them to connect with thirtyone:eight (31:8). The implementation of policies is the responsibility of individual denominations and their branches.</p> <p>CACC does not have a safeguarding officer in place. Every member church puts their own officers in place. CACC cannot have such officers as it would mean imposing on member denominations and it would be very difficult to serve all of the churches from one place. Besides this, an officer would be a full-time paid role, which CACC cannot afford.</p>	CACC has not commissioned any external audits. CACC does not know if members have commissioned any audits.	<p>CACC, as an umbrella body, organises group training for its member churches on safeguarding for vulnerable adults, youth and children. The training is provided by 31:8. The training is delivered using booklets and audiovisual technology. 31:8 charges CACC and CACC spreads the cost among the participants.</p> <p>The training is compulsory but it is not forced on people: CACC just advertises and gives notice of the training. It is operated on a first-come first-served basis because there is always a limit to the number that can be trained at a particular time.</p>	Vetting and barring is carried out by member churches.

<sup>792</sup> COS000001

<sup>793</sup> CAC000003; CAC000004

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
<b>Council for Mosques (Bradford) (CFM)</b> <sup>794</sup>	<p>No. As CFM does not directly work with children, it has no policies in place in respect of safeguarding.</p> <p>CFM is not involved in the administration of child protection policies in its member organisations and is unable to provide information about this.</p>	<p>CFM is an unincorporated association. It is led by an elected executive committee of volunteers, which meets monthly to discuss matters of importance to the CFM and the Muslim community in Bradford. It has no authority to compel representatives of member organisations to attend meetings or to direct member organisations to take any particular action. CFM has no employees or staff of its own and all of its activities are carried out on a voluntary basis.</p> <p>CFM has no formal role in receiving and processing safeguarding/child protection complaints. It does not involve itself in specific allegations made against member organisations or individuals within those organisations.</p> <p>In relation to child safeguarding generally, CFM signposts member organisations to Bradford Council Children Services and the Bradford Safeguarding Children Board (BSCB) to obtain advice and support.</p>	<p>CFM has not commissioned any external audits or inspections of child protection practices and procedures. CFM does not have an internal process in place to audit or inspect the child protection practices and procedures of its member organisations and does not have the resources or funding available to undertake this.</p>	<p>CFM does not provide any training to its volunteers or to its member organisations in regard to child sexual abuse and has no qualified staff or resources to provide this. CFM does, however, signpost member organisations to Bradford Council Children Services, the BSCB and other relevant authorities for training.</p>	<p>CFM does not directly work with children and as such does not have a system of vetting and barring in respect of its own members.</p> <p>CFM is involved in signposting member organisations to the appropriate authorities and information to enable them to put in place appropriate child protection provisions, including vetting and barring.</p>
<b>The Druid Network (DN)</b> <sup>795</sup>	<p>No child protection policy and no child protection officer. DN does not directly engage with children. DN is an internet-based organisation.</p>	<p>See previous column: no safeguarding structure.</p>	<p>Not addressed in witness statement.</p>	<p>Not addressed in witness statement.</p>	<p>Not addressed in witness statement.</p>
<b>East London Mosque</b> <sup>796</sup>	<p>Yes, there is an institution-wide safeguarding policy, which covers child protection and has details of procedures for dealing with child abuse. It is reviewed annually.</p> <p>The first child protection policy and procedures were introduced in September 2002. This became part of a broader policy of 'Safeguarding Children and Vulnerable Adults' from 2015.</p>	<p>Not addressed in witness statement.</p>	<p>Not addressed in witness statement.</p>	<p>All staff in the full-time schools have Level 2 safeguarding training, while the senior leadership team members have Level 3 training.</p> <p>There is safeguarding awareness training for staff (including imams) who are not in regulated contact with children. In 2017, safeguarding awareness training was given to 51 staff members and project leaders, including all members of the senior management team, delivered by the London Borough of Tower Hamlets Children's Services.</p>	<p>Imams would only be DBS checked if they had a role involving dealing directly with children. Most of its imams are DBS checked. Currently, none of the imams are involved in the education services for children, for which dedicated staff are employed.</p> <p>Staff in regulated contact with children (ie who are with children without the presence of any other suitably qualified adult) are DBS checked.</p> <p>All trustees have enhanced DBS checks, renewed every three years as good practice.</p>

<sup>794</sup> CFM000001

<sup>795</sup> DRU000001

<sup>796</sup> ELM000020; ELM000024

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Evangelical Alliance (EA) <sup>797</sup>	Only since 2018, when the Charity Commission (CC) adopted a broader definition of safeguarding. But it is an umbrella body and doesn't work directly with children or young people.	Not addressed in witness statement. EA is an umbrella body that doesn't work directly with children or young people.	EA does not conduct audits of its members.  EA has not commissioned external audits or inspections of child protection practices or procedures. Its member churches may have done so, but EA would not be informed of this.	EA runs conferences for members that sometimes include a safeguarding element. It is unclear whether attendance at the conferences is mandatory.	EA does not undertake any regulated activities in respect to the Safeguarding Vulnerable Groups Act 2006 (SVGA). It has no systems in place or experience of vetting and barring.
The Federation of Synagogues (FoS) <sup>798</sup>	Yes.  FoS produces a Policies Handbook for synagogues that is distributed to constituent members. The most recent edition is from February 2017. These policies are compulsory unless the synagogues devise their own.	FoS member synagogues fall into two categories: constituent and affiliate synagogues. Constituent synagogues are in reality each a branch of the same charitable entity. Affiliate synagogues all exist and operate as their own legal entity and are merely linked to FoS to allow their members to become members of FoS Burial Society if they so wish.  FoS is headed by seven trustees. These are elected by FoS's Council for a one-year term.  FoS trustees are ultimately responsible in respect of child protection. There are named persons at the Head Office and at each synagogue who have been trained in safeguarding. The Child Protection Officer (CPO) is the designated named person within FoS with lead responsibility for child protection. The Deputy Child Protection Officer (DCPO) is similarly defined as the alternate designated named person within FoS with responsibility for child protection.  Each synagogue has an appointed and trained Designated Safeguarding Lead (DSL) who oversees and is the point of liaison for all matters of child protection. The appointments of DSLs within constituent member synagogues took place over the summer of 2019.  FoS does not currently have an internal process in place for auditing or inspecting child protection practices at a local level. There will be greater oversight now that DSLs have received training.	FoS has not commissioned any external audits or inspections of child protection practices in the last 10 years.	The current Child Protection Officer (CPO), the Deputy CPO and the FoS's Chief Executive have received one day's training from the Social Care Institute for Excellence (SCIE). The training took place in groups of trainees from across the UK Jewish community in summer 2017 and spring 2018. Reshet facilitated the training.  Ten DSLs from constituent member synagogues received one-day safeguarding training from SCIE at FoS's Head Office on 24 November 2019. FoS plans to run refresher training for DSLs annually.  FoS has given compulsory safeguarding awareness training to 14 Rabbis and 16 Rebbetzins. This is approximately 70% of community Rabbis and 80% of community Rebbetzins. Reshet delivered the training.  FoS pays for all the training and provides it at no cost to the participants. Currently there is no formal internal disciplinary procedure for failing to attend these training sessions.	All rabbinic appointments must undergo a DBS check prior to appointment.  According to FoS policy, all staff and volunteers who work directly with children should complete a DBS application form.  DBS checks are carried out by Swift Check (a DBS checking service) and administered by the DCPO, who is also the Human Resources and Communities Manager. FoS renews DBS checks every three years.

<sup>797</sup> EVA000001; EVA000021

<sup>798</sup> FOS000001

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
<b>General Assembly of Unitarian and Free Christian Churches (GAUFCC)</b> <sup>799</sup>	Yes: Safe and Sound.	GAUFCC operates solely at a national level. Regional and local Unitarian congregations and associations operate independently.  To support child protection, GAUFCC employs a part-time Safeguarding Officer (0.1 FTE). The role involves providing safeguarding support across the denomination and not solely child protection. The Officer is required to have a knowledge of safeguarding matters but there is not a specific type or level of safeguarding training that has been specified in the job description to date.	No.	GAUFCC does not offer safeguarding training to volunteers directly.  Volunteers at residential events will have received child protection training. As many of GAUFCC's volunteers are teachers or are involved in educating school-age children, GAUFCC asks to see a training certificate issued by their employer within the past three years. If they have not received any training, GAUFCC asks them either to attend relevant training within their local area or complete an online training course by either 31:8 or the NSPCC. GAUFCC pays all costs associated with the training.  GAUFCC signposts member groups to 31:8, as it has limited capacity to deliver training directly. Outside of its own programming, it cannot make child protection training compulsory as each member group is independent of GAUFCC.	Volunteer leaders assist with GAUFCC's youth activities. All applicants undergo a DBS check before participating as a volunteer leader. To support the Lead Recruiter with this process, GAUFCC uses 31:8 DBS checking service.
<b>Green Lane Masjid and Community Centre (GLMCC)</b> <sup>800</sup>	Yes, introduced in November 2014.  Separate policy for Madrasah, which was introduced in 2017.	GLMCC is administered at a local level. It is not part of any local, regional or national structures that can exercise authority or control over any of the practices at the centre.  GLMCC has four trustees. These, together with the general manager, the management team and the imams, hold responsibility for the management of the religious community. They also have appointed Safeguarding Leads.  The Safeguarding Leads are responsible for the whole of GLMCC. The individuals are paid and there is a minimum expectation in terms of hours.	No.	Yes. Imams and members of staff and volunteers dealing with children are required to undergo training.  There is online safeguarding training that is compulsory for all staff. This is run by EDUCARE. The content is Levels 1 and 2 and is free for participants. The training system has been in place for 12 months. It is compulsory, though there are no sanctions currently in place for failure to attend the training. GLMCC's leads are further trained to the level they require: their last training was an offsite two-day training course for safeguarding leads.  There is no special training for those delivering collective worship. The training is the same as the training received by staff. Imams at the mosque are not directly involved in any children's activities. One of the imams and some staff are currently undergoing voluntary faith leadership training at the University of Birmingham, which covers child protection. GLMCC is trialling this as a potential course for other key staff and imams.	Remunerated faith leaders at GLMCC (imams) lead collective worship. They are required to pass a DBS check.  All members of staff and volunteers dealing with children are required to complete a DBS check.  The following are required to undergo a DBS check: <ul style="list-style-type: none"> <li>• all staff and volunteers at the Madrasah;</li> <li>• all staff and volunteers involved with the Budding Believers Club;</li> <li>• all adults leading sessions at the Sports Clubs;</li> <li>• all scout leaders.</li> </ul>

<sup>799</sup> GAU000001  
<sup>800</sup> GLM000001



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<p><b>Gurdwara Sri Guru Singh Sabha Southall (GSGSSS)</b><sup>801</sup></p>	<p>The policies and procedures have been customised for GSGSSS.</p>	<p>GSGSSS is administered and controlled by an elected management committee of 21. It is elected by the membership every three years. The management committee appoints office bearers from among themselves. The management committee is responsible for day-to-day running along with paid staff.</p> <p>There is one appointed Safeguarding Officer who can interact with the child protection services via Ealing local council and national child protection agencies. The Safeguarding Officer is appointed by the senior trustees.</p>	<p>An external review of the GSGSSS's policies has been conducted as part of the training update programme in October 2019. GSGSSS is currently awaiting the report before considering its findings.</p>	<p>GSGSSS has run three Level 1 safeguarding for adults and children training days for its staff, the most recent of which was on 1 October 2019. A Level 2 officer and lead training course was scheduled for February 2020. The external consultant used to provide the training has a background as a local safeguarding core trainer who specialised in safeguarding development in faith settings.</p> <p>Every year, GSGSSS invites the police's safeguarding team to deliver educational talks to youth and parents at GSGSSS. Adult and Child Level 1 safeguarding training is offered for all those who may come into contact with children. The training, which is free, is delivered by an independent safeguarding consultant. Failure to attend the training would be picked up by the Office Manager and passed to the Safeguarding Officer.</p> <p>Approximately 60 individuals attended the Level 1 Safeguarding for Children and Adults training in late 2019. The training was delivered and certificates provided by an external safeguarding consultant. The group was a mix of staff and volunteers who may come into contact with children or vulnerable adults. The training is compulsory for those who run a regulated activity. There is a Level 2 training programme scheduled for regulated activity contact staff and volunteers.</p>	<p>All trustees are required to take a DBS check before they are eligible to stand in elections. This condition is codified in GSGSSS's governing document.</p> <p>DBS checks of all committee members are stored in the GSGSSS office.</p>

<sup>801</sup> GUR000001

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
<p><b>Guru Nanak Gurdwara Smethwick (NGS)<sup>802</sup></b></p>	<p>Yes. NGS has bespoke policies in place. It has a full child protection policy and a general safeguarding policy that trustees, staff and volunteers are obliged to follow.</p> <p>The policies are available to anyone who attends GNGS. They can be viewed by trustees and volunteers on the intranet and they are available in hard copy in the public information office.</p>	<p>There is no hierarchical system of clergy at GNGS as Sikhism promotes equality. Granthis have deep knowledge of the Sikh religion but they are not responsible for running the organisation. It is the board of trustees who are collectively responsible for the governance and day-to-day running of GNGS and for its management, operations and finances.</p> <p>In the board of trustees there are various positions of responsibility. There is a President, General Secretary, Management Committee and Congregation Board. The President is responsible for all aspects of running GNGS and has assistance from the General Secretary and other trustees. The Education Secretary is the trustee safeguarding lead with responsibility for child protection.</p> <p>GNGS employs an office manager and part of their role is to act as a Child Protection Designated Officer (CPDO).</p>	<p>Not addressed in witness statement.</p>	<p>Any trustee who comes into contact with children as part of their trustee role is required to have basic level safeguarding training. If trustees do not have a role that involves contact with children, safeguarding training is not mandatory for them, but GNGS encourages it and makes the option to attend available to them.</p> <p>GNGS runs safeguarding training for trustees that covers safeguarding for children and vulnerable adults. It uses external trainers who deliver training using GNGS lecture theatres. The training is paid for by GNGS and is free for participants. In the past, GNGS has used the company Tutor Care to source trainers. The training session in February 2020 was to be delivered by a member of the local council.</p> <p>Safeguarding training takes place annually or biannually, depending on demand and need. Each session is usually attended by approximately 12 people. All new trustees are encouraged to attend and are encouraged to go to refresher sessions if they feel they require it.</p> <p>Volunteers who work with or around children are encouraged to attend the safeguarding training. It is neither compulsory nor possible for everyone to attend. A lot of volunteers are illiterate and from the older generation, which means that organised training is not suitable for them. GNGS tries to raise awareness of safeguarding issues with them in its own way through discussions. The Granthis are not required to undergo compulsory training. Often they do not speak English, only Punjabi, so the training is not fit for them. It would be possible to offer child protection training in Punjabi. This would require finding someone who is both accredited to deliver child protection training and competent to deliver it in Punjabi. This has not been looked into in detail.</p> <p>GNGS is currently working on designing and implementing online safeguarding training courses, which it hopes to make available to trustees, staff and volunteers in the near future.</p> <p>In order to be a CPDO, the office manager has to undergo a series of training sessions.</p> <p>In January 2020, GNGS hosted two sessions about child online safety in conjunction with the NSPCC.</p>	<p>Services at GNGS are led by volunteer Granthis. The Granthis are not currently DBS checked. GNGS is in the process of applying for DBS checks for them via uCheck.</p> <p>New trustees may be subject to a DBS background check.</p> <p>GNGS's security guards are DBS checked.</p>

<sup>802</sup> GNG000001

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
Hindu Council UK (HCUK) <sup>803</sup>	Not addressed in witness statement.	HCUK is not directly involved with safeguarding and child protection issues but will support individual temples, families, schools or other religious organisations when approached. HCUK recommends that each individual temple has a robust child protection and safeguarding policy in places like schools and educational institutions.	Not addressed in witness statement.	Not addressed in witness statement.	Not addressed in witness statement.
Islamic Cultural Centre and London Central Mosque (ICC and LCM) <sup>804</sup>	<p>London Central Mosque School (LCMS), which is operated by the ICC, has a child protection policy in place. ICC does not have a child protection policy in place.</p> <p>At the time of making the statement, ICC was in the process of introducing, among others, the following policies with the assistance of its solicitors: safeguarding policy regarding child protection; child sexual abuse reporting policy; code of conduct regarding behaviour around children.</p>	<p>There are 25 trustees of the charity responsible for ICC and LCM.</p> <p>LCMS has designated safeguarding personnel, whose contact details are available to all students and parents via the noticeboard at LCMS.</p> <p>More generally, any incidents involving child abuse are to be reported to the Director General of the ICC and LCM. The matter would be investigated internally and reported to the police and LADO.</p>	<p>The National Resource Centre for Supplementary Education (NRCSE) supports the work carried out at LCMS. The NRCSE is instructed to carry out an audit of LCMS. It is provided with copies of policies that are in place and asked to check and review them. Once assessed, NRCSE provides a quality mark. This is carried out every academic year.</p>	<p>Due to the fact that ICC operates a school, it holds regular training sessions relating to child protection via the Child Protection Company. The most recent session took place on 5 January 2020.</p> <p>Following the last training exercise, all staff were required to complete a test to assess their understanding of the training given. Any staff members who failed the test would have had to take the training again. All staff passed on the first attempt with an average rating of 70%.</p> <p>Training is also provided annually to all staff members and volunteers in connection with safeguarding against child sexual abuse. Individuals who fail to attend are subject to an internal investigation and disciplinary action. Staff are also provided with access to online training courses via the Child Protection Company and are also obliged to take part in face-to-face training sessions.</p> <p>All staff employed as part of LCMS are required to take part in the training, for which they receive a certificate on successful completion. The requirement to take part in this training is made clear to all joining staff during and after the interview process. Records are kept in connection with the training undertaken by staff. Staff who refuse to partake in the training provided are subject to disciplinary action. Records of training are kept by the Head Teacher of the school. The records include up-to-date contact details for the individuals, a signature as confirmation of the training taken, along with a recent photograph.</p> <p>The ICC is currently in the process of increasing the number of training sessions held per year. The ICC is also considering preparing an update email or newsletter that would be circulated to staff on a quarterly basis to raise awareness and highlight any changes in legislation while providing updates released by government bodies.</p>	<p>In addition to the trustees there are 41 ICC employees and 12 volunteers, all of whom are subject to DBS checks.</p> <p>As with all employees and volunteers, imams are subject to enhanced DBS checks.</p>

<sup>803</sup> HCU000001

<sup>804</sup> ILM000001

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
<b>Liberal Judaism (LJ)</b> <sup>805</sup>	<p>LJ has some specific issues relating to vetting and barring with overseas volunteers. The current law in Israel is that it is not legal to ask a woman to be vetted and this means that LJ cannot get DBS checks for female Israeli staff on tour. LJ is working with other diaspora organisations to pressure the Israeli government to change the policy.</p> <p>LJ finds the definition of regulated activity to be unclear and unhelpful when it relates to youth workers. LJ would like a change in the law to reflect that youth work offers opportunities for privileged access to young people. LJ considers that anyone with pastoral or spiritual authority should be subject to vetting checks, with no exceptions, regardless of the current boundaries of regulated activity.</p>	LJ is a company limited by guarantee and is a registered charity.	LJ believes that the Charity Commission has the potential to regulate practice within the religious charity sector by offering support to check policies and procedures. LJ's perception of the current situation is that more funding and expertise is required.	LJ would find common training materials, resources, policies and procedures helpful. LJ would also support a common qualification for all leaders in faith settings, which should consider the variety of environments – from one-to-one tuition to large religious schools – and be renewable every three years. There should be compulsory training for all staff and volunteers in religious settings.	LJ believes that it should be mandatory for religious leaders or those in positions of authority to refer allegations or suspicions of child abuse to statutory authorities and that concealment of such should be a criminal offence. LJ would go further and say that this should apply to all staff and volunteers if child abuse is to be tackled properly and consistently.
<b>Manchester Beth Din (MBD)</b> <sup>806</sup>	Not addressed in witness statement.	<p>Beth Din is a Jewish court of law. Certain activities require a forum of three Dayanim [religious judges]. In addition, local Rabbonim are often called on to assist the Dayanim, especially in matters relating to the carrying out of the Get [divorce] procedure.</p> <p>MBD does not rule or hold hearings on any matters pertaining to child protection or child sexual abuse.</p>	Not addressed in witness statement.	MBD does not deal with cases of child protection and child sexual abuse, so there is no specific training regarding this subject.	Not addressed in witness statement.

<sup>805</sup> L1J000002; L1J000020

<sup>806</sup> MBD000001

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
Masorti Judaism (MJ) <sup>807</sup>	<p>MJ has a full range of safeguarding policies and procedures, which are reviewed annually by staff, outside experts and MJ's trustees.</p> <p>MJ first introduced safeguarding and child protection policies in the 1980s. For at least the last 10 years, the policies have been revised on an annual basis. The policies are designed to regulate MJ's directly managed youth activities and are not intended to regulate activities within MJ's independent member communities. However, MJ does make these policies available to communities on request for information and as a resource.</p>	<p><b>Basic structure of organisation</b> The membership of MJ includes nine constituent synagogues and a number of associate communities. Each community and synagogue is an independent, locally run group. MJ requires each member community to have an adequate safeguarding policy in place; MJ is yet to define what constitutes an 'adequate policy' and is currently engaged in a project to draw up guidelines on this.</p> <p><b>Safeguarding structure in local communities/synagogues</b> Child protection within local communities is usually handled by synagogue staff or trustees. Each local community has its own arrangements. Local communities are lay-led and are run by a board of trustees/company directors and by volunteers. The trustees have ultimate responsibility for child protection. In larger synagogues this is usually delegated to members of staff. Rabbis do not generally have specific child protection responsibilities.</p> <p>As an umbrella body, MJ's role has been advisory rather than regulatory. While MJ requires each member community to have a policy in place, it has not conducted any form of review or audit as to the nature of each community's provision.</p> <p><b>Safeguarding structure within MJ itself</b> MJ also operates its own youth work programmes and activities. In respect of these activities, overall responsibility for safeguarding is held by the trustees of MJ, who delegate operational responsibility to the deputy chief executive and to the youth director. The deputy chief executive, Rachel Sklan, is also MJ's DSL. Day-to-day responsibility for safeguarding sits with the youth director, Lucy Cohen. Both posts are full-time paid positions. The youth director is line-managed by the deputy chief executive, who in turn is supervised by the chief executive.</p> <p>Noam = the youth movement of MJ. There is a DSL (MJ's youth director) for Noam, with oversight by Noam's deputy chief executive.</p>	<p>Yes, to review safeguarding policies and procedures.</p> <p>MJ has not commissioned any external audits of child protection practices or procedures in the last 10 years.</p>	<p>There is a range of practice among the member communities. Larger synagogues generally provide safeguarding training to staff, whereas smaller groups are less likely to.</p> <p>Several synagogues send staff and volunteers to training provided by outside organisations such as Reshet.</p> <p>There is no particular training for faith leaders.</p> <p>As regards staff/volunteers who run MJ's directly operated child and youth provision (Noam): all staff and volunteers employed directly by MJ to work with young people are required to attend safeguarding training. The training is compulsory for all staff and volunteers and is free. MJ has been running this kind of training for over 20 years. Since 2017, approximately 350 individuals have participated in this training.</p>	<p>Each local Masorti community has its own arrangements for recruitment and DBS checks. These are not supervised centrally.</p> <p>In terms of MJ's own arrangements: all MJ staff members and volunteers whose role involves access to young people as well as MJ trustees are DBS checked when they take on their role and then every three years. This includes Noam – DBS checking is part of all staff and volunteer recruitment.</p>

<sup>807</sup> MAS000001

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
The Methodist Church in Great Britain (MCGB) <sup>808</sup>	<p>Yes. MCGB has a suite of safeguarding policy and procedural documents.</p> <p>There are appendices to the national policy that contain template policies for churches, Circuits and Districts. Each church, Circuit and District is obliged to have a policy that reflects the template.</p> <p>The Director of Safeguarding is responsible for proposing an annual action plan to the Safeguarding Committee, which includes developments in policies and procedures. In September 2018, the post of Safeguarding Policy and Development Officer was created in the CST.</p>	<p><b>Church, Circuit and District level:</b> Within each church, Circuit and District, there will be at least one person who is a safeguarding officer, who is responsible for leading and coordinating specific aspects of safeguarding.</p> <p><b>Church:</b> Overall responsibility for safeguarding in churches resides with the Church Council, which must appoint a safeguarding officer. This officer will liaise with Circuit and District Safeguarding Officers.</p> <p><b>Circuit:</b> The Circuit Meeting holds overall responsibility for safeguarding in the Circuit, including for the appointment of its Safeguarding Officer. The Superintendent Minister and the Circuit Safeguarding Officer work together to oversee the implementation of safeguarding policies, procedures and training requirements in churches within the Circuit.</p> <p><b>District:</b> At a District level, the District Chair and the District Policy Committee provide support and oversight for all ministers in implementing safeguarding policies and procedures in churches and Circuits. They must ensure that there is a structure to manage safeguarding concerns within the District. The District Safeguarding Officer (DSO) is employed by the District and plays a lead role in the promotion, practice and oversight of safeguarding across the District.</p> <p><b>Structure at a Connexional level:</b> There is a Connexional Safeguarding Team (CST) that oversees safeguarding at a Connexional level. In September 2018, Casework Supervisors operate at the Connexional level and supervise the work of DSOs.</p> <p>The CST is managed by the Director of Safeguarding, who reports to the Secretary of Conference and is accountable to the Safeguarding Committee. There may be up to 18 members of the Safeguarding Committee, of whom at least 10 must have relevant professional safeguarding experience.</p>	<p>Yes. MCGB commissioned an external audit of safeguarding practice in one case, although this was not a case that involved allegations of child sexual abuse. This was due to concerns arising via sources who did not feel able to support any process of complaint and it was considered that an audit would identify issues of safeguarding practice that might have contributed to the way the case was handled. CCPAS (now 31:8) was commissioned to audit the MCGB's practice.</p> <p>MCGB had a significant Past Cases Review (PCR), which took three years to complete and was completed by three independent safeguarding experts and three additional reviewers.</p>	<p>Yes.</p> <p>MCGB offers free safeguarding training with Foundation and Advanced Modules for those working directly with young people and those in representative roles. There are compulsory attendance requirements for each course for key groups.</p> <p>A full list of required attendees at each level is set out in policy. Failure to observe its provisions is a breach of the Methodist discipline. Each case of breach would be considered in order to reach resolution. A number of formal steps of increasing severity would be taken if the matter could not be resolved.</p> <p>Between 2017 and 2019, 42 people initially refused to attend training, most commonly pastoral visitors: 56% decided to undertake training following contact with a safeguarding officer/local minister; 23% decided to stand down from their role rather than undertake training; 16% were removed from their role. Of the remaining 5%, one was being followed up and one has undertaken training following adjustments to the delivery to facilitate their needs.</p> <p>Training is coordinated and overseen by the DSOs. They work in partnership with experienced trainers from the Methodist Learning Network to deliver the Advanced Module.</p> <p>The Foundation Module is delivered at Circuit level by volunteer trainers. All trainers are required to have attended specific training. Since July 2017, approximately 21,900 staff, volunteers and ministers have been trained in the Foundation Module. The course was originally created in consultation with the NSPCC.</p> <p>The Advanced Module was created to focus on those who might be required to take a leadership role in responding to safeguarding issues. The course is coordinated by DSOs. Since July 2017, 4,900 people have attended the Advanced Module.</p>	<p>Yes. All those required to undertake DBS checks must renew their applications every five years.</p> <p>All DBS checks for MCGB are undertaken by an independent company called Due Diligence Checking (DDC). Almost 12,000 DBS checks were processed in the last 12 months by the DDC for MCGB; 1.6% of applicants included some form of blemish or additional information, many of which were not linked to child sexual abuse.</p>

<sup>808</sup> MST000149; MST000152

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
<b>Muslim Council of Britain (MCB)</b> <sup>809</sup>	<p>Yes. MCB has a 'Child and Vulnerable Adult Protection Policy'.</p> <p>MCB does not play any role in the development of child protection policies and procedures for its member organisations.</p>	MCB is an umbrella body. MCB has trained and qualified DSOs who also act as advisers on safeguarding matters if required.	No.	The MCB does not provide any specific training to its members on safeguarding matters.	Routine DBS checks take place where relevant.
<b>The Network of Buddhist Organisations (NBO)</b> <sup>810</sup>	Yes, NBO did adopt safeguarding policies for child protection in 2017, which were adapted from Triratna's policies.	Not addressed in witness statement.	No.	NBO arranged training for its member organisations in safeguarding children. The training was delivered by 31:8 in December 2018. It was basic-level training.	As NBO does not work with children it does not have a vetting and barring procedure in place.
<b>Pagan Federation (PF)</b> <sup>811</sup>	Yes.	PF has a Committee that provides direction and guidance and is responsible for its activities. One of the members of the Committee is a Community Support Officer. There are Community Support Team managers who are under the general direction of the Community Support Officer. One of these managers is a Children and Families Officer. At present the Children and Families Officer is the internal safeguarding lead for children and young people. The Community Support Officer is the external and overall safeguarding lead.	Not addressed in witness statement.	<p>PF is in the process of developing training opportunities for its officers on safeguarding. Under the anticipated system, the line manager of a newly appointed volunteer is responsible for taking them through key policies, including the safeguarding policy.</p> <p>PF is also developing basic online training for all volunteers to cover safeguarding of children, young people and vulnerable adults. PF's two safeguarding leads are expected to keep up to date with legal requirements and best practice and feed this into training provided to other volunteers. To facilitate this, externally provided training and CPD will be made available to them.</p>	<p>At present PF does not ask for DBS checks, partly because of the cost and partly because of the current range of activities.</p> <p>Vetting is difficult – PF has found it difficult to obtain DBS checks through the Federation, the DBS service suggesting that individuals should apply for their own DBS checks, regardless of their volunteer status.</p> <p>In positions such as hospital and prison ministry, it is an expectation that officers reveal any convictions. PF is moving towards a position where all officers are expected to disclose any criminal convictions. Currently, in many cases of events where children and young people are likely to attend, PF frequently has at least one of the event organisers who is employed in a field requiring a DBS check for working with young people in their professional lives.</p>

<sup>809</sup> MCB000001

<sup>810</sup> NBO000001

<sup>811</sup> PGF000002

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
Reform Judaism (RJ) <sup>812</sup>	Yes. It was written by RJ's DSL and reviewed by its Chief Operating Officer and a solicitor. It is updated every three years or when required if legislation changes.	<p>RJ is a membership organisation to which Reform Synagogues (not individuals) affiliate through membership fees.</p> <p>Each Reform Synagogue is independent and autonomous. Each synagogue completes an annual return to RJ, which includes a requirement to confirm they have a Safeguarding Policy and a DSL. There is no authority or enforcement structure as each synagogue is an autonomous entity.</p> <p>RJ's DSL is its Wellbeing and Inclusion Manager. This is a full-time paid post, working flexible hours to respond to needs. She has an enhanced DBS check, Level 3 Safeguarding Training via SCIE and is managed by the Chief Operating Officer and Senior Rabbi.</p> <p>RJ includes RSY-Netzer – Reform Synagogue Youth – RJ's youth organisation, which offers residential day camps for children aged 5–17 led by young leaders aged 17–23.</p>	No.	<p><b>Training for synagogues</b> RJ offers its synagogues:</p> <ul style="list-style-type: none"> <li>i) access to online Safeguarding Training Level 2;</li> <li>ii) development sessions for DSLs in Reform Synagogues, who are also advised to complete the Local Authority training for this role;</li> <li>iii) awareness-raising sessions for trustees in order that they are aware of what safeguarding is and what their responsibilities as trustees are – these are led by the DSLs of RJ and Liberal Judaism jointly.</li> </ul> <p>This training is optional.</p> <p><b>Rabbinic training</b> Rabbinic training is provided by Leo Baeck College, an independent institution. RJ provides Level 1 Safeguarding training to Rabbis annually.</p> <p><b>Training within RJ</b> RJ has a Trustee Board consisting of members of Reform Synagogues, who are strongly encouraged to attend Trustee Safeguarding sessions in-house. RJ's DSL has completed Level 3 DSL Safeguarding Training via SCIE. She completes DSL training every three years.</p> <p><b>RSY-Netzer:</b> Welfare Officers are required to undergo safeguarding training; without this they cannot work at events. All leaders undertake Level 1 Safeguarding Training as part of their initial leadership training and they require an annual update for this. Most leaders attend in person; those unable to do so complete Educare's L2 Safeguarding Young People e-learning.</p>	<p>All leaders at RSY-Netzer camps have an enhanced DBS check every three years. Welfare Officers are also required to have an enhanced DBS check.</p> <p>Those who lead RSY-Netzer activities in individual Reform Synagogue Youth Groups also have enhanced DBS checks.</p> <p>Staff and volunteers of RJ are required to have DBS checks in accordance with National Guidelines.</p> <p>RJ's DBS checks are carried out via u-Check.</p>

<sup>812</sup> RFJ000010



Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
<p><b>Religious Society of Friends in Britain<sup>813</sup> (Quakers)</b></p>	<p>The British Yearly Meeting (BYM) has a safeguarding policy. It is not clear how many of the area meetings have a policy. Some are attached to the statement.</p> <p>Current version of BYM policies: Safeguarding Policy (June 2017); Safeguarding Procedures (March 2019).</p> <p>Not clear when previous policies were last updated.</p>	<p>Both at the national level and at the area level. Area meetings are (mostly) registered charities in their own right and legally responsible for their own safeguarding arrangements.</p> <p>At the national level, the Quaker Life Central Committee is the committee with responsibility for safeguarding.</p>	<p>In most cases, oversight is internal. Internal oversight of the BYM policies rests with the trustees. In area meetings, oversight rests with trustees but is sometimes delegated to the area meeting safeguarding coordinator. Practice varies.</p> <p>In 2018, the BYM commissioned an external audit of its safeguarding practices, partly in response to concerns raised by a staff member. In late spring 2019, BYM commissioned an external audit of its historic safeguarding records. The work is ongoing.</p> <p>There is no regular pattern of external audit nationally or at the area level.</p>	<p>At BYM level: JNC qualification is mandatory for certain roles.</p> <p>BYM organises a non-mandatory biannual conference for area meeting safeguarding coordinators.</p> <p>Local meetings: Volunteers are not required to undertake any training.</p>	<p>DBS checks are carried out on those who directly support children's activities/ are involved in regulated activity but not routinely on elders, overseers and clerks who don't meet these criteria. DBS checking is administered by an external organisation, Due Diligence Checking (DDC).</p>

<sup>813</sup> QUA000001; QUA000014; QUA000021

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
Salvation Army (SA) <sup>814</sup>	<p>'Safe &amp; Sound'. Each SA Church is required to adhere to the policy.</p> <p>See para 116 for list of policies.</p>	<p>Hierarchical structure.</p> <p><b>Local:</b> Each local Church has a Commanding Office (CO) who is its head. They are the safeguarding lead for the Church. Volunteer local officers may be appointed to assist.</p> <p><b>Regional:</b> The Divisional Commander (DC) is the safeguarding lead for the region. They will appoint a number of Area Safeguarding Advisers (ASAs) to assist. Direction, training and support for the ASAs are given by the Safeguarding Department (the territorial, ie national, HQ)</p> <p><b>National:</b> Director of Safeguarding (Dean Juster) leads a team of staff – Safeguarding Department.</p>	<p>There are internal audits. There is an Internal Audit Department.</p> <p>Safeguarding Audit of every SA Church carried out every three years.</p> <p>In 2011 an external inspection of the SA UK Territory child protection policies, processes, practices and procedures was voluntarily commissioned. It was carried out by Praesidium Inc, a US-based risk-management company.</p>	<p>Yes, mostly mandatory.</p> <p>Divisional Youth Specialist (paid youth worker) will assist in providing child protection training.</p> <p>Safeguarding Department writes and provides child protection training for all personnel.</p> <p>The CO is required to facilitate the safeguarding Level 1 training course 'Safe &amp; Sound for Everyone' for all members of the congregation.</p>	<p>Yes.</p> <p>SA has assessed all of its role and job descriptions for whether the criteria are met for a DBS check and the level of check required.</p> <p>Local Officers are checked prior to appointment.</p> <p>All staff and volunteers at events are required to have a DBS check.</p>
Shree Hindu Temple and Community Centre (SHTCC) <sup>815</sup>	<p>Yes, there are various policies which were last updated in November 2019. Unclear when first created.</p>	<p>There is a management committee consisting of three trustees, six office bearers and a committee of up to 11 members and a further five co-members who are elected and appointed at the AGM.</p> <p>An officer responsible for child protection and safeguarding, ie a DSO, is not currently in place. Any concerns are referred to the SHTCC Office.</p> <p>Currently no system in place for recording disclosures, concerns or allegations of child sexual abuse/child abuse, or managing any such concerns and allegations.</p>	<p>No.</p>	<p>No formal training relating to child protection or child sexual abuse has taken place at the SHTCC. There are informal arrangements that include verbal instruction to refer to the team leader if any concerns or allegations arise.</p>	<p>It appears not. DBS checks are in the process of being updated for all SHTCC staff, Office Bearers and Committee Members.</p>

<sup>814</sup> SVA000048

<sup>815</sup> STC000001

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
<p><b>The S&amp;P Sephardi Community (S&amp;PSC)<sup>816</sup></b></p>	<p>Yes. In September 2017, a child protection and safeguarding policy was implemented by S&amp;PSC following a review with Reshet.</p> <p>The revised Safeguarding Children policy was produced in November 2019 and is available on the community website. All staff and lay leaders have been made aware of the policy, which they have been encouraged to read and understand.</p>	<p>The community is a three-synagogue model that is managed through a central office responsible for the back-end office processes. There are three Rabbis who preside over the three synagogues and who are responsible for the ecclesiastical services and pastoral care of their own local community, in addition to a Senior Rabbi who serves across all three communities.</p> <p>There are nine corporate trustees who have overall accountability for the charity. They are elected according to a defined set of rules. The responsibility for day-to-day operations and running of the charity is delegated to the Chief Executive. The Chief Executive works closely with and is line-managed by the President of the Board.</p> <p>A nominated trustee from the Board of Trustees is the safeguarding link trustee. He has overall accountability for overseeing and ensuring child protection and safeguarding policies and processes are in place in the charity.</p> <p>The Chief Operating Officer, who joined in November 2018, is the deputy DSL. He is responsible for ensuring that all members of staff who work with or who come into contact with children on a regular basis are appropriately recruited and adequately trained.</p> <p>At the Sunday school, the Rabbi who oversees the school is the DSL.</p>	<p>Not addressed in witness statement.</p>	<p>The nominated safeguarding trustee is in the process of receiving safeguarding training using the NSPCC child protection for school governors online course.</p> <p>In November 2015 all S&amp;PSC Rabbis were invited to a seminar on child protection. This was an interactive session attended not just by Rabbis and lay leaders but also Barnet's dedicated team of social workers and police officers to explain the role of the statutory authorities and the charity's interaction with them. All Rabbis from S&amp;PSC attended the training day.</p> <p>In September 2017, following discussions with Reshet, safeguarding training was delivered for key members of the volunteer community who had regular contact with children. The course was provided and delivered by SCIE. The training was also attended by the Rabbi who has overall responsibility for the Sunday school. A further course on Vulnerable Adults was also provided a week later.</p> <p>The Chief Operating Officer is the deputy DSL. He completed training in the NSPCC Child Protection for Schools and NSPCC Safe Recruitment in Education online courses in November 2019.</p> <p>At the Sunday schools, the Rabbi who oversees the school is the DSL. He completed training in 2017 and November 2019. All teachers at the Sunday school have mandatory training on safeguarding children as part of their induction process. All new teachers would be expected to attend the course. Failure to attend the course would be a disciplinary offence unless there were reasonable grounds. Staff would not be allowed to commence work until the training was completed.</p> <p>All Dayanim (judges in the Sephardi Beth Din) were to have completed training in 'an introduction to child protection' (NSPCC online) by December 2019.</p>	<p>All those working in the Sunday school have enhanced DBS checks prior to employment.</p> <p>Whether a new faith leader is employed or a new member of staff, if the role meets the criteria for an Enhanced DBS, the individual would be subject to a check.</p>

<sup>816</sup> SPI000001

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
<b>Triratna Buddhist Order and Community (TBOC)</b> <sup>817</sup>	<p>Yes. Published first model safeguarding policies for the protection of children and adults in 2015.</p> <p>In 2015, every centre and retreat centre in the UK was advised to adopt its own policies. As far as is known, nearly 100% compliance was achieved.</p> <p>TBOC's model policies for 2019 are available on their main web platform.</p>	<p>Formal, centralised safeguarding work began in TBOC in 2015, though some individual TBOC charities already had policies in place before that time.</p> <p>In 2015, every centre and retreat centre in the UK was advised to appoint its own safeguarding officer. As far as is known, nearly 100% compliance was achieved. Some large centres appointed two safeguarding officers.</p> <p>From 2016, TBOC employed a central safeguarding officer with responsibility for maintaining TBOC's policies and other guidance. This central safeguarding officer is employed by the TBOC Chairs' Assembly, a charity run by the chairs of all of TBOC's centres and retreat centres in Europe. In 2017, she was joined by a member of the Order who is very senior in the probation service and who works as a voluntary adviser.</p> <p>The central TBOC safeguarding team provides the safeguarding officers and chairs of centres/retreat centres with advice, model policies and guidance documents.</p> <p>The TBOC safeguarding team is part of the TBOC Ethics Kula, which meets several times a year, online and in person, to discuss key cases and policy and where necessary to oversee any disciplinary proceedings. The Ethics Kula includes two members of the body that oversees TBOC's ordinations and overall spiritual direction: the College of Public Preceptors. This ensures that safeguarding is kept on the agenda at the highest level.</p> <p>The safeguarding team is autonomous to the extent that it will report concerns to the police independent of others' thoughts on the matter.</p>	<p>TBOC's safeguarding, including child protection provision, is just four years old and TBOC is still in the setting-up phase.</p> <p>In May 2019, TBOC approached SCIE, asking them to:</p> <p>a) review its safeguarding procedures and policies overall;</p> <p>b) conduct a Serious Case Review of TBOC's handling of a particular case;</p> <p>c) advise on the introduction of an external reporting service.</p> <p>TBOC was to talk further with SCIE in October 2019.</p>	<p>Training is offered regularly, and is strongly recommended, to all safeguarding officers, trustees and others who run centres. It is not compulsory.</p> <p>In 2016, TBOC's safeguarding officer put on two national training days for TBOC safeguarding officers and trustees: one on child protection and one on safeguarding adults, with a trainer from 31:8.</p> <p>Many TBOC safeguarding officers and trustees have attended training days put on by the Network of Buddhist Organisations UK using the same trainer from 31:8.</p> <p>All TBOC safeguarding officers have been sent details of low-cost online child protection training provided by the NSPCC.</p> <p>TBOC's central safeguarding officer ran free training sessions with six leadership groups within TBOC during 2018.</p>	<p>Guidance is given as follows:</p> <p><i>"Where members of TBOC work with children, paid or as volunteers, regularly or on a one-off event, they must have an enhanced DBS check and this is applied for by the relevant charity ..."</i></p>
<b>Union of Orthodox Hebrew Congregations (UOHC)</b> <sup>818</sup>	<p>Not being a provider of services for children, UOHC has not in the past had a child protection policy.</p>	<p>Not addressed in witness statement.</p>	<p>No.</p>	<p>UOHC does not operate synagogues or appoint congregational rabbis. Thus UOHC does not provide child protection training to rabbis.</p> <p>Interlink Foundation has been active in the last decade in promoting strong safeguarding practice in community settings and UOHC has supported its work.</p>	<p>UOHC provides a DBS check facility whereby the UOHC assists community organisations to carry out DBS checks on staff and volunteers.</p>

<sup>817</sup> TBO000001

<sup>818</sup> OHC000001; OHC000007; OHC000009

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
<p><b>United Reformed Church (URC)<sup>819</sup></b></p>	<p>Yes. There are currently three main documents that provide detailed guidance on URC's child protection and safeguarding adults and signpost people to further resources, specialised information and support.</p> <p>This is being replaced by the next edition of URC's safeguarding policy, <i>Good Practice 5: Safeguarding for Children and Adults at Risk</i>. This will constitute the only safeguarding policy and guidance document for all levels of URC and combine best practice on all forms of abuse and practices of safeguarding.</p>	<p>URC has a conciliar structure: authority and governance is administered through the councils of the URC. These are the local church and elders meeting (local level), synods (regional in England and one in Wales) and General Assembly (the denomination's key decision-making body). The General Assembly meets biannually (annually after 2020) and acts through its executive body, Mission Council.</p> <p>At the local level, responsibility for child protection and safeguarding in general rests with each local church and its elders, who need to ensure that safeguarding coordinators are appointed as the designated safeguarding people for the whole congregation. Local churches also appoint a Church Safeguarding Coordinator (CSC) and a deputy if possible.</p> <p>At Synod level, there are Synod Safeguarding Officers (SSO). SSOs are responsible for overseeing all aspects of safeguarding in the Synod, maintaining a register of local CSCs, organising and delivering safeguarding training across the Synod and monitoring how local churches are organising safeguarding by asking them to fill in annual church returns.</p> <p>When a child protection concern or issue occurs, the SSO is the first point of contact for all local churches in the Synod. The SSO liaises directly with the CSC to establish the full facts and ensure that a URC Incident Reporting Form is completed. The role of the SSO is to guide and advise the CSC.</p> <p>At the denominational level, the Safeguarding Advisory Group (SAG) is the main safeguarding advisory body of URC. Its role is to oversee the development and implementation of safeguarding policies across the whole denomination. The Synod Safeguarding Practice Group (SSPG) meets three times per annum and comprises all SSOs and establishes and implements good practice standards for safeguarding and protection of people throughout the Synods of the URC.</p>	<p>Not addressed in witness statement.</p>	<p>31:8 has provided training for local CSCs and ministers and is soon to offer specialist training for church trustees.</p> <p>Those candidates accepted for ordination with a view to eventual ministry within URC undergo training. At the beginning of their training, the candidates must undertake safeguarding training before starting any placements.</p> <p>There is a requirement for SSOs to be professionally qualified or qualified by experience in safeguarding children and adults at risk. SSOs normally hold a relevant qualification, have extensive experience in similar or relevant fields of work or are level 3 (or above) trained in child protection and safeguarding. They are required to keep current in legislative and good practice and renew their training every three years.</p> <p>From 1994 onwards, URC created a range of safeguarding awareness and training materials. Training is available for Ministry of Word and Sacraments students (MWSs), Church-Related Community Workers (CRCWs), lay preachers, elders, children and youth workers, safeguarding coordinators and anyone engaged with children and young people in local church activities.</p> <p>Safeguarding training is delivered in two programmes: (i) Safer Sacred Space and (ii) Basic Safeguarding Training. Both are free to all participants.</p> <p>i) In 2015, Mission Council agreed that the first mandatory training for MWSs and CRCWs was Safer Sacred Space. Since then, Safer Sacred Space has been the only compulsory training that is focussed on safe boundaries and includes safeguarding awareness. Failure to attend Safer Sacred Space training is a disciplinary offence. Since 2017, 120 MWSs and CRCWs have attended initial or refresher training .</p> <p>ii) Basic Safeguarding Training is run by synods. It may be delivered by the SSO or by a separate trainer. In 2018, Mission Council, in alignment with the recommendations of the PCR report, agreed that safeguarding training is mandatory for MSWs and CRCWs and those working with children and young people. Since 2017, 2,793 individuals in England and Wales have attended URC's safeguarding training.</p> <p>Child protection and safeguarding training is not compulsory for elders or lay people responsible for delivering collective worship or having pastoral authority over others.</p>	<p>Those candidates accepted for ordination with a view to eventual ministry within URC are subject to a DBS check when they begin their training. A further check is made before their first appointment and at five-yearly intervals thereafter.</p> <p>Those who are seeking to appoint individuals to work with children – whether at local, synod or denominational level – are required to request a DBS check of the appropriate kind. URC administers DBS checks through the umbrella body Due Diligence Checking Ltd (DDC). The eligibility for a DBS check for URC job roles has recently been reassessed to conform to current legislation.</p> <p>DBS checks are carried out for all paid staff and volunteers involved in working with young people, including MWSs, CRCWs, children's and youth workers. DBS checks are also carried out for all those who want to become ministers in the Church. All students are checked before they start training.</p>

<sup>819</sup> URC000001

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
United Reformed Church (URC) – continued				URC is currently developing the framework of safeguarding training across the denomination to ensure a standardised approach to training and development for all those engaged with children in the life of URC.	
United Synagogue (US) <sup>820</sup>	Policies in place.	<p>National level: The Board of US Trustees appoints various different sub-committees. These are allocated responsibility for specific areas. There is no child protection or safeguarding sub-committee. There is a designated Child Protection Trustee whom the professional staff inform and involve in any difficult or challenging child protection cases, as needed.</p> <p>Responsibility for all child protection matters is taken centrally by the Centre [the US administrative centre] and as such all ultimate decisions are made by the Centre. Within the Centre there is a Safeguarding Team that comprises a Child Protection Officer, a Head of Safeguarding and three other named individuals. The Child Protection Officer is the designated named person for safeguarding children and young people within the organisation and has lead responsibility at a strategic level. The Head of Safeguarding acts as a source of advice, support and expertise to all representatives on matters of safeguarding and takes lead responsibility on all reported concerns and child protection referrals. There is also a Child Protection Coordinator who deals with vetting and training staff. That person also records attendance at training and makes checks as to the watching of the video and reading of the policy by employees/volunteers.</p> <p>Local level: On a local level, there are Community Safeguarding Coordinators (CSCs) who are tasked with being US's 'eyes and ears' in the community and with dealing with any safeguarding concerns within the community.</p>	Not addressed in witness statement.	<p>Every US Trustee who is elected undertakes an induction process, which includes exploring issues of safeguarding, watching a child protection video and reading the child protection policy.</p> <p>Approximately four times each year, Child Protection Awareness training sessions are convened. This training has been mandatory since November 2015 for all employees who interact with children. It is delivered by Education Child Protection, a specialist training company. Attendance once every three years at one of the training sessions is compulsory for all US employees who may require any level of DBS check. The Centre Safeguarding Team attends this training every three years.</p> <p>DSL/Advanced training is provided for those in 'The Centre' staff child protection team. Each of these employees is required to repeat this training every two years.</p> <p>Should a member of staff not cooperate with the requirement to have a DBS check or not attend the required training, it is a disciplinary offence. They would be suspended without pay until such time as they have rectified the situation.</p>	<p>US aims that all volunteers whose role involves unsupervised contact with children will be subjected to a DBS check. US acts on the basis that the correct criterion for a DBS check is a person who might have unsupervised contact with a child.</p> <p>All those who are recruited to senior positions in US, including all Rabbis and any employees and volunteers who have contact with children, are subject to DBS checks and required to attend the training.</p> <p>Employment of staff: US uses a service provided by GBG Online Disclosures, which is a criminal record-checking provider. In partnership with GBG, a list of US job titles requiring DBS checks was compiled and the level of check required for each role – basic or enhanced – was identified. All employees of US are employed centrally; DBS checks are carried out in relation to all individuals who are offered employment by US in one of the roles identified in the list.</p> <p>Volunteers There are volunteers who help with either central (Centre) or local (individual synagogue-led) initiatives. For local initiatives, the Centre relies on the individual synagogues to inform them of who the volunteers are and what their roles entail. All volunteers whose roles require it (as identified by GBG) are subject to a DBS check.</p>

<sup>820</sup> UNS000001; UNS000015

Organisation	Child protection policies	Brief overview of overall structure and child protection structure	External audits	Training	Disclosure and Barring Service (DBS) checks
Vishwa Hindu Parishad UK (VHP) <sup>821</sup>	All branches have safeguarding policies in place. The policies are at a local level.	<p>The VHP has branches all around England. Each branch has a Local Management Committee, which reports to the Central Working Committee and the Board of Trustees.</p> <p>Each branch has one person in charge in relation to child protection. If there were any allegations of complaints, this would be reported to the person in charge.</p>	Not addressed in witness statement.	<p>The volunteers at VHP are not specifically trained. Training differs in each branch. Each branch offers local Council training to any volunteers who would like training or any further training. Training is not compulsory as the staff at VHP are all volunteers. Any training that is offered is free.</p> <p>Three years ago VHP invited the National Hindu Welfare Association to talk to parents and teenagers to raise awareness on grooming. This will be repeated as and when awareness is needed.</p>	<p>It is recommended that all staff are DBS certified, especially those who interact with children.</p> <p>All volunteers who interact with children are DBS certified.</p>

<sup>821</sup> VHP000001