Child Protection Code of Conduct
Nalanda Trust (North London Buddhist Centre)

Approved by the Council of Trustees on: 23 Sept 2026

Read alongside the **NLBC Safeguarding Policy**, you can find it in the footer of our website.

Once a year, every employee, trustee, teacher and those supporting our events will be asked to read and sign this code. (Anyone taking on a role involving children under 18 must sign it before they start). This code of conduct is for your own protection as well as for the protection of people under 18.

I will

- Treat all children and young people with respect and kindness.
- Respect a young person's right to personal privacy.
- Encourage young people and adults to point out attitudes or behaviour they do not like.
- Remember that someone else might misinterpret my actions, particularly physical contact, no matter how well-intentioned
- Challenge unacceptable behaviour, and report every allegation or suspicion of abuse to the Safeguarding Officer — however small it seems, and even if I am not sure.
- Follow the NLBC Safeguarding Policy, you can find a link to it in the footer of our website.
- **Ensure that, whenever possible, there is more than one adult present during activities with people under 18 (or at least that we are within sight or hearing of others).**

I will not

- Have sexual contact with anyone under 18 whom I teach, mentor or lead. As I would be in a position of trust, this is a criminal offence even where the young person over 16 and consents.
- Have inappropriate physical or verbal contact with children or young people.
- Make suggestive or derogatory remarks or gestures in front of children or young people.
- Show favouritism to any child, or let a young person come to see me as their favourite adult.
- Use my involvement with young people to meet my own need for attention, admiration or friendship.
- Be alone with a child under 18 out of sight or hearing of others, or meet one individually except on the terms set out in the Safeguarding Policy.
- Contact anyone under 18 by phone, text, email or social media unless the Safeguarding Officer has confirmed in writing what has been agreed with their parent or guardian.
- Give a lift to anyone under 18 in connection with our activities, unless all the conditions in the Safeguarding Policy have been met.
- Allow someone who may pose a risk to children to have contact with children.
- Promise a child that I will keep what they tell me secret.
- Exaggerate or trivialise child abuse issues.
- Rely on my good name, or that of the Centre, to protect me.
- Assume that "*things like that could never happen here*", or "*they would never do a thing like that*".

If I am worried about a child:

- I will tell the Safeguarding Officer (**safeguarding@northlondonbuddhistcentre.com**).
- If a child is in immediate danger, I will also phone the police without hesitation.
- I know that deciding whether a concern is serious enough to act on is not my job, and raising a concern in good faith that turns out to be unfounded will never be held against me.