



SGSS06 Invasion or Attack on Gurdwara Procedure

SGSS06 Invasion or Attack on Gurdwara Procedure	1
Introduction	1
Scope	1
Definition of a complaint	2
Mitigation actions – Community Engagement	2
Preparation and Prevention	2
Immediate Response	2
Post Incident Actions	2
Advocacy and Legal Measures	3
Incident Management	3
Review	3
Risk Mitigation Matrix	4
L – Ranking the likelihood	4
C – Ranking the consequences.....	4
Risk Assessment Form	4

Introduction

This (DRAFT) procedure sets out an overview of investigation, mitigation and response actions required if the Gurdwara is placed under a threat of invasion or attack.

Avoiding and responding to an attack on a Gurdwara requires a comprehensive strategy that includes preparation, immediate response, and post-incident actions

Scope

This procedure applies to all individuals who use the services or participate in the activities provided by SGSS, including but not limited to beneficiaries, participants, volunteers, employees and other stakeholders. The Trustees are accountable to its execution.

Definition of a complaint

An invasion or an attack on the Gurdwara constitutes to the disruption to the operations of the Gurdwara and the services it provides.

Mitigation actions – Community Engagement

- Building Relationships: Establish strong relationships with local law enforcement, fire departments, emergency services.
Invite law enforcement to visit the Gurdwara and participate in community events.
- Interfaith and Community Outreach: Engage in interfaith dialogues and community building activities to foster mutual understanding and solidarity.
Partner with other religious and community organisations to promote inclusivity and tolerance.
- Public Awareness Campaigns: Educate the broader community about Sikhism and the role of the Gurdwara to dispel misconceptions and reduce prejudice.
Use social media and local media outlets to spread positive messages and the Gurdwara's contributions to the community.

Preparation and Prevention

- Security Assessment: Conduct a thorough risk assessment to identify potential threats.
Evaluate the physical security of the building, including entrances, exits & potential vulnerabilities.
- Security Measures: Install security systems (CCTV), alarm systems and **access control systems**.
Consider hiring security personnel or organising a volunteer security team.
Use access control mechanisms to restricted areas.
Ensure proper lighting around the building and parking areas to deter malicious activity.
- Training and Drills: Train volunteers and staff on emergency procedures and how to recognise suspicious behaviour.
Conduct regular drills, including lockdown, evacuation and active scenarios.
- Communication Plan: Establish a clear communication plan for notifying law enforcement, emergency services and congregation members in the event of an attack.
Ensure everyone knows how to contact emergency services quickly.
Designate spokespersons to handle media inquiries and provide accurate information.
- Community Engagement: Build relationships with local law enforcement and first responders
Encourage community members to report suspicious activities.
- Engage strong relationships with local law enforcement, fire departments, emergency services.
- Alarm Systems: Install panic buttons and alarm systems that can immediately notify enforcement agencies in case of an emergency.
- Provide a way for community members to report suspicious activity anonymously.
Ensure these reports are taken seriously and investigated promptly.

Immediate Response

- Stay Calm: Encourage everyone to remain as calm as possible and follow the established emergency procedures
- Evacuate or Shelter in Place: Depending on the nature of the threat, decide whether to evacuate or shelter in place.
- Implement your Contingency Plan.

Post Incident Actions

- Ensure Safety: Confirm that the threat has been neutralised and it is safe for everyone.
- Communication: Inform all congregation members and their families about the situation and provide updates as needed.
Coordinate with media representatives through a designated spokesperson.

- Psychological & Emotional Counselling and Support: Provide access to counselling and support services for those affected by the attack.
Facilitate support groups and community healing activities.
- Resilience Building: Encourage community resilience by promoting unity, solidarity, and collective healing.
Organize workshops and seminars on coping strategies and resilience-building.
- Review and Improve: Conduct a post-incident review to evaluate the response and identify areas for improvement.
Update security measures, training programmes and emergency procedures based on the findings.
- Rebuilding: Repair any physical damage and reaffirm the community's values and commitment to safety and resilience.

Advocacy and Legal Measures

- Hate Crime Legislation: Advocate for strong hate crime legislation and policies at the local, state, and national levels.
Work with legal experts to understand and utilize these laws to protect the community.
- Legal Preparedness: Ensure the Gurdwara has legal representation familiar with hate crime and civil rights law.
Be prepared to take legal action against perpetrators of hate crimes.

By taking these proactive steps, a gurdwara can create a safer environment for its congregation, reduce the risk of racist attacks, and ensure a prepared and resilient community.

Incident Management

On being made aware of such a threat, the General Secretary and the Contingency Planning Officer will gain as much information as possible to assess the level of the threat, its risks and mitigation steps. Key contacts:

- Independent Advisory Group IAG / Metropolitan Police
- London Borough of Hounslow
- Hounslow Friends of Faith
- Sikh Volunteer Group(s)

Review

This policy and procedure will be reviewed annually by SGSS's Trustees to ensure it remains effective and relevant.

Likelihood [L]

Consequences [C]

Risk Level R(Red) A(Amber) G(Green)

Risk Mitigation Matrix

L – Ranking the likelihood

1 Improbable

2 Unlikely

3 Possible

4 Likely

5 Probable

C – Ranking the consequences

1 Minor injury

2 Moderate injury

3 Significant injury

4 Single fatality

5 Multiple fatalities

L	5				
	4				
	3				
	2				
	1	2	3	4	5
C					

Risk Assessment Form

Subject of risk assessment:		Work activity & location:				
Reference No:		Dept/Section:				
Date completed:		Signed:				
RA team members		Line Manager:				
Hazards identified Harmful consequences	Existing control measures	Residual risk R A G L C R			Actions required & target date	Person responsible

Continue with extra lines if needed.