



Reform Judaism and RSY-Netzer Child Safeguarding Policy

Reform Judaism and RSY-Netzer (trading names the Movement for Reform Judaism, MRJ) are committed to promoting the Safeguarding of Children and protecting them from harm. Reform Judaism and RSY-Netzer have a moral and legal obligation to ensure that, when given responsibility for children and young people, staff, Trustees and volunteers provide them with the highest possible standard of care. Reform Judaism and RSY-Netzer are committed to providing a safe and supportive environment in which children and young people can engage with personal development (livluf). We acknowledge that abuse can happen in all communities. Abuse occurs in all ethnic, religious and regional groups and in all classes. Children may be abused by family members, (adults, young people and children), family friends, peers, professionals and carers, by members of a Jewish community and by strangers.

Key commitments:

- The welfare of the child/young person is paramount
- Safeguarding is everyone's responsibility
- We recognise our responsibility to safeguard and promote the interests and well-being of children and young people with whom we are working, in line with relevant legislation and guidance (Children's Act, 1989; Children's Act, 2004; Children and Social Work Act, 2017; Working Together to Safeguard Children, 2018)
- We emphasise the importance of working closely with all our employees, parents and madrichim (voluntary leaders), as well as statutory services and voluntary organisations, to protect children and young people from harm and to respond appropriately when it does occur
- We provide a framework on the suitability, training and deployment of individuals to work with children and young people
- We acknowledge that abuse does occur
- Individual synagogue communities are expected to have their own Safeguarding policies – RJ will support them in promoting good practice if requested

Our values

- We value each individual and promote inclusivity and empowerment of young people
- RSY-Netzer is based on four ideological pillars of Reform Judaism, Reform Zionism, Livluf (personal development) and Tikkun Olam (social action)
- We promote British values and encourage children and young people to explore their identities as British Jews.
- We adhere to the Prevent Agenda, challenging all forms of extremism, radicalisation or exploitation.

Our commitment to providing a safe environment is further embodied in the following organisational documents and policies:

- RJ Safer Recruitment Processes
- RJ Equal Opportunities Policy
- RJ Grievance Procedure
- RJ Lone Working Policy
- RJ Whistleblowing Policy
- RSY-Netzer Social Media Policy
- RSY-Netzer Anti-bullying Policy

What is Abuse?

Abuse comes in many forms and the forms and signs of abuse are outlined in Appendix A. This is a guide, abuse may manifest itself in many ways. We can become aware of abuse happening within Reform Judaism or RSY-Netzer, or outside of our organisation.

In all cases the welfare, well-being and protection of the child must be paramount.

Professionals and volunteers need to be sensitive to the child's needs, the distress which investigations may arouse in the family and that the needs of the child and his/her family may conflict.

Responding to and managing suspicions and allegations of child abuse demands much of professionals and volunteers, who should be appropriately supported in this role.

We recognise that our society embraces a variety of child-rearing practices that requires sensitivity to the customs and views of families, while at the same time distinguishing what constitutes acceptable child care and what does not.

The effective management of child protection requires a multidisciplinary approach supported by sharing information in a timely manner with appropriate professionals.

Sharing information with other professionals is a fundamental aspect of enabling a child's safety and protection. No professional should ever intervene alone. All concerns must be shared with appropriate others, notably the Wellbeing and Inclusion Manager and Designated Safeguarding Lead.

Children and young people may disclose abuse during Reform Judaism or RSY-Netzer events. Disclosure might be made in our environments for a variety of reasons, including but not limited to:

- Away from home
- Close friends around them
- Difficult to hide things
- Tiredness
- There are people there to listen and care
- Claustrophobic environment/ lack of personal space
- Madrichim (leaders) are not parents/school teachers yet still a trusted authority figure
- Secure environment
- Emotions are running high
- Feel insecure
- Stress of being on event/camp

ROLES AND RESPONSIBILITIES

Safeguarding is the responsibility of everyone within RSY-Netzer and the Movement for Reform Judaism.

All Trustees, Employees and Volunteers are responsible for:

- Promoting working practices that ensure the welfare of children and young people
- Completing training in Safeguarding and Child Protection, as relevant to their role
- Ensuring they understand what abuse is and are aware of how to obtain help and advice in relation to child protection
- Ensuring they understand their role and responsibility in relation to Safeguarding and Child Protection, as laid out in this document
- Understanding that they may need to disclose confidential information in the interests of safeguarding children and young people
- Ensuring they report any disclosure, allegation or concern regarding child protection to the Designated Safeguarding Lead or Director of Informal Education.

Madrichim (leaders) – our madrichim are volunteers aged 17 – 24. Madrichim who are under 18 are subject to the Child Safeguarding and Protection Procedures, as well as being responsible for adhering to the guidelines.

RESPONDING TO ABUSE

If you are concerned about imminent risk to a child or young person please call 999.

The aim of this paper is to lay out guidelines and a procedure for dealing with situations where we come into contact with alleged or suspected cases of child abuse. It also deals with good practice in our work to protect the children and young people that we are responsible for while in our care and protect ourselves as professionals and volunteers.

Anyone with a concern about the possible abuse of a child should report this. During summer and winter events, there will be a Welfare Officer on site, who will then refer to the Designated Safeguarding Lead. The Designated Safeguarding Lead should be contacted directly at other times. The Designated Safeguarding Lead will liaise with the duty social worker of the Local Multi-Agency Safeguarding Hub (MASH) where the child lives (the telephone number can be found in your local directory), and may also contact the duty social worker at Norwood (020 8954 4555) and the Welfare Coordinator of UJIA.

The following procedures are summarised in flow chart form in Appendix B.

DISCLOSURE PROCEDURE

If a child/young person asks if they can tell you something or you feel that they are about to disclose:

- ❖ Never promise you can keep anything secret.
- ❖ If the young person then decides not to tell you, don't pressure them - just go and tell the Welfare Lead/senior person on camp/event what happened.

If the child accepts that you may have to pass on any information they give you, suggest that both of you go to the Welfare Officer/senior person on the event. **Explain that you would have to tell them anyway and that they would probably want to talk to the child/young person themselves.** If what the child/young person has to tell is very distressing it is advisable to try to

minimise the amount of times that they have to repeat it. If they prefer to talk to you alone, explain you will have to pass it on to the Welfare Officer/Designated Safeguarding Lead.

When a young person discloses to you, stay calm and be reassuring.

In the most appropriate way possible try to convey that: -

- You are glad the young person told you.
- That you believe what you are being told - children and young people rarely lie about abuse and it is never our place to make judgement on this.
- That you know it is not the young person's fault.
- That RSY-Netzer/Reform Judaism will do our best to protect and support the young person.

Child Protection Procedure: RECEIVE – REASSURE – RECORD and REFER

Receive:

- Listen to what is being said, trying not to display shock or disbelief.
- Accept what is being said but do not comment upon it.
- **Do not** ask 'leading' questions, for example, "What did s/he do next?" (This assumes s/he did something else), or, "Did s/he touch your private parts?" Such questions may invalidate your evidence (and the young person's) in any later prosecution in court.

Reassure:

- **Reassure** the young person but only so far as is honest and reliable, for example, don't make promises you may not be able to keep, such as, "I'll stay with you", or, "Everything will be all right now".
- **Don't promise to keep what they tell you a secret; you have a duty to refer.**
- **Do** reassure and alleviate guilt, if the young person refers to it. For example, you could say: "You are not to blame." "You are not alone, you're not the only one this sort of thing has happened to."
- **Do not** criticise the perpetrator; the young person may love him/her and reconciliation may be possible.
- **Do not** share your personal experiences or opinions.

Record and Refer:

- As soon as possible all information should be recorded. Record as much detail as possible, including names, address and contact information.
- Write down the disclosure as it was told to you. Do not include your own language, judgement or assumptions. Stick to what was actually said by the young person.
- Note any observations on behaviour/emotional state and injuries/physical signs.
- Note time, location and date of disclosure and sign the notes.
- **Do not** investigate the matter yourself, merely receive information and be ready to refer.
- Pass this information and a verbal account to the Welfare Officer on Camp or the Designated Safeguarding Lead as soon as possible. It is **your duty to refer this information** – you cannot keep it a secret.
- If the Welfare Officer or the Designated Safeguarding Lead is not available refer the information to the Director of Informal Education. **In an emergency, call 999.**
- The Designated Safeguarding Lead will make the referral to the local authority or other statutory agencies as needed.

- Concerns regarding staff or volunteers from Reform Judaism or RSY-Netzer will be referred to the LADO (Local Authority Designated Officer) and managed through our HR policies and procedures.

SUSPICION OF CHILD ABUSE PROCEDURE

This section addresses what to do if you notice signs and symptoms of abuse, or which you are concerned about, but no disclosure has been made.

Do NOT approach the young person, family or anyone else involved

RECORD - REFER

Record and Refer:

- As soon as possible all information should be recorded. Record as much detail as possible in a clear and objective way
- Write down the nature of your concerns in an objective way; try to avoid making judgements or assumptions.
- Note any observations on behaviour/emotional state and injuries/physical signs.
- Note time, location and date of any incidents or observations and sign the notes.
- **Do not** investigate the matter yourself.
- Pass this information and a verbal account to the Welfare Officer on Camps, or directly to the Designated Safeguarding Lead at other times, as soon as possible. It is **your duty to refer this information** – you cannot keep it a secret.
- If the Welfare Officer or the Designated Safeguarding Lead is not available refer the information to the Director of Informal Education. **In an emergency, call 999.**
- The Designated Safeguarding Lead will make the referral to the local authority or other statutory agencies as needed.

CONFIDENTIALITY AND GDPR (General Data Protection Regulations, 2018)

Personal data is information that relates to an identified or identifiable individual. Information which is relevant to safeguarding will often be data which is considered 'special category personal data' meaning it is sensitive and personal

It is good practice to inform children and young people, and where appropriate their parents/guardians, of how and with whom their information will be shared. However, The GDPR and Data Protection Act 2018 includes 'safeguarding of children and individuals at risk' as a condition that allows the sharing of information without consent - information can be shared legally without consent, if a we are unable to, or cannot be reasonably expected to gain consent from the individual, or if to gain consent could place a child at risk.

All Trustees, employees and volunteers have a duty to disclose information to the Designated Safeguarding Lead or a statutory authority where failure to do so could result in a child suffering abuse.

Detailed contemporaneous records must be kept by all involved. These should separate fact, reported information and opinion. All records must be submitted to the Designated Safeguarding Lead within 24 hours, and ideally on the same day.

All records will be submitted to the Designated Safeguarding Lead, and held on the Child's record.

Further information regarding Safeguarding and GDPR can be found [here](#)

SUPPORTING STAFF/MADRICHIM INVOLVED IN CHILD PROTECTION

Reform Judaism and RSY-Netzer recognise that involvement in child protection can be stressful for staff and madrichim (voluntary leaders). It is therefore committed to offering help and support for staff/madrichim who have concerns. Staff can gain support from their Line Manager, the Designated Safeguarding Lead or access the Employee Assistance Programme (EAP). Madrichim can be supported by the Welfare Officer on events or the Designated Safeguarding Lead. Further support may be accessed if necessary.

COMPLAINTS

Complaints about the failure to follow these procedures should follow the Reform Judaism Complaints Procedure.

Appendix A

What is Abuse and Neglect?

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them or by a stranger. Abuse can occur in person or via the internet. They may be abused by an adult or adults, or another child or children.

Physical abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Symptoms that indicate physical abuse include: bruising, scars of different ages and lengths from untreated wounds, fractures, and marks that repeat.

Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Symptoms may include, but are not limited to: excessive clingy or attention seeking behaviour; low self-esteem; fearfulness; despondency; constantly seeking to please; lack of appropriate boundaries; anxiety; depression, eating disorders, self-harming or other mental health problems

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet).

Sexual abuse also includes child sexual exploitation (CSE), where children are sexually exploited for money, power or status. Children or young people may be tricked into believing they're in a loving, consensual relationship. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Symptoms of sexual abuse may include, but are not limited to: genital soreness or discomfort; STD's; sexualised play or behaviour; a child who is sexually provocative; a child talking inappropriately (for their age) about sexual issues; nightmares; going missing from school and home; drug and or alcohol abuse; depression, eating disorders, self-harm or other mental health problems.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy, for example, as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- protect a child from physical and emotional harm or danger;
- ensure adequate supervision (including the use of inadequate care-givers);
- ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs. Symptoms may include inadequate supervision, being left alone for long periods; lack of stimulation, social contact or education; inadequate nutrition; a child who is constantly hungry, stealing or gorging food; failure to provide adequate standards of hygiene, clothing, and comfort in the home; failure to seek or follow medical advice so that a child's life or development is endangered.

Appendix B

Reform Judaism and RSY-Netzer Child Protection Flow Chart

