ELS Safeguarding Children

Ealing Liberal Synagogue safeguarding and child protection policy and procedures

February 2024

Child Protection Policy

Our safeguarding policy

This policy applies to all staff, including adults working in the cheder, ELS trustees,

volunteers or anyone working with children on behalf of ELS as well as all members of the synagogue.

The purpose of this policy is:

• to protect children and young people who attend cheder and any other children's services.

• to provide staff and volunteers with the principles that guide our approach to safeguarding

ELS believes that a child, young person or adults with care and support needs should never experience abuse of any kind. We are committed to practice in a way that protects them.

ELS is committed to the principle that the welfare of the child is always paramount.

Safeguarding is the responsibility of everyone

Legal framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely-

Department for Education (DfE) Working Together to Safeguard Children 2023: A guide to multi-agency working December2023':

https://assets.publishing.service.gov.uk/media/65803fe31c0c2a000d18cf40/Working_together_to_safeguard_children

The guidance of September 2023 called: 'After-school clubs, community activities, and tuition Safeguarding guidance for providers':

https://www.gov.uk/government/publications/keeping-children-safe-in-out-of-school-settings-code-of-practice

https://dfegovukassets.blob.core.windows.net/assets/14539%20OOSS/After-school%20clubs,%20community%20activities,%20and%20tuition%20safeguarding%20provider%20guidance.pdf

We recognize that:

• safeguarding is the responsibility of the whole synagogue community.

• all children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse. (see Appendix - Types of Abuse and what to look out for)

• working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

We will seek to keep children and young people safe by:

• valuing them, listening to and respecting them

• writing safeguarding and child protection procedures

• ensuring children, young people, their families and all ELS members know about safeguarding and child protection policies and what to do if they have a concern

• adopting child protection practices through procedures and a code of conduct for staff and volunteers, such as:

• taking proper care in the selection, appointment, training and support of those working in both paid and voluntary positions with children, including the use of Disclosure and Barring Service (DBS) disclosures and making appropriate referrals to the Disclosure and Barring Service

• informing all ELS members that they should immediately report any concerns about the welfare of a child to the safeguarding officer

• responding without delay to concerns or allegations that a child may have been harmed, cooperating with the police and social care services in any investigation

• challenging any abuse of power by anyone in a position of trust

• offering pastoral care and support to anyone who has suffered abuse

• providing effective management for staff and volunteers through supervision, support and training

• sharing information about child protection and good practice with children, parents, staff and volunteers

• sharing concerns with agencies who need to know, and involving parents and children appropriately

Bullying

Bullying is behaviour that hurts someone else, including name calling, hitting, pushing, spreading rumours, threatening or undermining someone. Bullying that happens online using social media is often called cyberbullying. Staff and volunteers will always challenge bullying. They will refer any concerns to the Child Protection Lead or the Lead for safeguarding.

Online Safety

All staff and volunteers must report any worries they have about any child's use of the

internet to the Child Protection Lead or the Lead for safeguarding. Websites and videos used by any staff or volunteers with children must be age appropriate and used with caution. Any

concerns about an adult's use of the internet within Cheder should be raised with the

Child Protection Lead.

Lone Working with Children

Working alone with a child/young person is not recommended. When giving 1:1 lessons, another adult should be in the building and there should be some visibility e.g. a door ajar or glass doors. It is advisable to set this expectation clearly in writing with parents/carers when setting up such sessions.

Dealing with concerns or allegations raised by a child

If you are concerned about an imminent risk, please call 999.

Receive:

- Listen to the child/young person

- If you are shocked by what they are saying, try not to show it

- Take what they say seriously

- Accept what the child/young person says

Reassure:

- Stay calm and reassure the child/young person they have done the right thing in

talking to you

- Be honest with the child/young person so do not make promises you cannot keep

- *Do not promise confidentiality - you have a duty to refer a child/young person*

- Acknowledge how hard it must have been for the child/young person to tell you what happened

React:

- React to the child/young person only as far as it is necessary for you to establish

whether or not you need to refer this matter, but do not interrogate them for full

details

- *Do not ask leading questions*

- Explain what you have to do next and to whom you have to talk

Record:

- *Make some brief notes at the time and write them up more fully as soon as possible*

- *Take care to record timing, setting and personnel as well as what was said*

- *Be objective in your recording - include statements and observable things rather than your interpretations or assumptions*

Refer:

- Pass this information on immediately to the Designated Safeguarding Lead (DSL) for child protection. If she cannot be contacted, contact the ECIRS (Ealing Children's Integrated Response Service) immediately on 020 8825 8000 (24 hours for emergency calls). If your concern is about the DSL, you should report your concern straight to the ECIRS.

- It is your duty to refer this information – you cannot keep it a secret.

- The Designated Safeguarding Lead will then decide whether a formal referral needs to be

made. The Designated Safeguarding Lead may seek advice from either the NSPCC or the local

social services team as to whether a formal referral should be made or whether there is a different and more helpful course of action.

Staff

The synagogue is committed to the principle that the welfare of the child is always paramount and this is reflected in our Safeguarding Policy. This policy includes all the procedures and relevant information for staff and parents to deal with situations where there is a real or potential risk to a child's physical or emotional welfare. However, in some circumstances staff, or volunteers, may be accused of perpetrating the abuse.

It is important that staff avoid putting themselves in situations that may lead to allegations being made against them. In order to reduce instances, there are always two staff on duty at

any one time, much of the synagogue is open plan and all rooms can be observed. Staff are not permitted to take photographs on mobile phones or personal cameras and are not permitted to post pictures of children on social networking sites such as Facebook.

The following procedures outline our policy for dealing with such allegations. The DSL will contact the ECIRS (Ealing Children's Integrated Response Service) immediately on 020 8825 8000 (24 hours for emergency calls) if an allegation of abuse is made against a member of staff or volunteer.

If an allegation is determined to be unfounded or malicious, the DS- will refer the matter to children's social care to determine whether the child concerned is in need of services or may have been abused by someone else. In the rare event that an allegation is shown to have been deliberately invented or malicious, the police should be asked to consider whether any action might be appropriate against the person responsible.

The Rights of Staff Members--

Any member of staff who is subject to an allegation of abuse has the right:

· To receive details of the allegation at the earliest possible opportunity following advice from the safeguarding officer

· To be kept informed of progress of the investigation and any decisions made

· To have a copy of this policy

· To be represented by a member of staff of their choice if they are required to attend a disciplinary meeting

· To have social contact with other staff member/s unless this has been precluded because it is likely to be prejudicial to the gathering and presentation of evidence

NSPCC Helpline 0808 800 5000

We are committed to reviewing our policy and good practice regularly.

Designated Safeguarding Lead (DSL) for child protection:

Name: Rabbi Dr Miri Lawrence ……Signature……

Phone/ email 07841 107890 mirilawrence@hotmail.com

Trustee for safeguarding and child protection:

Name: Richard Harper

Phone/email: 07940 593996 r.harper@zen.co.uk

Appendix - Types of Abuse and what to look out for

Domestic abuse

Domestic abuse is any type of controlling, bullying, threatening or violent behaviour between people in a relationship. But it isn't just physical violence – domestic abuse includes emotional, physical, sexual, financial or psychological abuse.

- Abusive behaviour can occur in any relationship. It can continue even after the relationship has ended. Both men and women can be abused or abusers.

- Domestic abuse can seriously harm children and young people. Witnessing domestic abuse is child abuse, and teenagers can suffer domestic abuse in their relationships.

Children who witness domestic abuse may:

- become aggressive

- display anti-social behaviour

- suffer from depression or anxiety

- not do as well at school - due to difficulties at home or disruption of moving to and from refuges.

Sexual Abuse

- A child is sexually abused when they are forced or persuaded to take part in sexual activities.

- This doesn't have to be physical contact and it can happen online. Sometimes the child won't understand that what's happening to them is abuse.

- They may not even understand that it's wrong. Or they may be afraid to speak out.

There are 2 different types of child sexual abuse. These are called contact abuse and non-contact abuse.

Contact abuse involves touching activities where an abuser makes physical contact with a child, including penetration. It includes:

- sexual touching of any part of the body whether the child's wearing clothes or not

- rape or penetration by putting an object or body part inside a child's mouth, vagina or anus

- forcing or encouraging a child to take part in sexual activity

- making a child take their clothes off, touch someone else's genitals or masturbate.

Non-contact abuse involves non-touching activities, such as grooming, exploitation, persuading children to perform sexual acts over the internet and flashing. It includes:

- encouraging a child to watch or hear sexual acts
- not taking proper measures to prevent a child being exposed to sexual activities by others
- meeting a child following sexual grooming with the intent of abusing them
- online abuse including making, viewing or distributing child abuse images
- allowing someone else to make, view or distribute child abuse images
- showing pornography to a child
- sexually exploiting a child for money, power or status (child exploitation).

Neglect

- Neglect is the ongoing failure to meet a child's basic needs.
- A child may be left hungry or dirty, without adequate clothing, shelter, supervision, medical or health care.
- A child may be put in danger or not protected from physical or emotional harm.
- They may not get the love, care and attention they need from their parents.
- A child who's neglected will often suffer from other abuse as well. Neglect is dangerous and can cause serious, long-term damage - even death.
- Neglect can have serious and long-lasting effects. It can be anything from leaving a child home alone to the very worst cases where a child dies from malnutrition or being denied the care they need. In some cases it can cause permanent disabilities.
- Neglect can be really difficult to identify, making it hard for professionals to take early action to protect a child.
- Having one of the signs or symptoms below doesn't necessarily mean that a child is being neglected. But if you notice multiple, or persistent, signs then it could indicate there's a serious problem.
- Children who are neglected may have: Poor appearance and hygiene, health and development difficulties, housing and family issues.

Online Abuse

- Online abuse is any type of abuse that happens on the web, whether through social networks, playing online games or using mobile phones. Children and young people may experience cyberbullying, grooming, sexual abuse, sexual exploitation or emotional abuse.
- Children can be at risk of online abuse from people they know, as well as from strangers. Online abuse may be part of abuse that is taking place in the real world (for example bullying

or grooming). Or it may be that the abuse only happens online (for example persuading children to take part in sexual activity online).

- Children can feel like there is no escape from online abuse – abusers can contact them at any time of the day or night, the abuse can come into safe places like their bedrooms, and images and videos can be stored and shared with other people.

Physical Abuse

- Physical abuse is deliberately hurting a child causing injuries such as bruises, broken bones, burns or cuts.

- It isn't accidental - children who are physically abused suffer violence such as being hit, kicked, poisoned, burned, slapped or having objects thrown at them. Shaking or hitting babies can cause non-accidental head injuries (NAHI). Sometimes parents or carers will make up or cause the symptoms of illness in their child, perhaps giving them medicine they don't need and making the child unwell – this is known as fabricated or induced illness (FII).

Emotional Abuse

Because there's an element of emotional abuse in all other types of child abuse and neglect, it can be difficult to spot the signs and to separate what's emotional abuse from other types of abuse.

Emotional abuse includes:

- humiliating or constantly criticizing a child
- threatening, shouting at a child or calling them names
- making the child the subject of jokes, or using sarcasm to hurt a child
- blaming, scapegoating
- making a child perform degrading acts
- not recognising a child's own individuality, trying to control their lives
- pushing a child too hard or not recognising their limitations
- exposing a child to distressing events or interactions such as domestic abuse or drug taking
- failing to promote a child's social development
- not allowing them to have friends
- persistently ignoring them
- being absent
- manipulating a child

- never saying anything kind, expressing positive feelings or congratulating a child on successes

- never showing any emotions in interactions with a child, also known as emotional neglect.

Child Sexual Exploitation

- Child sexual exploitation (CSE) is a type of sexual abuse. Children in exploitative situations and relationships receive something such as gifts, money or affection as a result of performing sexual activities or others performing sexual activities on them.

- Children or young people may be tricked into believing they're in a loving, consensual relationship. They might be invited to parties and given drugs and alcohol. They may also be groomed and exploited online.

- Some children and young people are trafficked into or within the UK for the purpose of sexual exploitation. Sexual exploitation can also happen to young people in gangs.

Grooming

The signs of grooming aren't always obvious and groomers will often go to great lengths not to be identified.

If a child is being groomed, they may:

- be very secretive, including about what they are doing online

- have older boyfriends or girlfriends

- go to unusual places to meet friends

- have new things such as clothes or mobile phones that they can't or won't explain

- have access to drugs and alcohol.

In older children, signs of grooming can easily be mistaken for 'normal' teenage behaviour, but you may notice unexplained changes in behaviour or personality, or inappropriate sexual behaviour for their age.

Harmful sexual behaviour includes:

- using sexually explicit words and phrases

- inappropriate touching

- using sexual violence or threats

- full penetrative sex with other children or adults.

Children and young people who develop harmful sexual behaviour harm themselves and others.

Age differences and harmful sexual behaviour

Sexual behaviour between children is also considered harmful if one of the children is much older – particularly if there is more than two years' difference in age or if one of the children is pre-pubescent and the other isn't.

However, a younger child can abuse an older child, particularly if they have power over them – for example, if the older child is disabled.

Female Genital Mutilation

- Female genital mutilation (FGM) is the partial or total removal of external female genitalia for non-medical reasons. It's also known as female circumcision or cutting.

- Religious, social or cultural reasons are sometimes given for FGM. However, FGM is child abuse. It's dangerous and a criminal offence.

- There are no medical reasons to carry out FGM. It doesn't enhance fertility and it doesn't make childbirth safer. It is used to control female sexuality and can cause severe and long-lasting damage to physical and emotional health.

Bullying

Bullying is behaviour that hurts someone else – such as name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.

Bullying that happens online, using social networks, games and mobile phones, is often called cyberbullying. A child can feel like there's no escape because it can happen wherever they are, at any time of day or night.

Bullying includes:

- verbal abuse, such as name calling and gossiping
- non-verbal abuse, such as hand signs or text messages
- emotional abuse, such as threatening, intimidating or humiliating someone
- exclusion, such as ignoring or isolating someone
- undermining, by constant criticism or spreading rumours
- controlling or manipulating someone
- racial, sexual or homophobic bullying

- physical assaults, such as hitting and pushing
- making silent, hoax or abusive calls
- online or cyberbullying.

Child Trafficking

Child trafficking and modern slavery are child abuse. Children are recruited, moved or transported and then exploited, forced to work or sold.

Children are trafficked for:

- child sexual exploitation
- benefit fraud
- forced marriage
- domestic servitude such as cleaning, childcare, cooking
- forced labour in factories or agriculture
- criminal activity such as pickpocketing, begging, transporting drugs, working on cannabis farms, selling pirated DVDs and bag theft.

Many children are trafficked into the UK from abroad, but children can also be trafficked from one part of the UK to another.

Radicalization and Extremism

radicalization is the result of contact with people or groups with extremist views or behaviour.

Extremism is vocal or active opposition to democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. The Prevent duty, under the Counter-Terrorism and Security Act 2015, requires organizations to prevent people from being drawn into terrorism through radicalization.