

CHILD PROTECTION AND ANTI-BULLYING POLICIES

Stanmore & Canons Park Synagogue fully recognises its responsibilities for child protection. The attached policies and procedures apply to youth and children's activities within Stanmore & Canons Park Synagogue including educational and social activities and services. Also included are those activities which are organised in partnership with other organisations such as B'nei Akiva, Tribe or the United Synagogue.

As with all matters relating to the day-to-day operation of the Synagogues, the HEs retain absolute discretion to modify the application of this policy to specific circumstances as they see fit. Without limiting this discretion, it is recognised that this may be necessary to give effect to the advice of the Ministers of the Synagogue from time to time.

CHILD PROTECTION POLICY

It is the policy of Stanmore and Canons Park Synagogue to safeguard the welfare of all young people attending the Synagogue and its activities by protecting them from physical, sexual and emotional harm.

In implementing this policy, Stanmore and Canons Park Synagogue is committed to:

- taking all reasonable practicable steps to protect young people from physical, sexual and emotional abuse;
- promoting the welfare of young people and their protection within a relationship of trust;
- practising safe recruitment in checking the suitability of staff and volunteers to work with young people;
- developing and then implementing procedures for identifying and reporting cases, or suspected cases of abuse;
- establishing a safe environment in which young people can learn, develop and participate in community activities.

RESPONSIBILITIES WITHIN THE CHILD PROTECTION POLICY

a. Any person organising or supervising youth and children activities ("Leaders") and all those assisting with the same ("Assistants") are to abide by the Child Protection Policy.

b. It is the responsibility of:-

- all Leaders to ensure that they follow the CPP procedures established in relation to suspicion, disclosure or allegation of child abuse
- all Leaders to be satisfied that all those whom they invite to be Assistants are 'fit and proper' persons to carry out the tasks to be given to them and are aware of their responsibilities under the Child Protection Policy
- all Leaders and Assistants to ensure that their behaviour is appropriate at all times, to recognise the position of trust in which they have been placed, and that in every respect, the relationships they form with the young people under their care are appropriate
- all Leaders and Assistants to ensure that their activities are conducted in a safe manner without risk to the health of participants.

c. The Youth Rabbi and Youth Committee (or failing them the HEs) shall designate one or more senior persons for child protection who has received appropriate training and support for this role ("Child Protection Co-ordinator"), which may be a member of the Youth Committee, the Youth Rabbi or the Youth Director. The Child Protection Co-ordinator shall be responsible for:

- liaising with the HEs, Youth Rabbi, Youth Committee and Youth Director on the implementation of the Child Protection Policy within the synagogue;
- advising the HEs on resources required in its operation;
- advising on any updates required for the Child Protection Policy, the CPP Procedures and/or the Anti-Bullying Policy;
- ensuring records of concerns relating to child protection are kept securely and in a separate location from any other records relating to the child concerned.
- assisting in the monitoring of implementation of the Child Protection Policy, the CPP Procedures and the Anti-Bullying Policy CPP procedures;
- where appropriate, offering support in relation to specific issues of child protection;

d. The Youth Committee, Youth Rabbi, Youth Director or others (including the HEs) involved in making appointments or handling HR issues, as appropriate, must be satisfied that all those whom they appoint as Leaders are 'fit and proper' persons to carry out the responsibilities of the appointment. A Criminal Records Bureau check is a requirement for the appointment of Leaders. They must also ensure

- that all applicants are provided with a copy of the Child Protection Policy and demonstrate an understanding of and a commitment to the principles and procedures supporting it.
- that all staff and Leaders know the name of the Child Protection Co-ordinator(s) and their role..

e. In cases where there is an allegation or suspicion of child abuse the HEs, chairperson(s) of the Youth Committee, Youth Rabbi or Youth Director, as appropriate, must immediately take steps to ensure that no situation arises which could cause further concern and that no adult is placed in a position which could cause further compromise. To this end, suspension of participation or leadership role may be necessary and possible immediate removal from the premises or denial of access to the premises of the person so accused, until the matter has been resolved

f. If urgent issues of child protection are involved any of the HEs, Youth Committee (or the chairperson(s) thereof), Youth Rabbi and Youth Director has the authority to suspend the participation or leadership role of any adult. The suspending authority shall ensure that the HEs are informed immediately.

g. If the Youth Committee, Youth Rabbi, Youth Director or others involved in making appointments or handling HR issues, do not renew, or when they cancel appointments because the holder has not acted in accordance with the Child Protection Policy, or has breached the CPP Procedures, they shall inform the HEs in writing of the reasons for the non-renewal or termination of appointment.

h. In the event of the HEs becoming aware of any person attending or wishing to attend the Synagogue facilities or its activities who:

- is identified on the sex offenders register created by the Sex Offenders Act 1997 (or any modification or replacement of it);
- has been convicted of, cautioned for, or found not guilty by reason of insanity in connection with, any offence relating to the physical sexual and/or emotional abuse of young people; and/or
- has been charged with any such offence;

then, subject to the requirements of applicable law providing otherwise, the HEs and Ministers shall have absolute discretion to exclude that person from the Synagogue premises and/or its activities or to allow such access subject to such conditions as they deem to be reasonable to impose.

Anti-Bullying policy

"Children have the right to protection from all forms of violence (physical or mental). They must be kept safe from harm and they must be given proper care by those looking after them."

[The United Nations Convention on the Rights of the Child, Article}

Stanmore and Canons Park Synagogue is committed to this ethos and seeks to ensure, as far as is reasonably practicable, the prevention of all forms of bullying.

Responsibilities within the Anti-Bullying Policy

- a. It is the responsibility of all Leaders and Assistants in youth and children activities to help develop a caring and supportive atmosphere, where bullying in any form is unacceptable.
- b. Leaders and Assistants should:
 - be aware of the potential problems bullying may cause;
 - be alert to signs of bullying, harassment or discrimination;
 - take action to deal with such behaviour when it occurs;
 - provide access for young people to talk about any concerns they may have;
 - encourage young people to feel comfortable and caring enough to point out attitudes or behaviour they do not like;

Child Protection Policy Procedures

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What happens if ?

If you suspect a child is being abused:

immediately tell your Leader or HE
record the facts as you know them and give a copy to your Leader or HE
ensure that the child has access to an independent adult
ensure that no situation arises which could cause any further concern

If a child tells you about abuse by someone else:

allow the child to speak without interruption, accepting what is said
alleviate feelings of guilt and isolation, while passing no judgement
advise that you will try to offer support, but that you must pass the information on

If you receive an allegation about any adult or about yourself:

immediately tell your Leader or HE
record the facts as you know them and give a copy to your Leader or HE
try to ensure no-one is placed in a position, which could cause further compromise
You must refer. You must not investigate

Code of behaviour

Do put the Child Protection Procedures into practice
Do treat everyone with respect
Do provide an example you wish others to follow
Do plan activities, which involve more than one other person being present, or at least are within sight or hearing of others
Do respect a young person's right to personal privacy
Do have separate sleeping accommodation for leaders and young people
Do provide access for young people to talk about any concerns they may have
Do encourage young people and adults to feel comfortable and caring enough to point out attitudes or behaviour they do not like
Do avoid situations that compromise your relationship with young people and are unacceptable within a relationship of trust (e.g. a sexual relationship between a leader and a youth member over the age of consent)
Do remember that someone else might misinterpret your actions, no matter how well-intentioned
Do recognise that caution is required even in sensitive moments of counselling, such as when dealing with bullying, bereavement or abuse
Do NOT permit abusive peer activities (e.g. initiation ceremonies, ridiculing, bullying)
Do NOT play physical contact games with young people
Do NOT have any inappropriate physical or verbal contact with others
Do NOT jump to conclusions about others without checking facts
Do NOT allow yourself to be drawn into inappropriate attention seeking behaviour such as tantrums or crushes
Do NOT show favouritism to any individual
Do NOT make suggestive remarks or gestures, even in fun
Do NOT let suspicion, disclosure or allegation of abuse, go unrecorded or unreported
Do NOT rely on just your good name to protect you
Do NOT believe "it could never happen to me"