



BETH SHALOM REFORM SYNAGOGUE

SAFEGUARDING AND CHILD PROTECTION POLICY BRIEF

Title:	Safeguarding and Child Protection Policy Brief
Policy Owner:	Safeguarding Trustee (Antoinette Fox)
Effective Date:	Approved by Council at its meeting on 8 March 2023
Next review Date:	2024
Version Control:	v1 February 2023

1. Introduction

1.1 Beth Shalom Reform Synagogue ('BSRS') is committed to ensuring that children who use and attend services at BSRS are not abused and that all working practices minimise the risk of abuse occurring. All staff, volunteers and Trustees have a duty to identify abuse and report it. BSRS adheres to the key principles of 'Working Together 2018', 'the Children Act 1989' and 'Keeping Children Safe in Education 2022' .

1.2 **Definition of Child Abuse.** Someone may abuse or neglect a child by inflicting harm, or by failing to prevent harm. Children may be abused in a family or in an institution or community setting by those known to them or, more rarely, by an unidentified other. This may occur over the internet, by an adult (s) or by another child (ren). Abuse can take place in any setting, public or private and can be perpetuated by anyone. There are different forms of abuse which can include:

- a) Sexual
- b) Physical
- c) Emotional
- d) Honour bases
- e) Female genital mutilation ('FGM')
- f) Neglect

2. Purpose of the Policy

2.1 The purpose of this policy is to:

- assist staff, volunteers and Trustees in reporting any actual, perceived and/or potential abuse;



- ensure that BSRS has appointed a designated Safeguarding Lead for Children ('DSL');
 - provide guidance to those responsible for dealing with reporting potential or actual abuse; and
 - assist in the management of any reports of abuse.
- 2.2 Trustees, as charity trustees and company directors, have a legal obligation to act in the best interests of BSRS and in accordance with BSRS' Articles of Association. Employees have an obligation to act in the best interests of BSRS in relation to their duties, activities and employment. All such persons are therefore under a duty to comply with this policy.

3. Roles and Responsibilities

- 3.1 BSRS will identify a Designated Safeguarding Lead for Children (DSL) who's responsibility it will be to:
- a) notify the appropriate agencies if abuse is suspected or identified
 - b) support and where possible secure the safety of a child and ensure that all referrals to services have full information in relation to identified risk and vulnerability
 - c) Record information re. disclosures or suspicions of abuse using 'Log of Concern About a Child's Welfare'
 - d) Ensure that all records are kept securely and in accordance with Beth Shalom's data protection policies
 - e) check volunteers via the DBS (Disclosure Barring Service) that have access to or work with children
- 3.2 However, safeguarding is everyone's responsibility, and all BSRS staff, Trustees and volunteers will:
- a) be familiar with the full Safeguarding and Child Protection policy
 - b) take appropriate action in line with that policy regarding a disclosure of, or suspicion of abuse, and
 - c) avoid working alone with a child where possible. If essential, doors should be left open, parents invited in and/or other adults made aware
 - d) ensure that on-line correspondence with a child is conducted via a public platform and agreed with a parent/guardian
- 3.3 Allegations of abuse made against staff or persons in positions of trust at BSRS will be taken seriously and fully investigated. Disciplinary action will be taken if and when appropriate.
- 3.4 The name of the current postholder who is the **Designated Safeguarding Lead for Children is Estelle Fraiman**

4. Guidance and support for those reporting abuse

- 4.1 All those making a complaint or allegation, expressing a concern or reporting a disclosure should be reassured that:
- a) they will be taken seriously,



- b) their concerns will be shared with appropriate agencies, and
- c) psychological support is available if required.

5. Rights of the Child

5.1 The child has the right to

- a) To be made aware of this policy
- b) To have alleged incidents recognised and taken seriously
- c) To receive fair and respectful treatment
- d) To be involved in any process as appropriate
- e) To have their data protected and information about them recorded and secured safely.

6. Breach of the Policy

6.1 Any breaches of this policy must be reported to the Chair.

6.2 Breaches of the policy by Trustees may be managed in accordance with BSRS' Articles of Association, which govern the disqualification and removal of Trustees.

7. Governance

7.1 Council has overall responsibility for ensuring this policy complies with BSRS' legal and ethical obligations, and that individuals comply with it.

7.2 The Safeguarding Trustee has responsibility for maintaining this policy is up to date with best practice.

8. Policy Review

8.1 BSRS is committed to promoting awareness and offering training regarding safeguarding.

8.2 This policy will be reviewed by Council at the earliest of

- a) annually, or
- b) when there is a change in law and/or best practice, or
- c) when an incident occurs that highlights a need for change,

whichever occurs first.

9. Other relevant policies

Safeguarding of Vulnerable Adults Policy

Safeguarding of Vulnerable Adults Procedure

Cheder Safeguarding and Child Protection policy