

Safeguarding Children & Vulnerable Adults

Statement of safeguarding principles

This policy applies to all staff, including senior managers and the board of trustees, paid staff, volunteers, agency staff, students or anyone working on behalf of Liberal Judaism, including staff and volunteers of LJY-Netzer, Liberal Judaism's youth movement.

The purpose of the guidance and procedures within this document is to protect all children, young people and vulnerable persons who receive Liberal Judaism and LJY-Netzer's services.

Liberal Judaism believes that no person should ever experience abuse of any kind. We have a responsibility to promote the welfare of all children, young people and vulnerable persons to keep them safe. We are committed to practice in a way that protects them.

We recognise that:

- the welfare of the child/young person/vulnerable person is paramount;
- all persons, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse;
- Working in partnership with children, young people, their parents, carers, vulnerable persons and other agencies is essential in promoting everybody's welfare.

The Liberal Judaism youth movement, LJY-Netzer is a discrete part of the organisation but both Liberal Judaism and LJY-Netzer have particular responsibility to ensure best practice is followed. Throughout this document any reference to Liberal Judaism applies directly to LJY-Netzer as a project of the organisation.

This document is organised into two sections: the first deals with guidance and procedures to be followed by the board of trustees, paid staff, volunteers, agency staff, students or anyone working on behalf of Liberal Judaism at all times.

The second section provides specific guidance for care of children and young people engaged in events and activities delivered by LJY-Netzer as the youth movement of Liberal Judaism.

Who to Contact Regarding Safeguarding Concerns

- **Shelley Shocolinsky-Dwyer; Liberal Judaism Safeguarding Officer**
s.shocolinsky-dwyer@liberaljudaism.org 020 7631 9825
- **Rebecca Fetterman; LJY-Netzer Safeguarding Officer**
r.fetterman@liberaljudaism.org 020 7631 9831
- **Danny Rich; Liberal Judaism Senior Rabbi and Chief Executive**
d.rich@liberaljudaism.org 020 7631 9820

Reporting Concerns & Finding Support

Liberal Judaism is not currently able to offer either an emergency or 24-hour response. If you have information about a safeguarding situation where a child or adult is in **immediate danger or requires immediate medical attention** call the emergency services on 999. Do not delay.

We understand reporting abuse may be very difficult and distressing to you and it may add to your hurt by our not being able to immediately assist you. Here are the contact details of other agencies that are available to assist either on a 24-hour basis or through specialist helplines and services.

- **NSPCC Child Protection Helpline:** 0808 800 5000 *(lines free and open 24 hours)*
Phone if you are worried about a child.
- **Child-line:** 0800 1111 *(lines free and open 24 hours)*
Phone if you are child or young person and are worried about anything.
- **National Domestic Violence Helpline:** 0808 2000 247 *(lines free and open 24 hours)*
Phone if you are experiencing domestic abuse.
- **Samaritans Helpline:** 08457 90 90 90 *(open 24 hours)*
Phone if you feel you are struggling to cope and need someone to talk to.
- **Action on Elder Abuse Helpline:** 080 8808 8141 *(free phone Mon-Fri 9-5pm)*

Liberal Judaism and LJY-Netzer take all reports of abuse within their services, whether current or historic, seriously and will immediately enact our safeguarding policy and contact the relevant authorities as appropriate. If your concern is regarding a Liberal Judaism synagogue or their members of staff you should contact their safeguarding officer directly. If you do not feel able to do so, please contact Liberal Judaism and we will support you as appropriate.

Frequently Asked Questions

I am worried that a child or adult may be at risk of abuse or neglect by someone in a family, household or community. What should I do?

Report the matter to the Local Authority Social Services department or Police (the telephone numbers for these will be in your local telephone directory or websites)

I am worried that a child or vulnerable adult may be being abused by a Rabbi, or by an employee or volunteer within Liberal Judaism. What should I do?

If your concern is regarding a congregational rabbi or a member of staff within a Liberal Judaism community setting you should contact the community's safeguarding officer directly. If you do not feel able to do so, please contact Liberal Judaism and we will support you as appropriate.

If your concern is regarding a rabbi or member of staff who works directly or indirectly for Liberal Judaism immediately inform the Liberal Judaism Safeguarding Officer/s.

I am being abused by someone in Liberal Judaism. What should I do?

Tell someone as soon as possible. What you say will be taken seriously. You can choose to whom you talk. You can either contact the local Police or the local authority Local Authority Social Services child or adult protection team in your area (the telephone numbers for these will be in your local telephone directory or websites) and/or the Liberal Judaism or LJY-Netzer Safeguarding Officers.

It is the policy of Liberal Judaism to inform statutory authorities (Police and Local Authority Social Services) that abuse has been alleged, if there is a risk that others may continue to be at risk of abuse or to make sure that past abuse is properly dealt with.

I have suffered abuse by someone in Liberal Judaism in the past. What should I do?

Understandably, many people find it difficult to tell anyone about the abuse they have suffered. It may be many years after the event before a disclosure is made. Even if the abuse occurred many years ago, Liberal Judaism will still act. Tell someone about the abuse. You will be listened to and what you have to say will be taken seriously.

You can choose to whom you talk. You can contact the local Police or the Local Authority Social Services child or adult protection team (the telephone numbers for these will be in your local telephone directory or websites) and/or the Liberal Judaism or LJY-Netzer Safeguarding Officers.

It is the policy of Liberal Judaism to inform statutory authorities (Police and Local Authority Social Services) that abuse has been alleged, if there is a risk that others may continue to be at risk of abuse or to make sure that past abuse is properly dealt with.

Where can I get support?

The Liberal Judaism rabbinic team are always available to provide pastoral support. However, the organisations below are experts in offering support to victims of abuse:

Details of independent support groups will also be offered. Please see below for some resources (this is not an exhaustive list):

NAPAC - National Association for People Abused in Childhood

They provide support to adults who have been abused in any way as children

- Website: www.napac.org.uk/
- Telephone support: 0808 801 0331
- Email support: support@napac.org.uk

Rape Crisis England & Wales

They provide support to women and girls who have experienced sexual trauma.

- Website: <http://rapecrisis.org.uk/>
- Telephone support: 0808 802 9999 *(12am–2:30pm & 7-9:30pm)*
- Rape Crisis have branches all over the UK. Please check their website for your nearest branch.

The Survivors Trust

They provide support to men who have experienced sexual abuse, adult sexual assault or rape.

- Website: www.thesurvivorstrust.org
- Telephone support: 01788 550554
- Email support: info@thesurvivorstrust.org
- Twitter: @survivorstrust

The Lantern Project

They provide help and support for survivors of sexual abuse.

- Website: <http://www.lanternproject.org.uk/>
- Email support: lanternproject@yahoo.co.uk

MOSAC

They provide support for all non-abusing parents and carers whose children have been sexually abused.

- Website: www.mosac.org.uk
- Helpline: 0800 980 1958

Stop it Now!

It campaigns to stop child sexual abuse by encouraging abusers and potential abusers to seek help and by giving adults the information they need to protect children effectively.

- Website: www.stopitnow.org.uk
- Helpline: 0808 1000 900

Salvation Army-Modern Slavery

It provides support services for adult victims of trafficking and modern slavery.

- Website: www.salvationarmy.org.uk/human-trafficking
- Helpline: 0300 303 8151 *(24 hours)*

Women and Girls Network

It provides counselling and support for domestic or sexual violence, FGM and trafficking

- Website: www.wgn.org.uk
- Helpline: 0808 801 0660 *(Mon-Fri 10am-12pm, 2:30-4:30 pm, Tues-Thurs 6:30-9pm, Sat 10am-1pm)*

CEOP (Child Exploitation and Online Protection)

They work towards eradicating the sexual abuse of children; part of UK policing helping to track and find offenders.

- Website: www.ceop.police.uk

Ann Craft Trust

They offer advice to professional, parents, carers and family members on issues relating to the protection of disabled children and vulnerable adults

- Contact Number: 0115 9515 400 *(Mon-Fri 9am-5pm)*

What will happen when I inform someone that a child or adult at risk of abuse or neglect may be being abused by someone working for Liberal Judaism?

It is the policy of Liberal Judaism to ensure that all allegations of abuse are referred immediately to the Police and Local Authority Social Services departments (statutory authorities). We do this in the interests of the vulnerable. To make sure that all information available is shared with those with the legal and professional responsibilities to investigate. In cases where the statutory authorities decide that they will not, or cannot investigate, but concerns remain about the safety of children or adults at risk of abuse or neglect, enquiries will be made by those with responsibility for safeguarding within Liberal Judaism.

In all cases, the safety and welfare of the child/ren or adult/s at risk of abuse or neglect is the first consideration. Where allegations of abuse are made, Liberal Judaism, where possible, will suspend the person accused from the role that brings them into contact with children, young people and adults at risk of abuse or neglect, while investigations or enquiries are going on. These are neutral actions to ensure that cases can be investigated dispassionately and to protect all parties involved.

What about confidentiality?

Liberal Judaism will treat all information connected with a safeguarding matter as confidential between the agencies working together to protect children, young people and adults at risk of abuse or neglect. In very broad terms, information will be shared with the relevant authorities where there is a concern that a person may be suffering harm or in order to prevent another person suffering harm.

If the person who has suffered abuse does not want to tell, or cannot tell the Police or Local Authority Social Services him/herself, Liberal Judaism will do so if there is a risk that others may continue to be at risk of abuse.

An alleged abuser does not have an automatic right to access information that is held about him or her. Liberal Judaism will not automatically let an alleged abuser know who has made allegations about them. However, if a complaint is raised against a member of the Liberal Judaism staff under disciplinary procedures victim and/or survivors name will be shared, but not their contact details. This is to ensure that the disciplinary process is conducted in a fair manner.

What happens to people working in Liberal Judaism who are accused of abuse?

All concerns and allegations are taken seriously by Liberal Judaism, regardless to whom they relate to. The precise circumstances differ from case to case, but the following information gives an indication of what happens when an allegation is made:

- Information about the alleged abuse is shared with the Police and Local Authority Social Services as they have a statutory responsibility to investigate.
- After consultation with the Police and Local Authority Social Services, if the person accused of abuse is a rabbi, or is a paid worker or a volunteer, that person will, where possible, be suspended from the role that brings them into contact with children, young

people and adults at risk of abuse or neglect. It is important to acknowledge that these are neutral actions. They are precautionary to ensure that cases can be investigated dispassionately and to protect all parties involved. The final decisions are made following the completion of enquiries. It is possible that someone accused of abuse may be re-instated, depending on the circumstances of the case, once the matter is concluded.

- Enquiries will be made to find out if there is evidence to support the allegation. Sometimes people accused of abuse are arrested and after full investigations, some may be prosecuted.
- Liberal Judaism supports all its members and considers what support a person accused of abuse may need.
- In seeking to meet the support needs of people accused of abuse, Liberal Judaism will strive to minimise risks to others. Liberal Judaism may use a written agreement to make clear what conditions and restrictions apply to the accused person (e.g. he/she may have to worship in a particular synagogue, avoidance of specific activities), as well as what support will be made

What if the person accused of abuse is dead?

Even if information about abuse within Liberal Judaism's services relates to an accused person who is dead, Liberal Judaism will take this seriously and follow it up. It is still important for such information to be shared with the Police and Local Authority Social Services as it could be relevant to other enquiries.

How can people who have abused within Liberal Judaism be prevented from carrying out further abuse?

When Liberal Judaism receives information that someone has abused a child or adult, it will stop that person from working within Liberal Judaism and LJY-Netzer. In addition, they will not be allowed to be a member of the Liberal Judaism Rabbinic Conference and therefore will not be able to have a clergy position in any Liberal Judaism synagogue. Furthermore, Liberal Judaism will inform the leadership of its congregations to prevent the person from working within the wider Liberal Judaism community.

When someone applies for a job or volunteer position working with vulnerable groups, Liberal Judaism and/or LJY-Netzer will conduct appropriate criminal record checks through the Disclosure and Barring Service (DBS) before a person can be appointed.