



# Child Safeguarding Policy

## Key Details

- Policy prepared by: Lelia Rainhartz
- Approved by board on: 8 June 2021
- Policy became operational on: 8 June 2021
- Next review date: 7 June 2021

## CONTEXT AND OVERVIEW

### Introduction

Mizrachi UK is committed to promoting the Safeguarding of Children and protecting them from both physical and emotional harm. Mizrachi UK has 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. Mizrachi UK is committed to providing a safe and supportive environment in which children and young people can engage with personal development.

### Important Information

Role	Name	Contact Details
Designated Safeguarding Lead Mizrachi UK	Lelia Rainhartz	P   020 8004 1948 E   <a href="mailto:lelia@mizrachi.org">lelia@mizrachi.org</a>
Chief Executive Mizrachi UK	Rabbi Andrew Shaw	P   020 8004 1948 E   <a href="mailto:rabbishaw@mizrachi.org">rabbishaw@mizrachi.org</a>
Chair of Trustees Mizrachi UK	Steven Blumgart	P   020 8004 1948 E   UK <a href="mailto:chair@mizrachi.org">chair@mizrachi.org</a>
Deputy Designated Safeguarding Lead	David Reuben	P   020 8004 1948 E   <a href="mailto:david@mizrachi.org">david@mizrachi.org</a>
Local Authority Designated Officer	Barnet	02083594528
Designated Safeguarding Lead LSJS	Joanne Greenaway	P   020 8203 6427 E   <a href="mailto:joanne.greenaway@lsjs.ac.uk">joanne.greenaway@lsjs.ac.uk</a>

## Why this policy exists

This Safeguarding of Children policy ensures that:

- 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 wellbeing of children and young people with whom we are working, in line with **relevant legislation and guidance**.
- We emphasise the importance of working closely with all our employees, parents and voluntary leaders, as well as **statutory services and voluntary organisations**, to protect children and young people from harm and to respond appropriately if/when it occurs.

## PEOPLE, RISKS AND RESPONSIBILITIES

### Policy scope

This policy applies to all staff directly employed by Mizrachi UK and to all personnel working in paid and voluntary positions on any Mizrachi UK activities, events and programmes involving children and young people. Children and young people may disclose abuse during activities, events and programmes. Disclosure might be made in our environments for a variety of reasons, including but not limited to:

- Being away from home,
- Feeling secure in the Mizrachi UK environment
- Surrounded by close friends
- Feeling emotional and not able to hide feelings
- Knowing that there are people available who will listen and care
- Leaders are not parents/school teachers yet still a trusted authority figure

This policy applies in all contexts and locations of Mizrachi UK's work, for example, our work in communities, residential camps, tours and conferences.

We follow the definition of Safeguarding set out in both Working Together to Safeguard Children 2018 and Keeping Children Safe in Education 2020, plus an additional line from Keeping Children Safe During Community Activities, After-School Clubs and Tuition, Non-statutory guidance for providers running out of school settings (October 2020) – see bullet point 4\*:

Safeguarding, and promoting the welfare of children, is everyone's responsibility.

"Safeguarding" is defined for the purposes of this guidance as:

- protecting children from maltreatment
- preventing impairment of children's mental and physical health or development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- taking action if you identify children to be at risk of harm\*
- taking action to enable all children to have the best outcomes

## Responsibilities

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 appropriate **statutory service and/or voluntary organisation**

Our youth leaders are aged 17 to 24. All youth leaders under the age of 18 are subject to the Child Safeguarding and Protection Procedures, as well as being responsible for adhering to guidelines.

## RESPONDING TO ABUSE

**If you are concerned about imminent risk to a child, young person or vulnerable adult 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 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 any Mizrachi UK activities, events and programmes the most senior person should be made aware of any such concerns. They in turn will refer it to the Designated Safeguarding Lead who will liaise with the appropriate statutory service and/or voluntary organisation.

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 senior person on the 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 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 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 Mizrachi UK 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.

- 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 Designated Safeguarding Lead as soon as possible. **It is your duty to refer this information – you cannot keep it a secret**
- If the Designated Safeguarding Lead is not available refer the information to the most senior person available. **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 Mizrachi UK will be referred to the Chief Executive Officer or Chair of Trustees 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 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 Designated Safeguarding Lead as soon as possible. **It is your duty to refer this information – you cannot keep it a secret.**
- If the Designated Safeguarding Lead is not available, refer the information to the Deputy Designated Safeguarding Lead. **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 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 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/Young person's record.

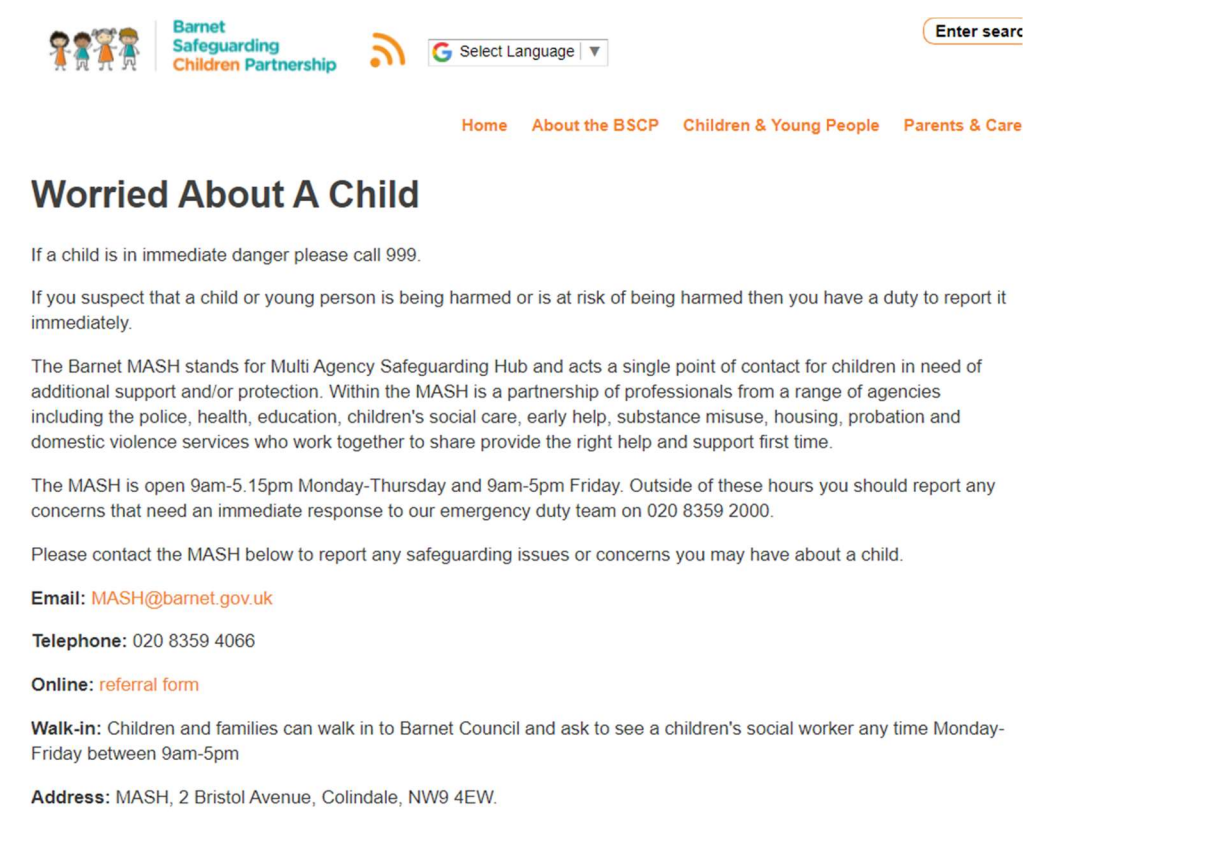
## **SUPPORTING STAFF/YOUTH LEADERS INVOLVED IN CHILD PROTECTION**



Mizrachi UK recognise that involvement in child protection can be stressful for staff and Youth Leaders. It is therefore committed to offering help and support for staff/ and Youth Leaders who have concerns. Staff can gain support from their Line Manager or Designated Safeguarding Lead. Madrichim can be supported by their line manager on events or the Designated Safeguarding Lead.

## **COMPLAINTS**

Complaints about the failure to follow these procedures should follow the Mizrachi UK Complaints Procedure.

## **CONTACT DETAILS FOR THE BARNET MASH (multi agency safeguarding hub)**



 **Barnet Safeguarding Children Partnership** 

[Home](#) [About the BSCP](#) [Children & Young People](#) [Parents & Care](#)

### Worried About A Child

If a child is in immediate danger please call 999.

If you suspect that a child or young person is being harmed or is at risk of being harmed then you have a duty to report it immediately.

The Barnet MASH stands for Multi Agency Safeguarding Hub and acts a single point of contact for children in need of additional support and/or protection. Within the MASH is a partnership of professionals from a range of agencies including the police, health, education, children's social care, early help, substance misuse, housing, probation and domestic violence services who work together to share provide the right help and support first time.

The MASH is open 9am-5.15pm Monday-Thursday and 9am-5pm Friday. Outside of these hours you should report any concerns that need an immediate response to our emergency duty team on 020 8359 2000.

Please contact the MASH below to report any safeguarding issues or concerns you may have about a child.

**Email:** [MASH@barnet.gov.uk](mailto:MASH@barnet.gov.uk)

**Telephone:** 020 8359 4066

**Online:** [referral form](#)

**Walk-in:** Children and families can walk in to Barnet Council and ask to see a children's social worker any time Monday-Friday between 9am-5pm

**Address:** MASH, 2 Bristol Avenue, Colindale, NW9 4EW.

[The Barnet Safeguarding Children Partnership - bscp \(thebarnetscp.org.uk\)](http://thebarnetscp.org.uk)

### **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** 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** 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** 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, where children are sexually exploited for money, power or status. Children or young people may be tricked into believing they are 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** 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

Child Protection Flowchart

