

SUKKAT SHALOM – EDINBURGH LIBERAL JEWISH COMMUNITY SAFEGUARDING POLICY

Purpose and Scope

This policy applies to anyone involved with, or representing, Edinburgh Liberal Jewish Community (ELJC) at any of its activities. The purpose of the ELJC safeguarding policy is to protect all children, young people and vulnerable persons at any of its activities. ELJC 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 operate in a way that protects them.

Policy

We recognise that:

- The welfare of the child/young person/vulnerable person is paramount
- All persons, regardless of age, disability, gender, racial heritage, 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, vulnerable persons, their parents, carers and other agencies is essential in promoting everybody's welfare

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

- Valuing, listening to and respecting them
- Appointing a nominated safeguarding lead / lead trustee
- Sharing concerns and relevant information with agencies who need to know, and involving children, young people, vulnerable persons, parents, families and carers appropriately
- Creating and maintaining an anti-bullying environment
- Investigating any allegations appropriately

Our safeguarding policy is to be followed by anyone working on behalf of ELJC, whether in a paid capacity or as a volunteer, at all times.

Contact Details

If you, or anyone known to you, has been subjected to any form of inappropriate behaviour, then please contact one of the following:

- The ELJC chair (chair@eljc.org)
- Nick Silk, ELJC Safeguarding Lead (nicksilk@eljc.org)
- Rabbi Mark Solomon
- Should you wish to contact someone not directly associated with ELJC, contact Ros Clayton, Liberal Judaism Link Officer for ELJC (r.clayton@liberaljudaism.org)

APPENDIX

This appendix details specific protocols for the topics listed.

Cheder

- All cheder teachers will be registered with the Protection of Vulnerable Groups (PVG) scheme run by Disclosure Scotland and organised for us by ScoJeC. PVG registration must be renewed every two years
- At cheder lessons, no teacher shall be scheduled for 1:1 teaching in a private room. Should such an instance occur e.g., due to only one child in the class being present, or a child needing special tuition, the cheder teacher should, if possible, arrange to teach the child in an area where other teachers and/or parents were able to observe (e.g. the café area). If this is not possible the headteacher should be informed as soon as possible, ideally before the lesson
- Where lessons are held virtually, parents/carers of children shall ensure that they are aware of what is happening during the lesson e.g., by being in the same room or an adjacent room where they can hear the content of the lesson
- Some bar/bat mitzvah lessons may involve 1:1 teaching. Where this is the case, as with other 1:1 teaching, such lessons should always be conducted with a parent/carer present or where they can hear the teaching of the lesson. This applies to virtual lessons as well as where the teacher and child are physically present

Photography

The taking of photographs (or videos) is prohibited during services. This is a synagogue policy not specifically related to Safeguarding. While photography is permitted at other times, those taking photographs must ensure that permission is received from all who are in the photograph, and where such photographs are to be displayed publicly e.g., in the synagogue magazine, this must be made clear at the time the photograph is taken.

Cheder parents should complete a form at the start of the year to record whether or not photographs of their children could be taken and displayed as discussed above.

Personal (1:1) discussions

There are occasions where synagogue trustees, the Rabbi, staff such as cheder teachers and volunteers have 1:1 discussions with members. In such cases the person concerned must bear in mind this policy and all individuals must be treated with respect. Where the person has any concerns about the nature or content of such discussions, they should keep confidential notes of the discussion. If it is appropriate they can discuss any concerns with the Safeguarding Lead.

Investigations

Any complaints or investigations relating to our safeguarding policy will be conducted in a way that maintains confidentiality and ensures that any complaints are taken seriously and investigated appropriately.

On-line interaction

Details of cheder and 1:1 interactions are covered in the headings above. Otherwise, for communal activities such as virtual services, educational and social events, the general principles of our safeguarding policy apply. This equally applies to any on-line publications such as our website and social media activities.

Council members

Council members are defined in the synagogue constitution as the trustees and as such are legally responsible for Safeguarding matters. All Council members must undergo appropriate Safeguarding training to allow them to carry out their duties.