



# Edgware Adath Yisroel Congregation

## Safeguarding Policy 2025

Ensuring the safety, welfare, and well-being  
of every child in our Kehilla

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## Introduction and Ethos

Edgware Adath Synagogue is committed to safeguarding and promoting the physical, mental, and emotional welfare of every child. We implement a preventative approach to managing safeguarding concerns, ensuring that the well-being and safety of children is at the forefront of all actions taken.

“Safeguarding is not just about protecting children from deliberate harm. It includes a wide range of issues relating to children’s welfare, health, and safety.”

Edgware Adath recognises our moral and statutory responsibility to safeguard and promote the welfare of all children.

The Edgware Adath recognises the importance of providing an ethos and environment within the Shul that will help children to feel safe, secure, and respected; encourage them to talk openly; and enable them to feel confident that they will be listened to. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection, and justice.

## Core Safeguarding Principles

- **Whole Community Responsibility:** It is a whole community responsibility to safeguard and promote the welfare of children as its paramount concern.
- **Equal Rights to Protection:** All children (defined as those up to the age of 18) regardless of age, gender, ability, culture, race, language, religion, or sexual identity, have equal rights to protection.
- **Right to be Heard:** All children have a right to be heard and to have their wishes and feelings taken into account.
- **Safe Professional Practice:** All representatives understand safe professional practice and adhere to our code of conduct and other associated policies.
- **Recognition of Vulnerability:** All representatives have a responsibility to recognise vulnerability in children and act on any concern in accordance with this guidance.

## Main Elements of Our Safeguarding Policy

- **Prevention:** Positive, supportive, safe organisation culture, curriculum and pastoral opportunities for children, safer recruitment procedures.
- **Protection:** By following the agreed procedures, ensuring all representatives are trained and supported to respond appropriately and sensitively to safeguarding concerns.
- **Support:** For all children, parents, and representatives, and where appropriate specific intervention for those who may be at risk of harm.
- **Working with Parents and Other Agencies:** To ensure appropriate communications and actions are undertaken.

## Scope and Coverage

For the purposes of this policy, representatives are defined as employees of Edgware Adath, volunteers, and/or independent contractors (consultants) who carry out work on behalf of the organisation, either in synagogue, nurseries, children services, youth activities, as well as activities and events held in members' homes.

Every representative at Edgware Adath recognises that children experiencing specific safeguarding issues identified above are no different to safeguarding against any other vulnerability or concern and will be approached and responded to in the same way as protecting children from any other risks.

The procedures contained in this policy apply to all representatives and are consistent with those of London Safeguarding Children Partnership (LSCP).

**Historical Abuse:** When allegations of historical abuse are made, this procedure should also be followed.

## Legal Basis

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

### Legislation

- Children Act 1989
- Sexual Offences Act 2003
- Serious Crime Act 2015
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Apprenticeships, Children and Learning Act 2009
- Equality Act 2010
- The Education (School Teachers' Appraisal) (England) Regulations 2012
- Anti-social Behaviour, Crime and Policing Act 2014
- Counter-Terrorism and Security Act 2015
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- The Childcare (Disqualification) and Childcare (Early Years Provision Free of Charge) (Extended Entitlement) Regulations 2018
- Voyeurism (Offences) Act 2019
- Domestic Abuse Act 2021
- Marriage and Civil Partnership (Minimum Age) Act 2022
- DfE (2024) 'Keeping children safe in education 2024
- DfE (2023) 'Working Together to Safeguard Children'

### Additional Guidance

- Safeguarding Disabled Children – Practice Guidance - DOH, 2009
- -“Guidance for Safer Working Practice for Adults who Work with Children and Young People in Education Settings”- Safer Recruitment Consortium February 2022

## Key Responsibilities

- **Universal Role:** Everyone who comes into contact with children and their families has a role to play in safeguarding children.

- **Strategic Responsibility:** The Committee, the Safeguarding Lead, and the Safeguarding Team have read and will follow 'Working Together to Safeguard Children' (2023). Further information regarding the key strategic responsibilities of the Companies Directors is identified in Appendix 1.

- **Nominated Safeguarding Team:** The Edgware Adath has nominated a Safeguarding Team named on the front of this document. EAYC Directors will nominate a person who will liaise with the Safeguarding Team and will take the lead role in ensuring that the organisation has an effective policy and that the policy and structures supporting safeguarding children are reviewed at least annually.

## Safeguarding Action Group

Name	Role	Qualification
Daniel Gillis	Safeguarding Lead	DSL training
Aryeh Richman	Safeguarding Board Member	DSL Training
Naomi Dickson	Safeguarding Board Member	DSL Training
Alison Jacob	Safeguarding Board Member	DSL Training

**Anyone on the safeguarding team will be a DSL or have, at least, a level 3 in safeguarding.**

**The Safeguarding Team is appointed officially by the Committee to oversee responsibility for the Safeguarding in the Shul, and will report back periodically to the Chairman and Committee, where appropriate.**

## Safeguarding Action

- Consider: Is the child at risk of harm? If so, then the named Safeguarding Lead must be informed immediately.
- If the risk of harm is imminent, please call 999
- If you have a query on Shabbat/Jewish Festivals and you believe a child may be at imminent risk, please contact 999 immediately.
- A phone call can be made to the NSPCC whistleblowing helpline (0800 028 0285).
- Should you wish to contact any of the individuals above, please email [safeguarding@eayc.org](mailto:safeguarding@eayc.org)

*Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families has a role to play. This means that they should consider, at all times, what is in the best interest of the child.*

## Definitions

The terms **“children”** and **“child”** refer to anyone under the age of 18.

For the purposes of this policy, **“safeguarding and protecting the welfare of children”** is defined as:

- Protecting children from maltreatment.
- Preventing the 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 to enable all children to have the best outcomes

# What to do if you have a child protection concern

## Step 1: Identify the Concern

Consider the reasons for your concern. These may include:

- **Disclosure:** A child has shared information indicating abuse or harm.
- **Child's Appearance:** Notable changes or concerns in physical appearance or hygiene.
- **Behavioural Changes:** Significant alterations in the child's behaviour or demeanour.
- **Witnessed Concerning Behaviour:** Observing behaviours or actions that raise concern for the child's welfare.

## Step 2: Inform the Designated Safeguarding Lead

- **Immediate Risk:** If the child is at immediate risk of harm, contact emergency services by calling 999.
- **Named Safeguarding Lead:** Inform the Designated Safeguarding Lead as. The named individual must be contacted without delay.

## Step 3: Safeguarding Lead Actions

- **Assess:** The Safeguarding Lead will evaluate the concern
- **Consult:** Discuss the concern with the Safeguarding Board.
- **Refer:** Make referrals to appropriate agencies if necessary, such as:
  - Local Authority Designated Officer (LADO)
  - Multi-Agency Safeguarding Hub (MASH)
  - Police

## Step 4: Record-Keeping

- **Document:** Record all decision-making processes and actions taken on the logging sheet.
- **Email:** Email the logging sheet to the designated recipient(s) for further action and record-keeping.

## Step 5: Monitoring

- **Plan:** Clearly outline what aspects will be monitored (e.g., behaviour trends, appearance).
- **Duration:** Specify the period over which monitoring will occur.
- **Feedback:** Identify if and to whom feedback will be provided and establish how this will be recorded.

## Step 6: Continuous Review

- **Ongoing Assessment:** Continuously review the child's circumstances.



- **Safety Assurance:** The Safeguarding Lead, staff, and volunteers must ensure that the child's safety remains the paramount concern throughout all stages.

## Community Responsibility

All members have a responsibility to:

- **Provide a Safe Environment:** Ensure that children are in a secure setting.
- **Develop Risk Awareness and Resilience:** Help children develop strategies to recognise and respond to risks, and build resilience.
- **Identify and Support Vulnerable Children:** Recognise children who may need extra help, are suffering, or are likely to suffer significant harm.
- **Offer Appropriate Assistance:** Provide help to children where appropriate and reasonable.
- **Prevent Escalation of Safeguarding Concerns:** Take action to prevent concerns from escalating and work with other services as needed.
- **Adopt a Vigilant Attitude:** Maintain an attitude of 'it could happen here' and always act in the best interests of the child.
- **Respond and Refer:** Address and refer any concerns about children or other members of the community in accordance with this policy.
- **Recognise Children's Reluctance:** Understand that children may not feel ready or know how to disclose abuse, exploitation, or neglect, and/or may not recognise their experiences as harmful. This should not deter representatives from exercising professional curiosity and speaking to a safeguarding officer if they have any concerns about a child.
- **Adhere to Policies:** Contribute to, read, and adhere to Edgware Adath's policies.

All representatives of the Edgware Adath are provided guidance on responding to a disclosure and are informed of their safeguarding contacts to approach if a child reports being abused or neglected.

Representatives must maintain an appropriate level of confidentiality while liaising with relevant professionals such as the Safeguarding Officer and other agencies as needed. They must never promise a child that they will not tell anyone about a concern or allegation, as this may ultimately not be in the child's best interests.

The welfare and safety of children is the responsibility of all representatives of the Edgware Adath. ANY concern for a child's welfare MUST always be reported to the relevant Safeguarding Contact immediately.

## Children and Young People

Children and young people (children) have a responsibility to:

- **Understand and Follow Policies:** Read and adhere to the Shul's safeguarding policies and procedures at a level appropriate to their age and ability.
- **Seek Help:** Seek help from a trusted adult if things go wrong, and support peers who may be experiencing safeguarding concerns.
- **Personal Responsibility:** Develop and take responsibility for keeping themselves and others safe, including online, at a level appropriate to their individual age, ability, and vulnerabilities.

## Parents and Carers:

Parents and carers have a responsibility to:

- **Understand Policies:** Read the relevant Shul's policies and procedures, encourage their children to adhere to them, and follow them themselves where appropriate.
- **Discuss Safeguarding:** Discuss safeguarding issues with their children, support the organisation in its safeguarding approaches, and reinforce appropriate safe behaviours at home.
- **Monitor Behaviour:** Identify changes in their child's behaviour that could indicate a risk of harm, including online.
- **Seek Support:** Seek help and support from the organisation or other appropriate agencies if they or their child encounter any safeguarding concerns.

## Local Support:

Local support available within Barnet includes the following contact details:

- **Barnet MASH Team:** Contact the Multi-Agency Safeguarding Hub (MASH) or other named point of entry.
- **Central Duty Team:** 020 8359 4066
- **Out of Hours Number:** 020 8359 2000

**Note:** The Designated Officer (DO), formerly known as the Local Authority Designated

Officer (LADO), deals specifically with allegations of wrongful behaviour towards children by representatives. The contact details for Barnet's DO are:

- **Name:** Rob Wratten

- **Tel:** 0208 359 4528

LADO advice is sought from the LADO based in the local authority area where the representative is located.

## Police

-Non-Emergency: 101

-Emergency: 999 (if there is an immediate risk of harm)

- London Safeguarding Children Partnership (LSCP): <https://www.londonscb.gov.uk>.

## Recognition and Categories of Abuse

All members of Edgware Adath should be aware of the definitions, signs, and symptoms of abuse. There are four categories of abuse (PENS):

- Physical Abuse
- Emotional Abuse
- Neglect
- Sexual Abuse

The most up-to-date definitions, indicators, and signs of abuse are found in Appendix 2. Staff should also refer to "What to do if you are worried a child is being abused" (2015).

Members should recognise that child welfare concerns may arise in various contexts and can vary significantly in nature and seriousness. Abuse may occur in a family, institutional, or community setting, by known individuals or strangers, adults, or other children. Children may be abused via the internet by peers, family members, or unknown individuals. Often, an abused child will experience multiple types of abuse and other difficulties in their lives. Abuse and neglect can happen over time or as a one-off event, with long-term impacts on a child's health, development, and well-being.

Warning signs and symptoms of child abuse and neglect can vary. Children's development rates differ, so behaviours concerning a younger child might be normal for an older one. Parental behaviours may also indicate abuse or neglect; representatives should be alert to concerning parent-child interactions and other parental behaviours, such as substance misuse or sudden changes in mental health.

By understanding the warning signs, we can respond early and provide the right support and services for the child and their family. It's important to remember that a warning sign doesn't automatically mean a child is being abused.

### Induction, Awareness, and Training

The Safeguarding Team will ensure all members of Edgware Adath are appropriately inducted regarding the organisation's internal safeguarding procedures and communication lines.

All members working with children will receive an enhanced DBS certificate and appropriate safeguarding and child protection training organised by the Safeguarding Team. This training ensures that all involved:

- Recognise potential safeguarding and child protection concerns involving children and adults (colleagues, other professionals, and parents/carers).

- Respond appropriately to safeguard issues and take action in line with this policy.
- Record concerns in line with Shul policies.
- Refer concerns to the Safeguarding Team and seek external support if required.

Training will cover:

- Shul responsibilities, child protection procedures, online safety, safe working practices, and external reporting mechanisms.
- Risks associated with technology, online abuse, and concurrent online and offline abuse.
- Behaviours linked to drug and alcohol misuse, child-on-child abuse, bullying, and inappropriate sharing of images.

The Safeguarding Team will provide an annual report to the Committee detailing safeguarding training undertaken by all representatives and maintain up-to-date training registers. While a nominated lead for safeguarding exists on the Committee, all board members will access appropriate safeguarding training covering their strategic responsibilities regularly.

## Safe Working Practice

Children may make allegations against representatives when they feel vulnerable or perceive a risk to their welfare. Representatives should avoid placing themselves in vulnerable positions regarding child protection or potential allegations. For example, conducting interviews or working with individual children or parents should be in view of other adults. Physical intervention should only be used when necessary to prevent harm and should be recorded and witnessed.

Representatives should be aware of the professional risks associated with using social media and electronic communication and follow the organisation's Code of Conduct and social media policy.

When requesting a photographer for a synagogue event, whether paid or voluntary, Appendix 7 must be followed. Representatives may need to provide information or present evidence to statutory agencies; in such cases, Appendix 8 must be followed.

## Staff Supervision and Support

The Edgware Adath will provide appropriate supervision and support for roles requiring safeguarding responsibilities to ensure:

- Competency in carrying out safeguarding duties.
- An environment where concerns can be raised and support is available.
- Continuous improvement in safeguarding practices.

## Safeguarding Concerns and Allegations

All allegations against staff, volunteers, and contractors will be managed in line with the Shul's Allegations of Abuse against Staff Policy. The policy will be provided to and understood by everyone. The shul will ensure all allegations are dealt with appropriately, liaising with relevant parties as necessary. Allegations are categorised into those meeting the harms threshold and low-level concerns.

- **Harms Threshold:** Includes instances where staff have harmed a child, may have harmed a child, committed a criminal offence related to a child, or pose a risk of harm.

- **Low-Level Concerns:** Behaviour that does not meet the harms threshold but goes against the code of conduct. Examples include being overly friendly with children, having favourites, engaging one-to-one in secluded areas, or humiliating children.

Low-level concerns will be addressed by the Safeguarding Team and recorded, including details of the concern, context, action taken, and the name of the individual sharing the concern. Anonymity will be respected as far as reasonably possible.

## Communication and Confidentiality

All child protection and safeguarding concerns will be treated with strict confidentiality in accordance with the shul's data protection policies. Anonymity is legally protected in cases of sexual abuse or violence. The shul will consult its policy and determine what information to disclose, considering the safety and wishes of the child involved.

## Safer Recruitment

Edgware Adath is committed to safe recruitment practices. DBS checks will be completed for anyone working with children regularly.

## Referral to the DBS

The shul will refer to the DBS anyone who has harmed a child, poses a risk of harm, or has committed an offence and is removed from regulated activity. This duty also applies if the individual is redeployed or suspended.

## Record Keeping

- Representatives must request a 'Logging of Concern Form' from their named safeguarding contact.
- Representatives should record any welfare concerns about a child on the 'Logging a Concern Form' (including a Body Map if injuries are observed) and submit it promptly to their safeguarding contact. Records should be completed as soon as possible after the incident, using the child's own words, and be signed and dated.
- All safeguarding concerns, discussions, decisions made, and their reasons must be documented in writing. If there is any uncertainty about recording requirements, representatives should consult the safeguarding officer.
- 'Logging of Concern Forms' and Body Maps can be found in Appendices 5 and 6.
- Safeguarding records are maintained separately from other records concerning the child, stored securely and centrally by the DSL, and shared with representatives only on a 'need to know' basis.
- The Chairman will be informed of significant issues by the Safeguarding Team.

## Working with Other Agencies

Edgware Adath is committed to collaborating with other professionals and agencies to meet children's needs and protect them from harm. The organisation aims to identify children and families who may benefit from external support and facilitate referrals with the parents' or carers' consent where appropriate. The organisation's role is not to investigate but to refer cases to statutory agencies and contribute to investigations and assessments as required. Representatives will be enabled to attend relevant safeguarding meetings, such as Child Protection Conferences and Core Groups.

## Confidentiality and Information Sharing

Edgware Adath acknowledges that all child protection matters are confidential. The DSL discloses information about a child only on a need-to-know basis. Representatives must not promise confidentiality to a child if it compromises their safety or wellbeing.

While representatives have a duty to keep information about children, families, and colleagues confidential, they also have a professional responsibility to share information with other agencies to safeguard children. The organisation will adhere to data protection principles, allowing for the sharing of personal information where necessary to keep children safe, as per the Data Protection Act 2018 and UK GDPR.

## Complaints

The Edgware Adath has a Complaints Procedure for parents, children, and representatives to report concerns, available on the organisation's website. All complaints are taken seriously and handled through the appropriate process. Allegations against representatives are managed according to the 'Managing Allegations' section in the Child Protection Policy.

## Allegations Against Representatives

Any allegations against representatives must be reported immediately to the Chairman, who will contact the safeguarding officer and/or the Safeguarding Team, and then the Local Authority Designated Officer (LADO) to decide on further action. Representatives are encouraged to report concerns about colleagues' conduct, which could place a child at risk, through the organisation's Whistleblowing Procedure. They can also contact the NSPCC whistleblowing helpline.

## Allegations Against Children

Edgware Adath recognises that children can abuse their peers. Such abuse includes bullying, physical abuse, sexual violence, and harassment. All incidents are taken seriously and addressed appropriately, with support provided to both victims and alleged perpetrators. The organisation follows the Behaviour Policy and refers cases to external agencies when necessary.

## Safeguarding Children with SEND

Edgware Adath acknowledges that children with special educational needs and disabilities (SEND) face additional safeguarding challenges. The organisation ensures that these children are supported and their voices heard. Representatives are encouraged to explore possible indicators of abuse in children with SEND and not assume they are related to the child's disability.



## Online Safety

Edgware Adath recognises the risks associated with technology use and categorises online safety issues into content, contact, conduct, and commerce. The organisation takes steps to protect children from these risks.

## Use of Organisation Premises

When other organisations use Edgware Adath premises, written assurance of appropriate safeguarding policies and checks is required. Without such assurance, permission to use the premises will be refused.

## Provision of Services to Other Organisations

When providing services to other organisations, Edgware Adath seeks written clarification of their safeguarding arrangements. If adequate safeguarding measures are not in place, the relationship will be terminated. Jointly provided services will follow the external organisation's policies, but representatives will adhere to policies.

## Premises Security

All representatives are responsible for reporting security concerns about the buildings and grounds. The organisation operates a community ethos, welcoming feedback on security issues. Any threatening behaviour from individuals will be treated as a serious concern, possibly leading to restricted access to the premises.

## Periodic Review

All safeguarding policies are reviewed at least annually by the Committee, who oversee the organisation's safeguarding and child protection systems. The Head of Safeguarding can report on safeguarding activity and systems to the committee, without disclosing individual child situations or family details.

## Appendix 1: Responsibilities of the Committee and the Safeguarding Team

*The Committee has the responsibility to ensure:*

- There is a named Safeguarding Officer who has undertaken approved DSL training, in addition to child protection awareness training.
- The Edgware Adath has an up-to-date child protection policy which is consistent with LSCP requirements, reviewed annually and made available to parents on request.
- Procedures are in place for dealing with allegations of abuse made against representatives including allegations made against the manager.
- Safer recruitment procedures, which include the requirement for appropriate checks in line with national guidance are in place.
- There is an up-to-date and appropriate training strategy which ensures all representatives, including the managers, representatives and volunteers, receive safeguarding training.
- That all representatives are made aware of the organisation's arrangements for safeguarding.

*The Safeguarding Team has the responsibility to ensure:*

- That the child protection policy and procedures are implemented and followed by all representatives.
- That sufficient time and resources are allocated to enable the SO (and any appropriately trained deputies) to carry out their roles effectively, including the assessment of children and the attendance at strategy discussions and other necessary meetings.
- That all representatives feel able to raise concerns about poor or unsafe practice and that such concerns are handled sensitively and in accordance with the organisation's whistle blowing procedures.
- That child's safety and welfare is addressed throughout all of the services provided across the organisation.

## Appendix 2: Categories of Abuse

### Definition of Abuse:

Abuse is a form of maltreatment of a child, involving harm or failure to act to prevent harm. A child can be abused by adults or other children, both online and offline. Abuse can be perpetrated by men, women, and children.

### Types of Abuse and Their Indicators:

#### 1. Sexual Abuse:

Sexual abuse involves forcing or enticing a child or young person to engage in sexual activities, with or without their awareness. This can include physical contact (e.g., assault by penetration, kissing, touching) or non-contact activities (e.g., producing sexual images, watching sexual activities, grooming). Both adults and children of any gender can commit sexual abuse.

#### **Signs that may indicate sexual abuse:**

- Sudden changes in behaviour or performance at school
- Age-inappropriate displays of affection
- Self-harm or suicide attempts
- Regressive behaviour (e.g., thumb sucking)
- Distrust of familiar adults
- Secrecy or need for constant reassurance
- Unexplained gifts or money
- Depression and withdrawal
- Fear of undressing for physical activities
- Presence of sexually transmitted diseases
- Fire setting

#### 2. Physical Abuse:

Physical abuse includes actions that cause physical harm to a child, such as hitting, shaking, throwing, poisoning, burning, drowning, or suffocating. It can also involve fabricated or induced illness by a caregiver.

### **Signs that may indicate physical abuse:**

- Bruises and abrasions around the face
- Injuries around the mouth
- Bilateral injuries (e.g., two bruised eyes)
- Bruising on soft areas like cheeks
- Fingertip bruising on the torso
- Bite marks
- Burns or scalds with unusual patterns
- Deep contact burns (e.g., cigarette burns)
- Injuries suggesting beatings (e.g., strap marks)
- Covering arms and legs even in hot weather
- Aggressive behaviour or severe temper outbursts
- Inconsistent or implausible explanations for injuries
- Delay in seeking treatment for injuries

### **3. Emotional Abuse:**

Emotional abuse involves persistent maltreatment causing severe adverse effects on a child's emotional development. It includes making a child feel worthless, unloved, or only valuable in meeting another's needs. Emotional abuse can involve silencing the child, imposing inappropriate expectations, overprotection, witnessing abuse, serious bullying, and causing fear or danger.

Signs that may indicate emotional abuse:

- Overreaction to mistakes
- Low self-confidence or self-esteem
- Sudden speech disorders
- Self-harming behaviours
- Eating disorders
- Extreme passivity or aggression
- Compulsive stealing
- Substance abuse (e.g., drugs, alcohol)
- Fear of parents being contacted
- Unwillingness or inability to play
- Excessive need for approval and affection

#### 4. Neglect:

Neglect is the persistent failure to meet a child's basic physical or psychological needs, leading to serious impairment of health or development. This includes inadequate food, clothing, shelter, protection from harm, supervision, and access to medical care. Neglect can also involve unresponsiveness to a child's emotional needs.

Signs that may indicate neglect:

- Constant hunger
- Poor personal hygiene
- Persistent tiredness
- Inadequate clothing
- Frequent lateness or non-attendance at school
- Untreated medical problems
- Poor relationships with peers
- Low self-esteem
- Compulsive stealing and scavenging
- Repetitive behaviours (e.g., rocking, hair twisting)
- Running away
- Weight loss or being underweight

## Appendix 3: Specific Safeguarding Issues

### Child Sexual Exploitation (CSE)

The Edgware Adath recognises that CSE involves exploitative situations, contexts, and relationships where young people receive something (e.g., food, accommodation, drugs, alcohol, gifts, money, or simply affection) as a result of engaging in sexual activities. Sexual exploitation can range from seemingly consensual relationships where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What distinguishes exploitation is an imbalance of power in the relationship, where the perpetrator holds power over the victim, which increases as the relationship develops. Sexual exploitation may involve coercion, intimidation, or enticement, including peer pressure, sexting, sexual bullying (including cyberbullying), and grooming. It is important to recognise that some young people who are being sexually exploited may not show external signs of abuse or recognise it as such.

Every representative at Edgware Adath understands the need to identify children at risk of CSE and approach these issues as they would in protecting children from other risks. While age is often the most obvious factor, the power imbalance can also arise from other factors, including gender, cognitive ability, physical strength, status, and access to resources.

### Domestic Abuse

The cross-government definition of domestic violence and abuse is any incident or pattern of controlling, coercive, threatening behaviour, violence, or abuse between those aged 16 or over who are, or have been, intimate partners or family members, regardless of gender or sexuality. The abuse can encompass, but is not limited to:

- Psychological
- Physical
- Sexual
- Financial
- Emotional

Exposure to domestic abuse and/or violence can have a serious, long-lasting emotional and psychological impact on children. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result. Domestic abuse affecting young people can also occur within their personal relationships as well as within the context of their home life.

## Child Criminal Exploitation (CCE)

Child criminal exploitation is a form of abuse where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate, or deceive a child into criminal activity, in exchange for something the victim needs or wants, and/or for the financial or other advantage of the perpetrator or facilitator, and/or through violence or the threat of violence. The abuse can be perpetrated by males or females, and children or adults. It can be a one-off occurrence or a series of incidents over time, ranging from opportunistic to complex organised abuse. The victim can be exploited even when the activity appears consensual. It does not always involve physical contact and can happen online.

### Indicators of CCE can include a child:

- Appearing with unexplained gifts or new possessions
- Associating with other young people involved in exploitation
- Suffering from changes in emotional wellbeing
- Misusing drugs and alcohol
- Going missing for periods of time or regularly coming home late
- Regularly missing school or education
- Not taking part in education

If a representative suspects CCE, it should be approached in the same way as protecting children from other risks.

## Radicalisation

The Edgware Adath recognises that exposure of children (and adults) to extremist ideology can hinder their social development and educational attainment and pose a real risk that they could support or partake in an act of violence. Radicalisation of young people can be compared to grooming for sexual exploitation. All nursery schools run by The Edgware Adath are subject to the Protecting Children at Risk of Radicalisation policy, available within nursery settings. The Edgware Adath Prevent Duty Co-ordinator is responsible for overseeing this policy.

## Child-on-Child Abuse

Child-on-child abuse is when children abuse other children. This can occur inside and outside of educational environments, both face-to-face and online, and can happen simultaneously between the two. The Edgware Adath has a zero-tolerance approach to sexual violence and harassment. Even if no reports are made, it does not mean that such abuse is not occurring. All children are at risk, but some groups are more vulnerable, including:

- Children with additional needs and disabilities
- Children living with domestic abuse
- Children at risk of or suffering significant harm
- Children at risk of or being exploited (CRE, CSE)
- Looked after children
- Children who go missing or are missing education
- Children who identify as or are perceived as LGBTQI+ or have other protected characteristics

Research indicates that girls are more frequently identified as being abused by peers and are more likely to experience unwanted sexual touching and harassment, often being exploited into gangs and victims of gang-related sexual violence. Boys are less likely to report intimate relationship abuse and may display behaviours such as anti-social or criminal behaviour. Boys are more likely to be exploited into gangs and subject to gang-related violence.



## Child-on-child abuse may include, but is not limited to:

- Bullying (including cyber-bullying, prejudice-based and discriminatory bullying)
- Abuse in intimate personal relationships between children (teenage relationship abuse)
- Physical abuse such as hitting, kicking, shaking, biting, hair-pulling, or otherwise causing physical harm (including online elements)
- Sexual violence such as rape, assault by penetration, and sexual assault (including online elements)
- Sexual harassment such as comments, remarks, jokes, and online harassment
- Causing someone to engage in sexual activity without consent
- Sharing nude and semi-nude images and/or videos (sexting or youth-produced sexual imagery)
- Upskirting
- Initiation/hazing type violence and rituals
- Prejudiced behaviour (homophobia, disabilities)
- Radicalisation
- Race hate and racism

## Mental Health

Mental health problems can sometimes indicate that a child has suffered or is at risk of suffering abuse, neglect, or exploitation. Representatives will be alert to behavioural signs suggesting a child may be experiencing or at risk of developing mental health problems. If there is a mental health concern that is also a safeguarding concern, representatives must share the information with the safeguarding team immediately. For non-safeguarding mental health concerns, representatives should still consult with the safeguarding team to agree on a course of action.

## Homelessness

Being homeless or at risk of homelessness presents a significant risk to a child's welfare. The safeguarding team will be aware of contact details and referral routes to the local housing authority to raise/progress concerns promptly (in accordance with local procedures). If a child has been harmed or is at risk of harm, the safeguarding team will also refer to children's social care.

## So-Called 'Honour-Based' Abuse (HBA) Including FGM and Forced Marriage

So-called honour-based abuse encompasses incidents or crimes committed to protect or defend the honour of the family and/or community, including FGM, forced marriage, and practices such as breast ironing. Abuse in this context often involves family or community pressure and multiple perpetrators. All forms of HBA are abuse and will be handled and escalated accordingly. Staff will be alert to the possibility of a child being at risk of or having suffered HBA and will activate local safeguarding procedures if there are concerns.

## Appendix 4: Keeping yourself safe when responding to disclosures

*(the 6 R's – what to do if...)*

### 1. *Receive*

- Keep calm
- Listen to what is being said without displaying shock or disbelief
- Take what is being said to you seriously
- Note down what has been said

### 2. *Respond*

- Reassure the child that they have done the right thing in talking to you
- Be honest and do not make promises you cannot keep e.g. “It will be alright now”
- Do not promise confidentiality; you have a duty to refer
- Reassure and alleviate guilt, if the child refers to it e.g. “you’re not to blame”
- Reassure the child that information will only be shared with those who need to know

### 3. *React*

- React to the child only as far as is necessary for you to establish whether or not you need to refer the matter, but do not interrogate for full details.
- Do not ask leading questions; “Did he/she....?” Such questions can invalidate evidence.
- Do ask open “TED” questions; Tell, explain, describe
- Do not criticise the perpetrator; the child may have affection for him/her
- Do not ask the child to repeat it all for another representative
- Explain what you have to do next and who you have to talk to

### 4. *Record*

- Make some brief notes at the time on any paper which comes to hand and write them up as soon as possible.

- Do not destroy your original notes
- Record the date, time, place, any non-verbal behaviour and the words used by the child. Always ensure that as far as possible you have recorded the actual words used by the child.
- Record statements and observable things rather than your interpretations or assumptions (please ensure the organisations templates are used)

5. *Remember*

- Contact the designated safeguarding lead

6. *Relax*

- Get some support for yourself, dealing with disclosures can be traumatic for professionals

## Appendix 5: Logging a concern about a child safety and welfare

Check to make sure your report is clear to someone else reading it.

<b>Child's Name:</b>				<b>Date of Birth:</b>					
<b>Date and Time of Incident:</b>				<b>Date and Time (of writing):</b>					
<b>Name:</b> ..... <b>Print</b> <b>Signature</b>  <b>Job Title:</b>									
<b>Record the following factually: What are you worried about? Who? What (if recording a verbal disclosure by a young person use their words)? Where? When (date and time of incident)? Any witnesses?</b>  <b>PLEASE ADD BODY MAPS WHERE RELEVANT</b>									
<b>What is the child's account/perspective?</b>									
<b>Professional opinion where relevant.</b>									
<b>Any other relevant information (distinguish between fact and opinion). Previous concerns etc.</b>									
<b>What needs to happen? Note actions, including names of anyone to whom your information was passed and when.</b>									
<b>Please circle below the level of safety you feel the child has at this time (0 = is currently risk of harm – 10 = no concerns regarding the child's safety)</b>									
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>

## Appendix 6: Body Map Guidance

Body Maps should be used to document and illustrate visible signs of harm and physical injuries. Always use a black pen (never a pencil) and do not use correction fluid or any other eraser.

Do not remove clothing for the purpose of the examination unless the injury site is freely available because of treatment.

\*At no time should a representative take photographic evidence of any injuries or marks to a young person's person, the body map below should be used. Any concerns should be reported and recorded without delay to the appropriate safeguarding services, e.g. Social Care direct or young person's social worker if already an open case to social care.

When you notice an injury to a young person, try to record the following information in respect of each mark identified e.g. red areas, swelling, bruising, cuts, lacerations and wounds, scalds and burns:

- Exact site of injury on the body, e.g. upper outer arm/left cheek. Size of injury - in appropriate centimetres or inches.
- Approximate shape of injury, e.g. round/square or straight line. Colour of injury - if more than one colour, say so.
- Is the skin broken?
- Is there any swelling at the site of the injury, or elsewhere? Is there a scab/any blistering/any bleeding?
- Is the injury clean or is there grit/fluff etc.?
- Is mobility restricted as a result of the injury? Does the site of the injury feel hot?
- Does the young person feel hot? Does the young person feel pain?
- Has the young person's body shape changed/are they holding themselves differently?

Importantly the date and time of the recording must be stated as well as the name and designation of the person making the record. Add any further comments as required.

**Ensure First Aid is provided where required and record**

A copy of the body map should be kept with the logging of concern form.

**BODYMAP**

(This must be completed at time of observation)

Name of child:

.....

Date of Birth:

.....

Name of representative:

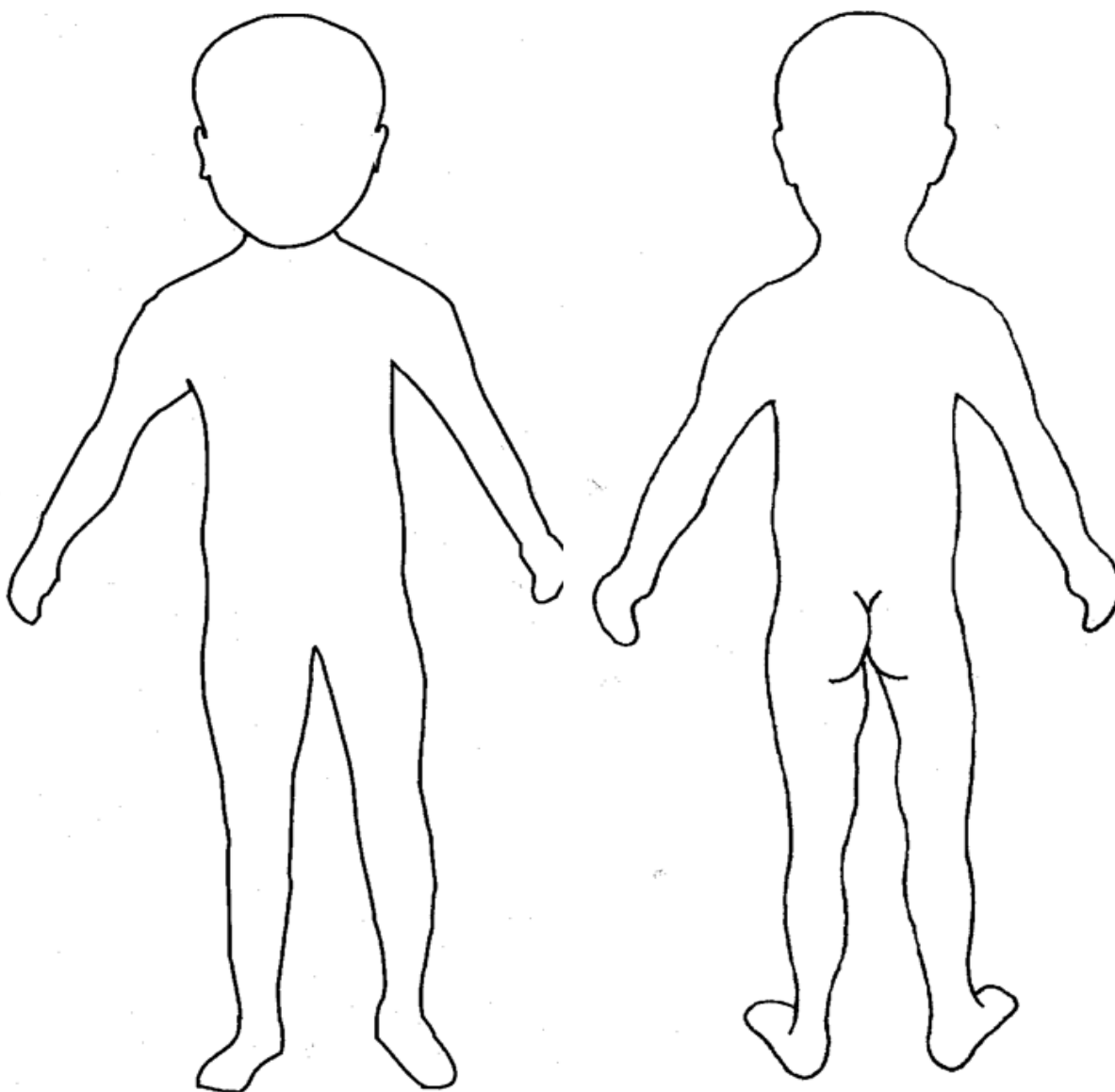
.....

Job title:

.....

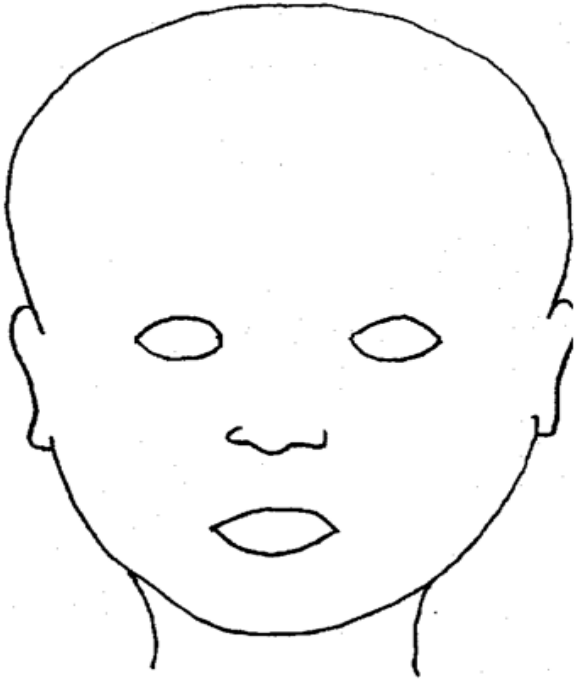
Date and time of observation:

.....

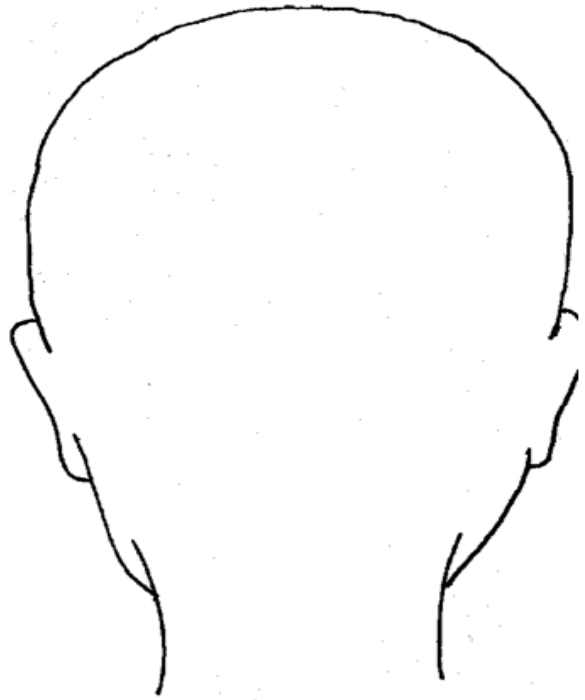


Name of child:

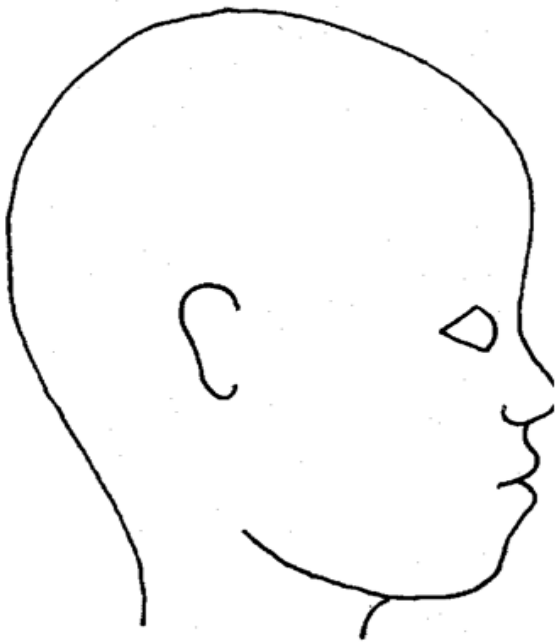
Date and time of  
observation:



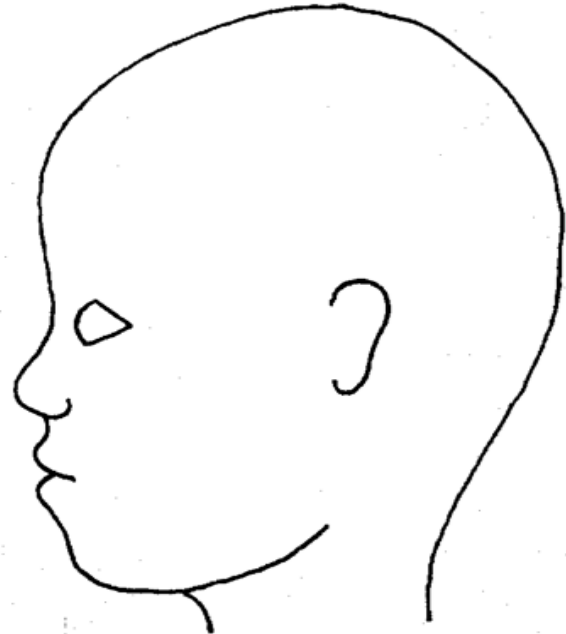
FRONT



BACK



RIGHT

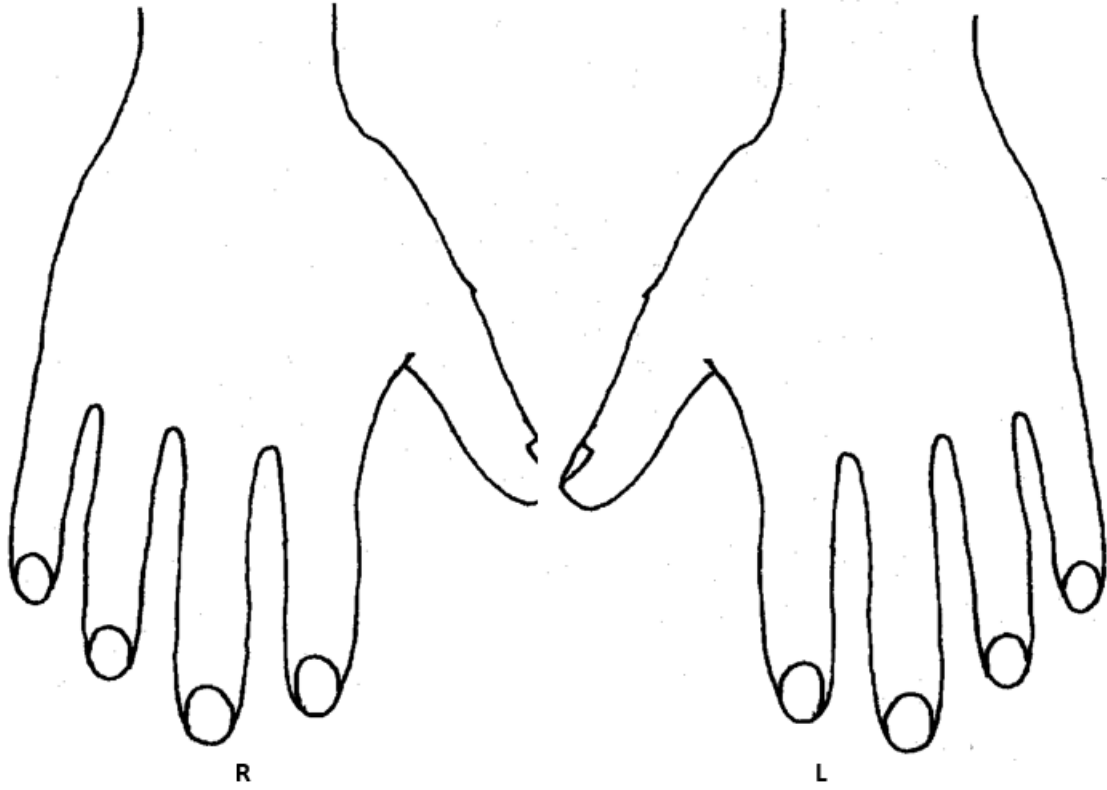


LEFT

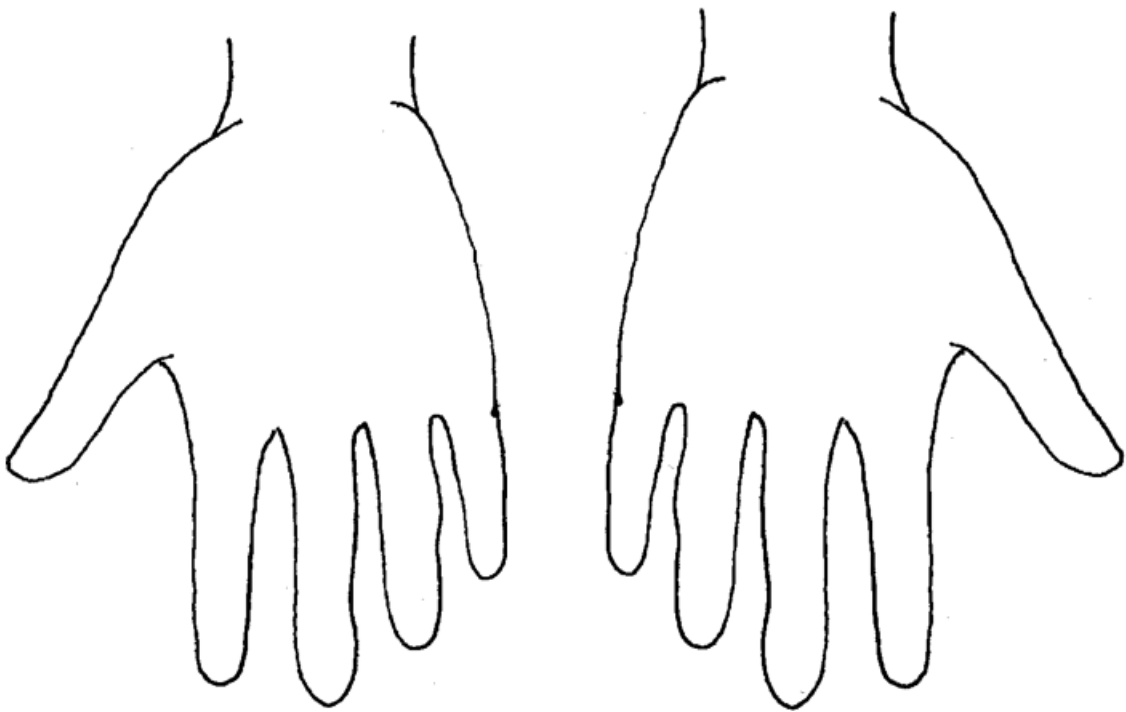


Name of child:

Date and time of  
observation: .....

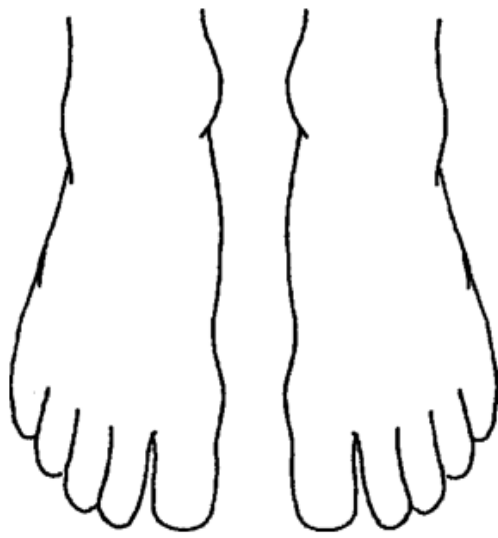


BACK



Name of child:

Date and time of observation:



R

TOP

L R



BOTTOM

L



R



L

INNER



R

L

OUTER



Printed Name,  
Signature and Job  
title of staff:

.....

## Appendix 7: Photography

If any synagogue requests a photographer for a synagogue event, whether on a paid or a voluntary basis, the following conditions apply:

1. Photographers should not have unsupervised access to children. If the photographer is to have regular contact with children and/or vulnerable adults, he/she must have a valid DBS certificate (within 3 years).
2. Photography of children and/or vulnerable adults should only take place in public or communal spaces and in no circumstances should they take place outside an event or at the home of a child/vulnerable adult.
3. Photography of children/vulnerable adults should be in groups only rather than individually.
4. The individual concerned must confirm that all images taken on a personal device/camera will be transferred to a Edgware Adath account and all private copies deleted without unreasonable delay. Hard copies of images should be kept in a locked drawer and electronic images should be in a protected folder with restricted access.
5. All those being photographed (or their parents in the case of children under the age of 12) should be told that photos are being taken. Anyone not wanting to be photographed must have the chance to opt out. If the photography is to be used in a way that falls outside what someone might reasonably expect then specific consent is required. For example if a photo taken at an event was to be used in an advertising campaign/See further Appendix 3 of the Staff Handbook, Requirements for Photos Appearing on Edgware Adath Websites.
6. No photo of a child under 18 should allow for the identification of that child with the picture by including their full name together with their contact details.
7. With regard to children's events, the organiser of the photographer must ask parents not to share photos on social media without parental consent.
8. With regard to events organised jointly with other organisations, an approach to photography should be agreed ahead of time and should be consistent with the spirit of this policy.

## Appendix 8: National Support Organisations

### Support Resources

#### Support for Representatives

- Professional Online Safety Helpline:  
[saferinternet.org.uk/helpline](https://www.saferinternet.org.uk/helpline)

#### Support for Children

- Norwood: [norwood.org.uk](https://www.norwood.org.uk)
- NSPCC: [nspcc.org.uk](https://www.nspcc.org.uk)
- ChildLine: [childline.org.uk](https://www.childline.org.uk)
- Papyrus: [papyrus-uk.org](https://www.papyrus-uk.org)
- Young Minds: [youngminds.org.uk](https://www.youngminds.org.uk)
- The Mix: [themix.org.uk](https://www.themix.org.uk)

#### Support for Adults

- [Support website or helpline details if available]

#### Support for Learning Disabilities

- Respond: [respond.org.uk](https://www.respond.org.uk)
- Mencap: [mencap.org.uk](https://www.mencap.org.uk)

#### Domestic Abuse

- Men's Advice Line: [mensadviceline.org.uk](https://www.mensadviceline.org.uk)
- Jewish Women's Aid: [jwa.org.uk](https://www.jwa.org.uk)
- Mankind: [mankind.org.uk](https://mankind.org.uk)
- Refuge: [refuge.org.uk](https://www.refuge.org.uk)
- Women's Aid: [womensaid.org.uk](https://www.womensaid.org.uk)

## Sexual Abuse and CSE

- Marie Collins Foundation:

[mariecollinsfoundation.org.uk](https://www.mariecollinsfoundation.org.uk)

- Lucy Faithfull Foundation: [lucyfaithfull.org.uk](https://www.lucyfaithfull.org.uk)

- Internet Watch Foundation (IWF): [iwf.org.uk](https://www.iwf.org.uk)

- Stop it Now!: [stopitnow.org.uk](https://www.stopitnow.org.uk)

- Parents Protect: [parentsprotect.co.uk](https://www.parentsprotect.co.uk)

- CEOP: [ceop.police.uk](https://www.ceop.police.uk)