



FINCHLEY PROGRESSIVE SYNAGOGUE

Child Protection & Safeguarding Policy

(For children and young or vulnerable adults)

Date of policy update	January 2026
Date for next review	January 2027
Trustee Safeguarding Lead	Dan Epstein
Designated Safeguarding Lead	Beverley Kafka

Contact Information:

Barnet Local Area Designated Officer (LADO)	020 8359 4066 (via MASH)
Barnet PREVENT Education Officer	020 8359 7311
In Case of Emergency	Call the Police on 999
Barnet Multi Agency Safeguarding Hub	020 8359 4066/4097
Emergency Duty Team (Out of hours)	020 8359 2000
NSPCC	0808 800 5000 help@nspcc.org.uk
Norwood	020 8809 8809 info@norwood.org.uk

Introduction to the FPS Child Protection & Safeguarding Policy

FPS recognises the importance of providing an ethos that all children have the right to protection from abuse, and that their welfare is preserved and promoted.

FPS understands it has a duty of care to safeguard all children involved in any activities undertaken by or on behalf of the synagogue.

In order to facilitate this, FPS will ensure that it has policies, procedures and practices to protect children and young people.

All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

Anyone leading an FPS event holds responsibility for implementing this policy

Our FPS core safeguarding principles are:

- It is the responsibility of the whole community to safeguard and promote the welfare of children and young or vulnerable adults
- 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
- All children and young adults have a right to be heard and to have their wishes and feelings taken into account.
- FPS maintains an attitude of 'it could happen here' with regard to safeguarding

The aims of this policy are to:

- Provide children with appropriate safety and protection whilst in the care of FPS.
- Provide representatives working on behalf of FPS with clear guidelines and procedures to follow, to help avoid inappropriate, misguided or wrong behaviour, and provide guidance regarding what action to take if there is concern about a child or a young person's welfare.
- Protect FPS's name and reputation from being brought into disrepute.

'Safeguarding is not just about protecting children or young and vulnerable adults from deliberate harm. It includes a wide range of issues relating to welfare, health and safety.'

UN Convention on the Rights of the Child (UNCRC), 1989, Articles 1 to 54.

FPS believes in the rights of the child, as defined in UN Convention on the Rights of the Child (UNCRC), 1989, Articles 1 to 54. The Convention spells out the basic rights that children everywhere have. The four core principles of the convention are: non-discrimination; devotion to the best interests of the child; the right to life, survival and development; and respect for the views of the child.

Scope of the policy:

For the purpose of this policy, a child is defined as a person under the age of 18 (The Children Act - 1989). It applies to children and young people who are FPS members and those that attend FPS programmes or events. It also refers to vulnerable adults over the age of 18 years.

ROLES AND RESPONSIBILITIES

Responsibility:

‘All those who come into contact with children and families in their everyday work, including practitioners who do not have a specific role in relation to child protection, have a duty to safeguard and promote the welfare of children’ (HM Govt, 2003).

FPS believes that safeguarding is everyone’s responsibility. FPS understands that safeguarding issues can happen anywhere, including at FPS.

The Synagogue Council has a duty to:

- Ensure that the synagogue complies with its duties under this policy and safeguarding legislation.
- Guarantee that the policies, procedures and training opportunities are effective, implemented and comply with the law at all times.
- Guarantee that the synagogue contributes to inter-agency working in line with the statutory guidance Working Together to Safeguard Children 2018.
- Confirm that the synagogues’ safeguarding arrangements take into account the procedures and practice of the LA as part of the inter-agency safeguarding procedures established by the Barnet Safeguarding Children Board (BSCB).
- Guarantee that there are effective policies and procedures in place together with a staff code of conduct.
- Ensure that there is at least one council member responsible for safeguarding arrangements.
- Appoint a member of staff to the role of DSL as an explicit part of the role-holder’s job description – there should always be cover for the DSL when they are away. (See Page 4 for roles of DSL).
- Adhere to statutory responsibilities to check staff who work with children, taking proportionate decisions on whether to ask for any checks beyond what is required.
- Guarantee that volunteers are appropriately supervised.
- Make sure that at least one person on any appointment panel has undertaken safer recruitment training.
- Ensure that all staff members receive some safeguarding and child protection training at least annually. This should be evidenced on a log.
- Certify that there are procedures in place to handle allegations against members of staff or volunteers.
- Confirm that there are procedures in place to make a referral to the Disclosure and Barring Service (DBS) if a person in regulated activity has been dismissed or removed due to safeguarding concerns or would have been had they not resigned.
- Guarantee that there are procedures in place to handle allegations against other children.
- Ensure that all members of staff and Council Members have been subject to an enhanced DBS check.
- Provide staff and council members with the Child Protection and Safeguarding Policy, and part one of the Keeping Children Safe in Education (KCSIE) 2018 guidance at induction.
- Provide safeguarding induction for new members of staff

The Role of the Designated Safeguarding Lead (DSL)

- To refer all cases of suspected abuse to Children's Social Care, the Local Authority Designated Officer (LADO) for child protection concerns, and the police in cases where a crime has been committed.
- To refer cases of suspected radicalisation
- To act as a source of support, advice and expertise to staff members on matters of safeguarding by liaising with relevant agencies.
- To be able to keep detailed, accurate and secure records of concerns and referrals.
- To obtain access to resources and attend any relevant training courses.
- To work with the Synagogue Council to ensure the Child Protection and Safeguarding Policy is reviewed annually and the procedures are updated regularly.
- A DSL employed by the synagogue should have the role of DSL written in to their job description

Employees, volunteers and contractors:

- All representatives of FPS should be encouraged to demonstrate behaviours which will protect themselves from allegations. This would include avoiding spending excessive time alone with any child, taking a child to an event on your own. The following should always be avoided – rough physical activity / horseplay, sharing a room with a child, engage in any form of inappropriate touching, use of sexually inappropriate language or gestures.
- Report any concerns where their actions may have caused distress to a child, if they may have accidentally hurt them, if a child misinterprets something they have done
- Should report any serious disclosures a child makes

Children and young people have a responsibility to:

- Seek help from a trusted adult if things go wrong

ABUSE AND NEGLECT

Child welfare concerns may arise in many different contexts and can vary greatly in terms of their nature and seriousness. Children or young adults may be abused in a family or in an institutional or community setting, by those known to them or by a stranger. They may be abused by an adult or adults, or another child or children. Children or young adults may be abused via the internet by their peers, family members or by unknown and in some cases unidentifiable individuals. In the case of honour-based abuse, including forced marriage and female genital mutilation, children may be taken out of the country to be abused. An abused child or young person will often experience more than one type of abuse, as well as other difficulties in their lives.

Abuse and neglect can happen over a period of time but can also be a one-off event. Child abuse and neglect can have major long-term impacts on all aspects of a child's health, development and well-being.

The warning signs and symptoms of abuse and neglect can vary from child to child. Children and young adults also develop and mature at different rates so what appears to be worrying for a younger child might be normal behaviour for an older child. Parental behaviours may also indicate child abuse or neglect, so staff should also be alert to parent-child interactions which are concerning and other parental behaviours. This could include parents who are under the influence of drugs or alcohol or if there is a sudden change in their mental health.

By understanding the warning signs, we can respond to problems as early as possible and provide the right support and services for the child and their family. It is important to recognise that a warning sign doesn't automatically mean a child or young person is being abused.

If a member of staff or of the community has any concern about a child or young or vulnerable adult's welfare, they will act on them immediately by speaking to a DSL. The role of the synagogue in situations where there are child protection concerns is NOT to investigate but to recognise and refer.

It is the responsibility of a DSL to receive and collate information regarding individual children, to make immediate and on-going assessments of potential risk and to decide actions necessary (with parents / carers in most cases). This includes the need to make referrals to partner agencies and services. To help with this decision they may choose to consult with the MASH team.

In all but the most exceptional circumstances, parents /carers will be made aware of the concerns felt for a child or young person at the earliest possible stage. In the event of a referral to MASH being necessary, parents/carers will be informed.

In the absence of the availability of a DSL to discuss an immediate and urgent concern, staff, volunteers or Members of Council can seek advice from the MASH Team. If anyone other than a DSL makes a referral to external services, then they will inform a DSL as soon as possible.

If in doubt, the synagogue advises that the information is passed to the Barnet MASH team for advice.

NEVER promise that you can keep anything secret that a child or young person tells you. You have a duty to pass information on in order to protect them.

Remember to:

- Listen – without displaying shock or disbelief
- Do not comment or pass judgement on what is said
- Do not ask leading questions
- Reassure them – but don't promise anything
- Do not criticise the perpetrator
- Record as soon as possible in as much detail as you can
- Note any injuries or bruising on the body maps
- Note time, location, date
- Do not investigate the matter yourself
- Pass the information on to the DSL
- Do not share the disclosure with anybody else

Disclosure by a third party

If a third party e.g. another parent, neighbour or member of the public discloses information that may indicate a safeguarding issue, they should be empowered to report their concerns directly to social care or the police (anonymously if necessary). FPS also has a duty to record and refer on such serious concerns to the appropriate agency. This should be done by the DSL.

STAFF TRAINING

Staff members will undergo safeguarding and child protection training at induction. The induction training will cover:

- The Child Protection and Safeguarding Policy
- The Behaviour Policy
- The Staff Behaviour Policy (Code of Conduct)
- The identity of the DSL(s)

All staff members and volunteers will receive appropriate safeguarding and child protection training which will enable them to:

- Recognise potential safeguarding and child protection concerns involving children and adults (colleagues, other professionals and parents/carers)
- Respond appropriately to safeguarding issues and take action in line with this policy
- Record concerns in line with the school policies
- Refer concerns to the DSL and be able to seek support external to the school if required

Requirements:

A DSL will receive Local Safeguarding Children's Board approved training every two years. The DSL also has a duty to keep up to date with the latest guidance and will have access to appropriate workshops, courses or meetings as organised or promoted by the LA.

All temporary staff and volunteers will be given guidance about their responsibilities by their Line Manager and must familiarise themselves with the relevant policies so that they may be able to recognise and refer any concerns.

All staff and volunteers working with young people will receive refresher training every three years delivered by a DSL

The Rabbi, Head of Ivriah and appropriate Council members and other Senior Staff involved in appointing staff will be accredited with Safer Recruitment Training.

All staff members will also receive regular safeguarding and child protection updates at least annually.

CONFIDENTIALITY AND INFORMATION SHARING

All matters relating to child protection and safeguarding are confidential. The DSL will only disclose information about a congregant on a need-to-know basis. In the case of a young Ivriah teacher or youth worker (under the age of 18) making a referral to the DSL, they may also share this information with their parents to support them. This must be agreed with the DSL in advance and the DSL will ensure that any information shared in such an instance remains limited, and the need for confidentiality is understood by the young leader's parents.

All members of staff, volunteers and council members must be aware that whilst they have duties to keep any information about children, families and colleagues which they have access to as a result of their role confidential, they also have a professional responsibility to share information with other agencies in order to safeguard children and young or vulnerable adults.

Everyone must be aware that they cannot promise a child to keep secrets which might compromise the child's safety or wellbeing.

Record Keeping

A Single Central Record (SCR) will be kept.

- Staff will record any welfare concern that they have about a child or young/vulnerable adult on the synagogues safeguarding incident/concern form (with a body map where injuries have been observed) and pass them without delay to a DSL. Records will be completed as soon as possible after the incident/event, using the child's words and will be signed and dated.
- All safeguarding concerns, discussions and decisions made and the reasons for those decisions will be recorded in writing. If members of staff are in any doubt about recording requirements they will discuss their concerns with DSL.
- All written accounts including rough notes and all other related material should be kept in a sealed envelope marked CONFIDENTIAL. These envelopes are retained in a locked filing cabinet.
- Safeguarding records are retained centrally and securely by the DSL and are shared with staff on a 'need to know' basis only.
- For children or young adults with more than one alert form, Chronologies are developed to show actions that have taken place
- All alert forms will be kept in accordance with GDPR regulations

Safer Recruitment

Safer practice in recruitment means thinking about and including issues to do with child protection and safeguarding and promoting the welfare of children at every stage of the process.

Safer recruitment includes:

- ensuring job adverts and job descriptions refer to the responsibility for safeguarding and promoting the welfare of children
- ensuring that the person specification includes specific reference to suitability to work with children
- obtaining and scrutinising comprehensive information from applicants, and taking up and satisfactorily resolving any discrepancies or anomalies
- obtaining independent professional and character references that answer specific questions to help assess an applicant's suitability to work with children and following up any concerns
- a face-to-face interview that explores the candidate's suitability to work with children as well as his or her suitability for the post
- verifying the successful applicant's identity

- verifying that the successful applicant has any academic or vocational qualifications claimed
- checking his or her previous employment history and experience
- verifying that s/he has the health and physical capacity for the job
- those working regularly with, caring for or supervising children or young people must complete an Enhanced Disclosure with list checks via the Disclosure and Barring Service (DBS)
- at least one person who has had Safer Recruitment training should sit on any panel at interview.

Safer recruitment - volunteers

No volunteer will be left unsupervised or allowed to work in regulated activity until the necessary checks have been obtained.

An enhanced DBS certificate with barred list check will be obtained for all new volunteers in FPS activities that will regularly teach or look after children on an unsupervised basis or provide personal care on a one-off basis.

The synagogue will ensure that any contractor or employee of the contractor working on the premises while children are on site has been subject to the appropriate level of DBS check.

Contractors without a DBS check will be supervised if they will have contact with children. The identity of the contractor will be checked upon their arrival at the synagogue.

Safer recruitment - single central record (SCR) for recruitment

The synagogue keeps a SCR which records all staff who work at the synagogue and also for council members.

The following information is recorded on the SCR:

- An identity check
- A barred list check
- An enhanced DBS check
- A prohibition from teaching check
- A check of professional qualifications
- A check to determine the individual's right to work in the UK
- Additional checks for those who have lived or worked outside of the UK

If any checks have been conducted for volunteers, this will also be recorded on the SCR.

Safer Working Practices

Allegations against staff / volunteers

Children or young and vulnerable adults may make allegations against staff in situations where they feel vulnerable or where they perceive there to be a possible risk to their welfare. As such, all staff should take care not to place themselves in a vulnerable position regarding child protection or potential allegations. For example, it is always advisable for work with individual children or parents to be conducted in view of other adults.

Physical intervention should only be used when the child is endangering him/herself or others and such events should be recorded and signed by a witness.

Staff should be particularly aware of the professional risks associated with the use of social media and electronic communication (email, mobile phones, texting, social network sites etc.)

If an allegation of abuse is made against a member of staff/volunteer, the person receiving the allegation must take it seriously and immediately inform a DSL.

If a disclosure concerns a member of staff or volunteer on a youth activity these should be reported directly to the DSL. The Youth Worker should immediately report this to the Designated Senior Person.

If a disclosure concerns a DSL, then this should be reported to the Synagogue Chair. The Synagogue Chair is nominated to be responsible in the event of an allegation made against a DSL.

If any member of staff/volunteer has reason to believe that another member of staff/volunteer may have abused a child, they must immediately inform a DSL. They should also make a record of the concerns including noting anyone else who witnessed the incident/alleged incident. The DSL will decide if the matter needs to be referred to the Local Authority (LADO) or whether there needs to be an internal investigation.

Where the allegation concerns a member of staff no longer working at the synagogue then a DSL will refer the matter directly to the police.

The purpose of an initial discussion is for the LADO and the case manager to consider the nature, content and context of the allegation and agree a course of action. They will identify together whether it is necessary to inform the police, and what action should be taken in respect of the accused person.

Substantiated allegations will be recorded on file and included in references. Malicious allegations will not be recorded on file and not recorded in references. False allegations will be recorded on file and not included in references. Unsubstantiated allegations will be recorded on file but not recorded in references.

Lone working

Staff members or volunteers should avoid working alone with individual children except, if essential for the activity, for short periods, with the door open and other adults made aware. Lone working should be avoided if possible. Where it is a necessity, it will be done by agreement with a senior manager in the Synagogue. Parents should be invited where appropriate.

Adults will not take individual children to the toilet. If they need to help dress or clean themselves up, there either will be another staff member present, or an open door and another staff member told what is happening.

Staff will not bring out their mobile phones while working with children, unless for official purposes. Photographs of children may be taken during youth and educational programmes only, and should be taken on FPS cameras and NOT on mobile phones. Teachers on trips with children will have their phones either in a bag nearby or a pocket for use in the unlikely event of an emergency.

All staff, including Ivriah teachers, assistants and volunteers, should be made aware that they are in a position of adult responsibility, and that it is their responsibility to ensure all interactions, whether verbal or physical, are entirely appropriate, particularly if there is a need to physically touch one of the children.

Staff and volunteers including Ivriah teachers and assistants, should not correspond with children (via e-mail, phone or social media) except via official FPS channels. Staff will always model appropriate behaviour towards children in their use of social media, in a way that reflects the reality that we are a community, and that staff as well as Ivriah teachers and teaching assistants are likely to have multiple and overlapping relationships with children. They should not meet or 'friend' children through social media or arrange to meet privately, unless this has been arranged and agreed with their FPS line manager for an official FPS purpose and their parents have agreed to the meeting and venue.

Extremism & Radicalisation (Prevent Duty and Counter Extremism Strategy)

As part of our commitment to safeguarding and child protection we fully support the government's Prevent Strategy. The Prevent strategy is a government strategy designed to stop people becoming terrorists or supporting terrorism. Prevent:

- responds to the ideological challenge we face from terrorism and aspects of extremism, and the threat we face from those who promote these views
- provides practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support
- works with a wide range of sectors (including education, criminal justice, faith, charities and health)
- is in place to protect against all forms of extremism including that of the 'Far Right'

Delivery of PREVENT is a legal requirement under the Counter Terrorism and Security Act 2015. As part of our safeguarding ethos we encourage our community to respect the fundamental British values of democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.

We are aware of the need to promote equality for all, not allow any hate preaching or incitement to racial hatred and to promote the following of British law.

Children exposed to radicalisation and extremism is no different to safeguarding against any other vulnerability and should be approached in the same way as protecting children from other risks. All members of the community will report concerns regarding radicalisation

Children and young adults with special educational needs and disabilities

We acknowledge that children and young adults with special educational needs (SEND) and disabilities can face additional safeguarding challenges as they may have an impaired capacity to resist or avoid abuse. They may have speech, language and communication needs which may make it difficult to tell others what is happening. Additional barriers can exist when recognising abuse and neglect in this group of children.

Children with SEND can be disproportionately impacted by safeguarding concerns such as bullying.

Child Sexual Exploitation (CSE)

CSE involves exploitative situations, contexts and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) as a result of engaging in sexual activities.

FPS is aware that sexual exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops. Sexual exploitation may involve varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexting, sexual bullying including cyberbullying and grooming. However, it is also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse or recognise this as abusive.

Procedure for handling cases of CSE:

1. Identify cases - look for signs of CSE:

- Going missing for periods of time or regularly going home late
- Appearing with unexplained gifts and new possessions
- Associating with other young people involved in exploitation
- Having older boyfriends or girlfriends
- Undergoing mood swings or drastic changes in emotional wellbeing
- Displaying inappropriate sexualised behaviour
- Suffering from sexually transmitted infections or becoming pregnant
- Displaying changes in emotional wellbeing
- Misusing drugs or alcohol
- Any child or young person can be a victim of sexual exploitation, but children are believed to

be at greater risk of being sexually exploited if they are homeless, have feelings of low self-esteem, have had a recent bereavement or loss, are in care or are a young carer

2. Refer cases

Where CSE, or the risk of it, is suspected, staff will discuss the case with the DSL. If after discussion a concern still remains, a referral to MASH will be triggered, including referral to the CSE co-ordinator (020 8359 7207).

Forced Marriage

For the purpose of this policy, a "forced marriage" is defined as a marriage that is entered into without the full and free consent of one or both parties, and where violence, threats or another form of coercion is used to cause a person to enter into the marriage. Forced marriage is classed as a crime in the UK. As part of Honour Based Abuse (HBA), staff will be alert to the signs of forced marriage, including, but not limited to, the following:

- Becoming anxious, depressed and emotionally withdrawn with low self-esteem
- Showing signs of mental health disorders and behaviours such as self-harm or anorexia
- Displaying a sudden decline in their educational performance, aspirations or motivation
- Regularly being absent from school
- Displaying a decline in punctuality
- An obvious family history of older siblings leaving education early and marrying early

If staff members have any concerns regarding a child or young adult who may have undergone, is currently undergoing, or is at risk of, forced marriage, they will speak to a DSL and a MASH referral will be made. Staff should report concerns regarding forced marriage to the

The DSL or can contact the Forced Marriage Unit if they need advice or information. Contact: 020 7008 0151 or email: fmufco.gov.uk

Upskirting

Staff must be aware of the changes to the Voyeurism (Offences) Act 2019 which criminalises the act of 'up skirting'. The CPS defines 'up skirting' as a colloquial term referring to the action of placing equipment such as a camera or mobile phone beneath a person's clothing to take a voyeuristic photograph without their permission. It is not only confined to victims wearing skirts or dresses and equally applies when men or women are wearing kilts, cassocks shorts or trousers. It is often performed in crowded public places, for example on public transport or at music festivals. Anyone of any age and any gender can be a victim. In light of this, the synagogue should not tolerate children looking up skirts or trying to pull down trousers etc. Anyone doing this should be made aware of the seriousness of it.

Self-Harm & Suicide

FPS is aware that suicide is the leading cause of death in young people, and that we play a vital role in helping to prevent young suicide; we want to make sure that our children are as suicide safe as possible.

FPS acknowledges that:

- Thoughts of self-harm and suicide are common, particularly among young people.
- Suicide is complex. There are many contributory factors surrounding a suicide and reasons are often complex and individual to that person.
- Stigma inhibits learning. We recognise that the stigma surrounding self-harm, suicide and other mental illness can be both a barrier to seeking help and a barrier to offering help. We are dedicated to tackling suicide stigma.
- Self-Harm and Suicide is everyone's business, and we want to facilitate the reporting of any risks and concerns.
- Self-harm and suicide are difficult things to talk about. Through the training of Youth Mental Health First Aiders and whole community awareness of mental ill health, we will provide adults in school who are able to identify when a child may be struggling with thoughts of suicide.

- Talking about suicide does not create or increase risk. Contrary to common belief, this type of questioning does not encourage young people to pursue suicide ideation. Rather it signals that you care and that you are ready to talk to them about it. The opportunity to discuss feelings around suicide can provide a great relief.

We will endeavour to involve anyone from our community who has personal experience of self-harm

Children Affected by Gang Activity and Youth Violence

Gangs tend to fall into three categories: Peer Groups, Street Gangs and Organised Crime Groups. It can be common for groups of children and young people to gather together in public places to socialise. Although some peer group gatherings can lead to increased antisocial behaviour and youth offending, these activities should not be confused with the serious violence of a street gang. A street gang can be described as a relatively durable, predominantly street-based group of children who see themselves (and are seen by others) as a discernible group for whom crime and violence is integral to the group's identity. A street gang will engage in criminal activity and violence and may lay claim over territory (not necessarily geographical but it can include an illegal economy territory). They have some form of identifying structure featuring a hierarchy usually based on age, physical strength, propensity to violence or older sibling rank. There may be certain rites involving antisocial or criminal behaviour or sex acts in order to become part of the gang. They are in conflict with other similar gangs. An Organised criminal group is a group of individuals normally led by adults for whom involvement in crime is for personal gain (financial or otherwise). This involves serious and organised criminality by a hard core of violent gang members who exploit vulnerable young people and adult. This may also involve the movement and selling of drugs and money across the country, known as 'county lines' because it extends across county boundaries. Young people may be at risk of sexual exploitation in these groups.

Children and young people at the synagogue are encouraged not to form 'gangs' 'cliques' or 'clubs' as this is not inclusive behaviour. Staff are vigilant to report if they hear about gangs or clubs forming.

County Lines criminal Activity

County lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs (primarily crack cocaine and heroin) into one or more importing areas [within the UK], using dedicated mobile phone lines or other form of "deal line". Exploitation is an integral part of the county lines offending model with children and vulnerable adults exploited to move [and store] drugs and money. Offenders will often use coercion, intimidation, violence (including sexual violence) and weapons to ensure compliance of victims. Children can easily become trapped by this type of exploitation as county lines gangs create drug debts and can threaten serious violence and kidnap towards victims (and their families) if they attempt to leave the county lines network. Staff members who suspect a child or young person may be vulnerable to, or involved in, this activity will immediately report all concerns to the DSL. The DSL will consider referral to the National Referral Mechanism on a case-by-case basis. We should be aware that the synagogue is in an area where gangs are known to operate from.

Homelessness

The DSL and deputy(s) will be aware of the contact details and referral routes into the Local Housing Authority so that concerns over homelessness can be raised as early as possible. Indicators that a family may be at risk of homelessness include household debt, rent arrears, domestic abuse, anti-social behaviour and mention of a family moving home because “they have to”

Referrals to the Local Housing Authority do not replace referrals to MASH where a child is being harmed or at risk of harm.

Use Personal Transport

The use of personal transport to transport children must only take place when agreed with the parent in advance. It is not acceptable to give young people lifts home after sessions. Under exceptional circumstances and only as a last resort may a member of staff use personal transport in taking children to hospital. This is in response to emergency services placing a new emphasis on not calling ambulances unless it is an extreme emergency. Try to contact the parents/care to get them to collect their child and take them to hospital. At all times another member of staff must be present during transport and in order to stay with the child until their parent/guardian arrives.

The driver and the car used must be insured for business use. Appropriate child seats must be used for children

Allegations of abuse made against other children (Child-on-child)

Staff should recognise that children are capable of abusing their peers. At FPS we aim to minimise peer on peer abuse through our behaviour policy – both rewarding positive behaviour and sanctions for negative behaviour.

There are different forms of abuse – name calling, emotional, physical etc. these are set out in our anti bullying policy. Abuse should never be tolerated or passed off as “banter” or “part of growing up”. Victims of peer on peer abuse will be supported.

- The synagogue is aware that peer-on-peer abuse can be manifested in many different ways, including sexting and gender issues, such as girls being sexually touched or assaulted, and boys being subjected to hazing/initiation type of violence, which aims to cause physical, emotional or psychological harm.
- A DSL will be informed of any allegations of abuse against other children, who will record the incident in writing and decide what course of action is necessary, with the best interests of the pupil in mind at all times.
- If appropriate, a referral may be made to MASH and, depending on the nature of the incident, the police.

- A DSL will decide which safeguards, if any, are necessary for the child or young person all cases, parents/carers will be informed of the incident and how it is being managed, unless doing so would put the pupil at further risk of harm.

Online Sexual Abuse

The synagogue recognises that sexual violence and sexual harassment occurring online (either in isolation or in connection with face-to-face incidents) can introduce a number of complex factors. Amongst other things, this can include widespread abuse or harm across a number of social media platforms that leads to repeat victimisation. FPS recognises its duty of care to its young people who do find themselves involved in such activity as well as its responsibility to report such behaviours where legal or safeguarding boundaries are crossed. A young person who discloses they are the subject of sexual imagery is likely to be embarrassed and worried about the consequences. It is likely that disclosure is a last resort and they may have already tried to resolve the issue themselves.

Parents should be informed at an early stage and involved in the process unless there is good reason to believe that involving parents would put the young person at risk of harm.

At any point in the process if there is a concern a young person has been harmed or is at risk of harm a referral should be made to children's social care and/or the police immediately.

A DSL needs to be informed of any online sexual abuse incident. The range of contributory factors in each case also needs to be considered in order to determine an appropriate and proportionate response. Such disclosures should follow the normal safeguarding practices and protocols. They will need immediate referral to police or social services; parents should be informed as soon as possible.

If a device with images is on the premises, then it should be confiscated and securely stored if there is reason to believe it contains indecent images or extreme pornography. Any conduct involving, or possibly involving, the knowledge or participation of adults should always be referred to the police.

The initial review meeting should consider the initial evidence and aim to establish:

- Whether there is an immediate risk to a young person or young people
- If a referral should be made to the police and/or children's social care - If it is necessary to view the imagery to safeguard the young person – in most cases, imagery should not be viewed
- What further information is required to decide on the best response
- Whether the imagery has been shared widely and via what services and/or platforms. This may be unknown
- Whether immediate action should be taken to delete or remove images from devices or online services
- Any relevant facts about the young people involved which would influence risk assessment
- Whether to contact parents or carers of the younger people involved in most cases parents should be involved

An immediate referral to police and/or children's social care should be made if at this initial stage:

- The incident involves an adult
- There is reason to believe that a young person has been coerced, blackmailed or groomed, or if there are concerns about their capacity to consent (for example, owing to special educational needs)
- What you know about the imagery suggests the content depicts sexual acts which are unusual for the young person's developmental stage, or are violent
- The imagery involves sexual acts and any person in the imagery is under 17

The decision to respond to the incident without involving the police or children's social care would be made in cases when a DSL is confident that they have enough information to assess the risks to children/young adults involved and the risks can be managed with parents

When assessing the risks we will consider the following:

- Why was the imagery shared?
- Was the young person coerced or put under pressure to produce the imagery?
- Who shared the imagery? Where has the imagery been shared
- Was it shared and received with the knowledge of the pupil in the imagery?
- Are there any adults involved in the sharing of the imagery?
- What is the impact on the young people involved?
- Do the young people involved have additional vulnerabilities?
- Does the young person understand consent?
- Has the young person taken part in this kind of activity before?
- If any devices need to be seized and passed onto the police then the device(s) should be confiscated and the police should be called. The device should be turned off and placed under lock and key until the police are able to come and retrieve it
- Adults should not view youth produced sexual imagery unless there is good and clear reason to do so. Wherever possible responses to incidents should be based on what DSLs have been told about the content of the imagery.

If it is necessary to view the imagery then a DSL should:

- Never copy, print or share the imagery
- Discuss the decision with the Chair of the Synagogue
- Ensure viewing is undertaken by a DSL or another member of the safeguarding team with delegated authority
- Ensure viewing takes place with another member of staff present in the room, This staff member does not need to view the images.
- Wherever possible ensure viewing takes place on the premises, ideally in an office.
- Ensure wherever possible that images are viewed by a staff member of the same sex as the young person in the imagery
- Record the viewing of the imagery in the safeguarding records including who was present, why the image was viewed and any subsequent actions. Ensure this is signed and dated.

Never:

- Search a mobile device even in response to an allegation or disclosure if this is likely to cause additional stress to the student/young person UNLESS there is clear evidence to suggest not to do so would impede a police inquiry.
- Print out any material for evidence
- Move any material from one storage device to another

Always:

- Inform a DSL, so that they can take strategic decisions
- Record the incident.

If indecent images of a young person are found:

- Act in accordance with the Safeguarding policy
- The DSL will carry out a risk assessment in relation to the young person
- The DSL will make a referral to social care and contact the police (if appropriate).
- Inform parents and/or carers about the incident and how it is being managed.

Online concerns can be especially complicated and support is available from:

The UK Safer Internet Centre - 0344 381 4772 and helpline@saferinternet.org.uk.

Photography and Video

- Parents must consent to the synagogue taking photographs of their child by signing a permission slip upon entry to Ivriah or the relevant group.
- Photographs that are for use outside of the synagogue (on our website or in the LJ magazine) should be anonymous unless specific permission has been received from parents.

Whistle blowing

If a staff member has concerns about another member of staff, then this will be raised with a DSL.

If a staff member feels unable to raise an issue with a DSL, they should access other whistleblowing channels such as the NSPCC whistleblowing helpline (0800 028 0285).

Mobile Phones

Staff or volunteers should not use mobile phones to take pictures or videos of children. Staff should only use digital cameras which have been provided by the synagogue.

Safeguarding Audit

The synagogue will undertake regular safeguarding audits to ensure it is compliant with legislation and best practice.

FINCHLEY PROGRESSIVE SYNAGOGUE SAFEGUARDING ALERT FORM

Adult completing form:

Name:

Position:

Contact:

Child information (or vulnerable adult)

Name:

Address:

Phone:

Date of Birth:

Parent/Carer:

Details of allegation or suspicion (please circle correct answer)

Disclosure type:

Suspicion

Disclosure from child

Disclosure from third party

Type of abuse:

Physical

Sexual

Emotional

Neglect

Other – please specify

Date and time of disclosure

Date:

Time of incident:

Date and time of incident:

Details of incident:

Details of anyone alleged to have caused the incident or to be the source of any concerns:

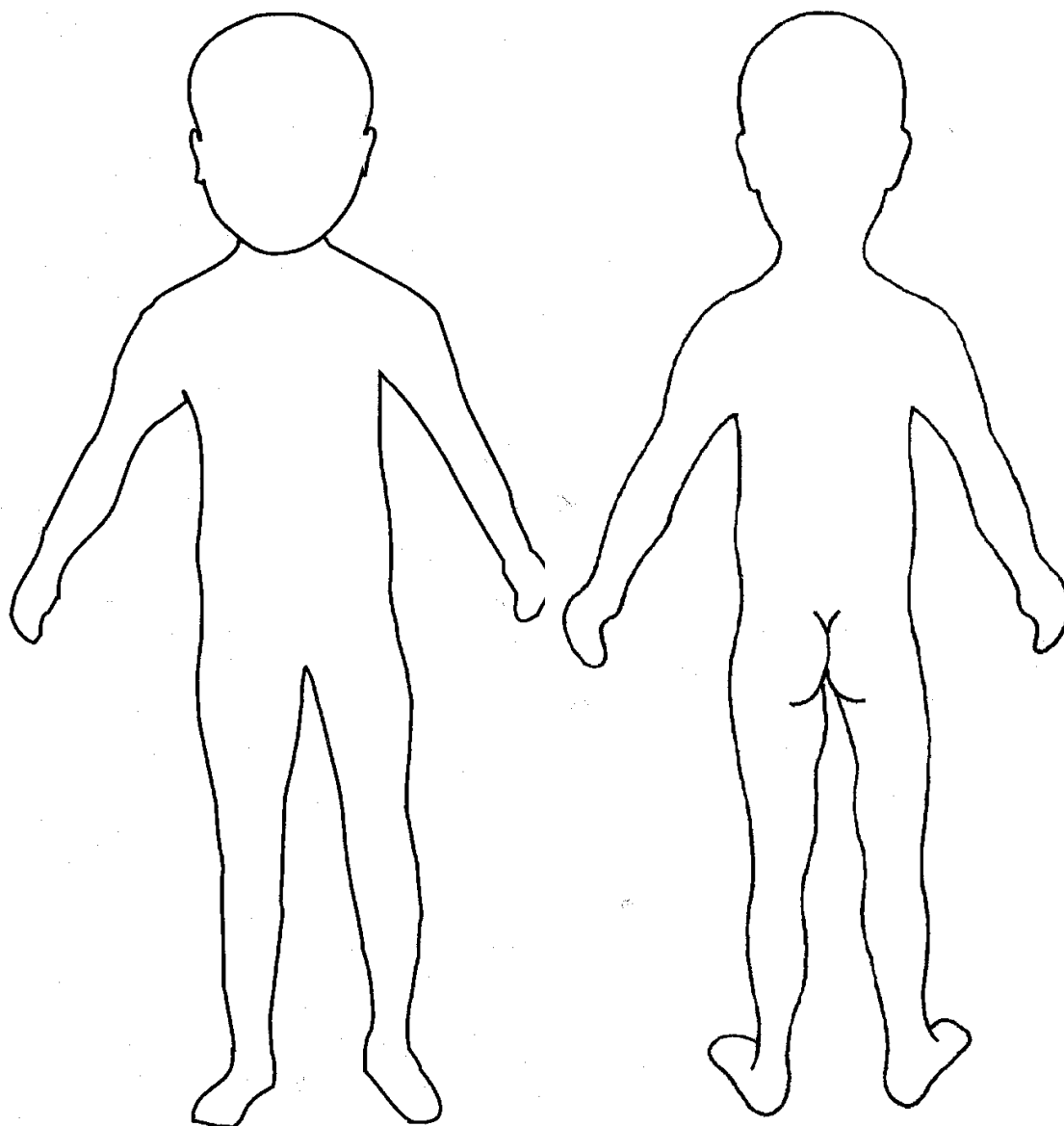
Details of anyone who witnessed the incident or who shares the concerns:

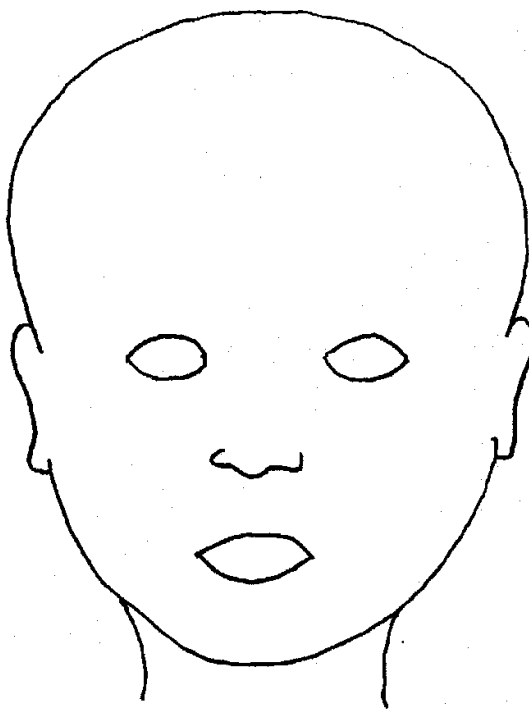
Action taken:

Body map completed? YES / NO (If YES, please draw below or attach securely)

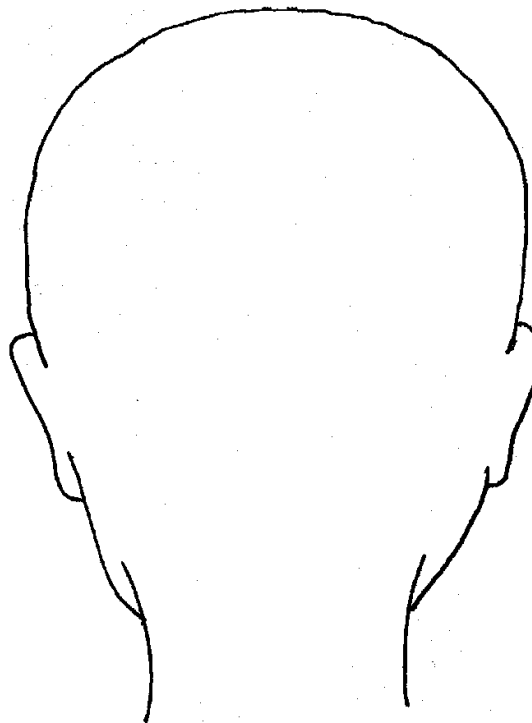
Body Maps

(This/these must be completed at time of observation)

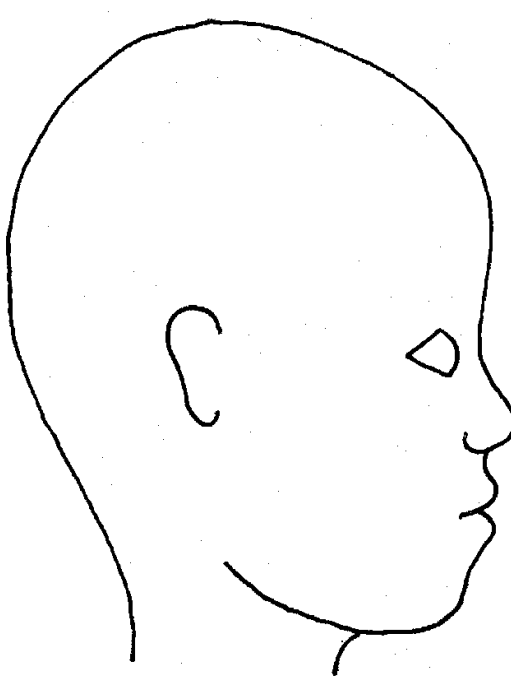




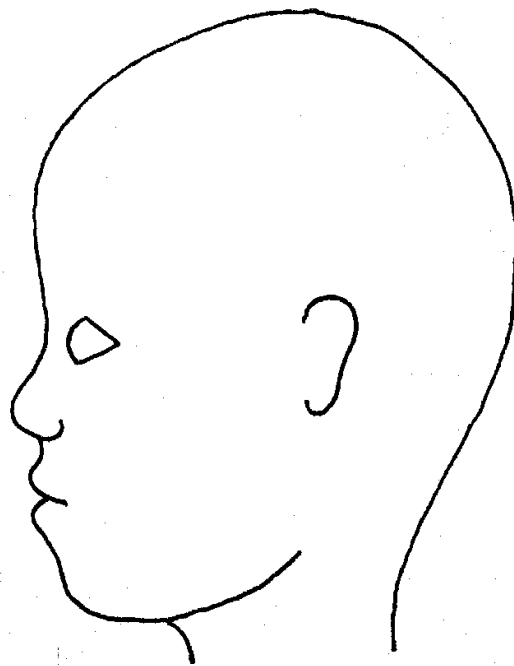
FRONT



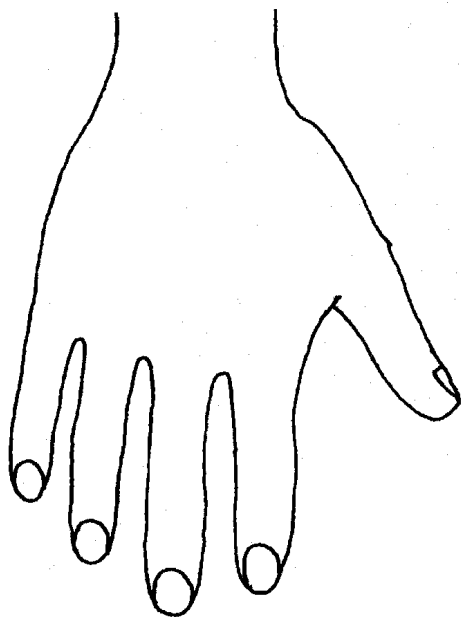
BACK



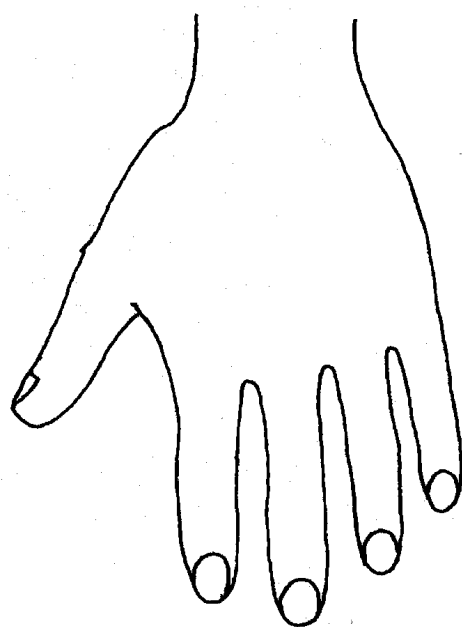
RIGHT



LEFT



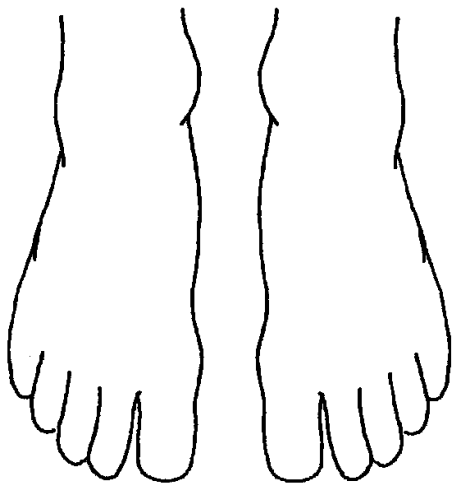
R



L

BACK

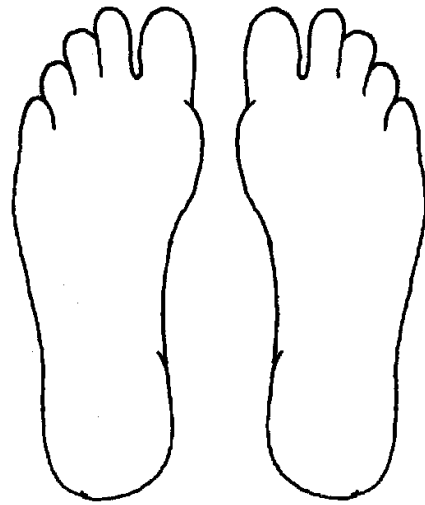




R

TOP

L



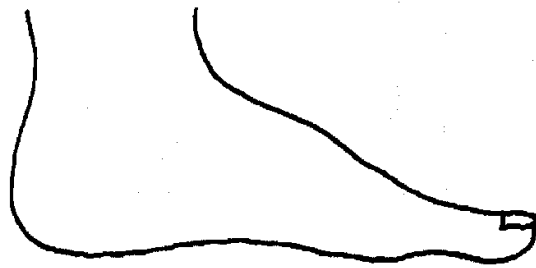
R

BOTTOM

L

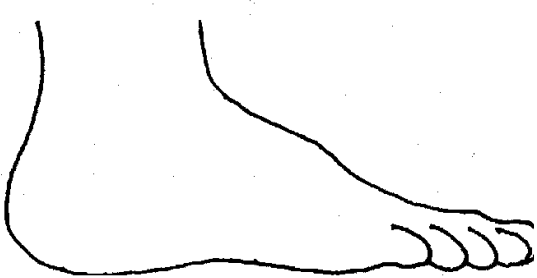


R

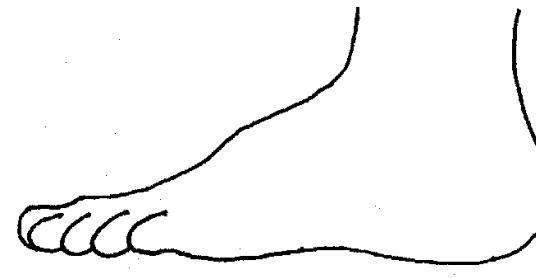


L

INNER



R



L