

## NLJC Child Protection Policy

This policy applies to all staff, including managers, trustees, paid staff, volunteers, students or anyone working on behalf of Norwich Liberal Jewish Community (NLJC). All people are advised to maintain an attitude of 'it could happen here' where safeguarding is concerned. (from Keeping Children Safe in Education DfE 2016)

Safeguarding is - protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes.

Definition of 'children' - anyone under the age of 18 years. (Keeping Children Safe in Education DfE 2016)

All new community members, staff, volunteers and others will be informed of NLJC safeguarding policy and procedures, how to access them (including the recording format) and our Designated Safeguarding Lead.

### **The purpose of this policy:**

- to prevent harm to children and young people who receive NLJC's services and children who do not use NLJC services, but whose parents use services of NLJC.
- to ensure staff and volunteers understand the importance of safeguarding and are aware of the overarching principles that guide our approach to child protection
- to enable staff and volunteers to recognise abuse and a disclosure, and know how to report a safeguarding concern to the Designated Safeguarding Lead.

NLJC believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practice in a way that protects them.

### **Legal framework**

NLJC policy is based on information from Liberal Judaism (LJ) and other organisations (please see below).

The LJ guidance is based on the following law and guidance that seeks to protect children, namely:

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Protection of Freedoms Act 2012
- Relevant government guidance on safeguarding children

### **We shall ensure that our policies and procedures are based on the following principles.**

- the welfare of the child is paramount, as enshrined in the Children Act 1989
- all children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse

- awareness that some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- we will work in partnership with children, young people, their parents, carers and other agencies as is essential in promoting young people's welfare.

**We will seek to keep children and young people safe by:**

- valuing them, listening to and respecting them; they will feel able to talk freely to any Council member or volunteer if they are worried or concerned about something
- appointing a Designated Safeguarding Lead, a deputy & liaising with Norfolk Safeguarding Children Board
- adopting child protection practices through procedures that detail how to respond to concerns about a child and a code of conduct for staff and volunteers
- recording and storing information securely and confidentially
- developing and implementing an effective e-safety policy and related procedures (where applicable)
- providing effective management for staff and volunteers to ensure they are aware of and follow the policy and procedures. This is through supervision, support and training in awareness of types of abuse, management of child protection and confidentiality.
- recruiting staff and volunteers safely, ensuring all necessary checks are made in proportion to the size of this congregation
- sharing information about child protection and good practice with all children, parents, staff and volunteers
- sharing concerns with agencies who need to know, and involving parents and children appropriately and making referrals to appropriate agencies when necessary
- being aware of our requirements with regard to sexual offences and offenders

We are committed to reviewing our policy and good practice annually.

This policy and procedure were adopted on: 18 August 2017

This policy and procedure will be reviewed on: 18 August 2018

Signed:

Designated Safeguarding Lead .....

Deputy Safeguarding Lead .....

We will make changes to our Policies and Procedures in line with Norfolk Safeguarding Children Board.

This policy is based on that of Liberal Judaism ([www.liberaljudaism.org](http://www.liberaljudaism.org)), information from UCheck, NSPCC guidance, Keeping Children Safe in Education (DfE 2016), Norfolk Safeguarding Children Board (NSCB) guidance and Manager of Norfolk Multi-Agency Safeguarding Hub (MASH)