

StandWithUs

Safeguarding Policy

StandWithUs (registered in England & Wales with charity number 1151329 and company number 08216260) is an international, non-partisan Israel education organisation that inspires and educates people of all ages and backgrounds, challenges misinformation and fights antisemitism.

Respect, understanding and the welfare of those with whom we engage are key to our ethos and to our approach to everything we do and to all those with whom we interact. This policy sets out our commitment to the welfare and safeguarding of all vulnerable individuals with whom we come into contact and to providing a working environment for our staff, volunteers and stakeholders which promotes and protects these values. Furthermore, it provides practical guidance to ensure that everyone working for or with StandWithUs, whether paid or as a volunteer, is similarly protected and also compliant with their and our legal responsibilities for the welfare and safeguarding of vulnerable individuals.

These principles not only form part of our ethos, but are required of all UK charities as a matter of law and best practice by the Charity Commission, which regulates the non-profit sector and whose [guidance is here](#)¹.

In line with our commitment to safeguarding, we expect any organisations with which we work, partner or support, to have similarly robust policies in place and we reserve the right to request and retain on file copies of such policies.

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1. The purpose of this Policy

This Safeguarding Policy explains the procedures and systems we have implemented to protect vulnerable individuals, whether children or adults at risk, that we may come into contact with. Its purpose is to ensure that no individual is subjected to any abusive behaviour by anyone associated with StandWithUs and also to ensure that any concerns about an individual's welfare, from whatever source, are listened to, dealt with sensitively and effectively and are recorded and reported in line with best practice and all legal requirements. The Policy is founded on the three pillars of prevention, reporting and response.

Our staff and volunteers are committed to taking all reasonable steps to safeguard vulnerable individuals, both through their own actions and by providing a means for such individuals to report abuse. We expect them all to be familiar with this Policy and committed to act in accordance with it.

This Policy should be read in conjunction with any other relevant policies referred to herein or otherwise produced by StandWithUs from time to time including, but not limited to our Privacy Policy (relating to the use of personal data).

¹ <https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees>

2. Our Safeguarding Policy

Through this Policy we commit to the following principles and actions:

- Every individual, without exception, should be treated with respect and is entitled to live, work and study free from abuse of any kind, and has the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs;
- The welfare of a child or adult at risk is paramount;
- No such individual or group of individuals may be treated any less favourably than others in being able to access services which meet their particular needs;
- This Policy applies to our staff, volunteers and any other persons working on behalf of StandWithUs, whether paid or unpaid and in any capacity;
- This Policy will be made available on request to anyone who wishes to see it;
- All concerns, and allegations of abuse will be taken seriously by staff and volunteers and responded to appropriately. Where we are working with a partner organisation, such as a school, which has a duty of care towards a person to whom the concerns relate, we will always refer the matter to the safeguarding lead at that organisation, as well as, if appropriate, to Children's or Adults' Social Care Services, the Local Authority's or the Children's Services Designated Officer (formerly LADO) for allegations against staff or volunteers and, in emergencies, the police;
- Safe recruitment through scrupulous selection, vetting, induction and ongoing training procedures;
- Proper reference to all of the principles, legislation and guidance that underpin the Policy;

This Policy is periodically reviewed, approved and endorsed by our Trustees and also when legislation or guidance changes. The current legislative framework and relevant guidance is set out in Appendix A, at the end of this Policy.

3. What constitutes abusive behaviour?

Abuse can take many forms and maybe be carried out by any person against anyone else; including by one child against another or by an adult against a child or another adult. This can be a parent, relative, other carer or by a work colleague or someone in authority such as a teacher or police officer.

- Children are those under the age of 18 years.
- Adults at risk are persons aged 18 years and over who are or may be in need of community care services by reason of mental health issues, learning or physical disability, sensory impairment, age or illness and who is or may be unable to take care of him/herself or unable to protect him/herself against significant harm or serious exploitation. Since mental health challenges can affect anyone and may not always be apparent to an observer, no assumptions should be concerning the mental health or emotional resilience of any individual.

Actions may still constitute abuse whether or not they are directed at vulnerable persons and accordingly may also result in a range of responses or sanctions.

Abuse may include, but is not limited to:

- Sexual abuse or inappropriate touching or comments of any kind, whether or not there was, or was perceived by any person, to have been consent to such behaviour;

- Bullying, threatening, abusive or disparaging or mocking acts or words, including acts of actual or threatened violence or that cause emotional, physical or psychological harm;
- Using undue influence and/or doing acts that cause an individual to feel compelled to act in a particular way or to do something against their will or which they do not have the legal, mental or emotional capacity to consent to doing;
- Acts or omissions that result in neglect or a lack of care;
- The sending by any means of material, whether in words, in pictures or otherwise, that results in abuse or exploitation of the kinds mentioned above.

4. What we expect from our staff and volunteers

Our Code of Conduct

The safety and welfare of those with whom we come into contact is paramount and we take great care to ensure that the people working for or on behalf of StandWithUs are properly recruited and vetted, are fully aware of their responsibilities and subscribe to this Code of Conduct, which states that they must:

- Treat all individuals equally, and with respect and dignity;
- Always put the care, welfare and safety needs of a child or adult at risk first;
- Design and implement activities in such a way as to promote and protect the welfare vulnerable individuals;
- Take all reasonable steps to avoid being alone with a child or adult at risk unless with express permission and all necessary clearances (including, but not limited to an appropriate Disclosure and Barring Service certification), and otherwise work in an open environment, avoiding unobserved situations;
- Ensure that where possible children and adults have access to and use separate toilets;
- Never form inappropriate emotional or physical relationships with a child or adult at risk;
- Never engage in rough, physical or sexually provocative games;
- Never allow or engage in any form of inappropriate touching;
- Never take photographs or record video or audio of a vulnerable individual unless expressly authorised to do so by a person legally able to give consent, and in no circumstances retain or use such photographs or recordings for any purpose other than the authorised and legitimate purposes of StandWithUs;
- Never arrange to see or communicate in any way with a child or adult at risk away from the location in which a StandWithUs activity has been designated to take place. This includes contacting, 'friending', 'following', 'liking' or otherwise commenting or engaging through any form of social media;
- Never make sexually suggestive comments to a child or adult at risk, even in fun;
- Never do things of a personal nature for a child or adult at risk, that they can do themselves;
- Never lend or borrow personal property, including money to or from a vulnerable person;
- Take all reported concerns seriously and never allow allegations made by or about a child or adult at risk to go unrecorded or not acted upon;

- Report immediately any suspicion that a child or adult at risk could be at risk of harm or abuse (see section 5, below);
- Fully cooperate with any investigation of suspected or alleged abuse and work in partnership with all others involved in such a process;
- In the case of trustees and staff in particular, ensure that they keep themselves informed of current legislation and guidelines and that all staff and volunteers are provided with vetting, monitoring and training appropriate to their roles and level of contact with vulnerable individuals, and the means to report actual or suspected abuse.

Breaches of this code may lead to disciplinary action and the termination of the working relationship between StandWithUs and the person involved. Where necessary, incidents may be reported to the appropriate authorities.

Recruitment

Anyone working for StandWithUs (whether paid or otherwise) who will or may come into unsupervised contact with a child or adult at risk, will first be subject to a rigorous recruitment and vetting process in accordance with the NSPCC's Standard 1², which will include as a minimum, and as is appropriate to their role:

- At least one face to face interview with at least two interviewers.
- At least two written references providing detail about the person's character and workplace record, and disclosing any concerns relating to their working with children or adults at risk.
- A Disclosure and Barring Service ('DBS') check, where appropriate, including in every case where an individual visits schools and will or may work unaccompanied with children.

NB: The DBS decides who is unsuitable to work or volunteer with vulnerable persons and it is illegal for a barred person to apply for such work (paid or voluntary), or for a charity to employ a barred person in such work. It is also a legal requirement for employers to refer someone to the DBS if they:

- Dismissed them because they harmed a child or adult.
- Dismissed them because they might have harmed a child or adult otherwise.
- Were planning to dismiss them for either of these reasons, but the person resigned first.
- An induction and training programme and ongoing training, as deemed appropriate by StandWithUs.

5. What to do if you are concerned about a child or adult at risk

StandWithUs has designated the following persons as our Principal and Deputy safeguarding officers:

- **Principal Safeguarding Officer: Yehuda Fink – mobile: 07940 224 184**

Email – yehuda@standwithus.com

- **Deputy Safeguarding Officer:**

² NSPCC 'Safeguarding Standards and Guidance for the Voluntary and Community Sector: Children and Young People' (2019) - <https://learning.nspcc.org.uk/media/1079/safeguarding-standards-and-guidance.pdf>

If you are concerned about an individual either because of something done or said by them or someone else, or because of something else that you observe, you must:

- If it relates to a child in the care of a school or organisations with which StandWithUs is partnering, immediately make known your concerns to the class teacher and the designated Child Protection or Safeguarding Officer at the school or organisation (if they have a duty of care to that individual); AND
- Immediately make known your concerns the Principal or the Deputy Safeguarding Officer at StandWithUs; AND
- Make an immediate and accurate factual note of the circumstances giving rise to your concerns. This note is an important record for your future reference and for StandWithUs's own records. You will need to fill in a safeguarding incident report form (included as Appendix B to this Policy or provided by the StandWithUs Safeguarding Officer), but do not delay making a contemporaneous note in the meantime.
- Not give assurances to the individual that the information disclosed by them to you won't be disclosed to other responsible persons, including those mentioned above. A child or young person (under 18) cannot refuse for this referral to occur if they have made an allegation of abuse - their welfare is paramount.
- Subject to the above, comply with regulations relating to confidentiality and data protection, including StandWithUs' Privacy Policy and any related policies, and accordingly only share personal information on a need-to-know basis.

The Safeguarding Officer at StandWithUs will then report the matter as appropriate to the relevant authorities, which may include Children's Services, the police, the Local Authority Designated Officer (LADO) and Child Exploitation Online Protection Centre (CEOP) for e-safety concerns. They will also retain records of the alleged incident or concerns in a secure place for future reference, in compliance with all relevant safeguarding, data protection and other regulations and guidance.

No one should feel in any way constrained from making known to an appropriate person genuine concerns, even if they cannot immediately be substantiated. The law affords particular protection to those who make known such concerns in good faith³ and StandWithUs operates its own Whistleblowing Policy, to which you are referred.

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³ Employment Rights Act 1996 (as amended by the Public Interest Disclosure Act 1998)

Appendix A: Legislation and guidance

The [Children Act 1989](#) provides the legislative framework for child protection in England. Key principles established by the Act include:

- the paramount nature of the child's welfare
- the expectations and requirements around duties of care to children.

This is strengthened by the [Children Act 2004](#), which encourages partnerships between agencies and creates more accountability, by:

- placing a duty on local authorities to appoint children's services members who are ultimately accountable for the delivery of services
- placing a duty on local authorities and their partners to co-operate in safeguarding and promoting the wellbeing of children and young people.

Both of these acts are amended by the [Children and Social Work Act 2017](#). Key provisions include:

- the Child Safeguarding Practice Review Panel was established to review and report on serious child protection cases that are complex or of national importance (Sections 12 to 15).
- the previous model of Local Safeguarding Children's Boards (LSCBs) has been replaced by local safeguarding partners who will publish reports on local safeguarding practice reviews (Section 17).
- child death review partners are required to review each death of a child normally resident in their area and identify matters that are relevant to public health and safety and children locally (Section 24).
- local authorities must appoint personal advisers for care leavers up to the age of 25 (Section 3).
- Social Work England is created as a regulatory body for the social work profession in England (Section 36).
- relationships education will be provided to primary school children and relationships and sex education will be provided (instead of sex education) in secondary schools (Section 34).

Policy and guidance

- The **Charity Commission** publishes guidance for charities working with children and adults at risk, which can be found on its website [here](#).
- [Working together to safeguard children \(Department for Education, 2018\)](#)

The Department for Education (DfE) published an updated version of the key statutory guidance for anyone working with children in England in July 2018. It sets out how organisations and individuals should work together and how practitioners should conduct the assessment of children.

The main changes are:

- three safeguarding partners (chief officers of police, clinical commissioning groups and local authorities) replace local safeguarding children boards (LSCBs), working together with relevant agencies to protect the welfare of children in their area (Chapter 3)
- child death review partners are required to make provisions to review child deaths, replacing the previous requirement on LSCBs (Chapter 5, Section 6)

- responsibility for overseeing lessons learned from serious child safeguarding incidents lies with the Child Safeguarding Practice Review Panel at a national level, and with the safeguarding partners at a local level (Chapter 4, Section 5)
- early years providers are required to have policies and procedures to safeguard children in place (Chapter 2, Section 14). This relates to children from birth up to 1st September following the date on which they turn 5-years-old.

Other amendments include:

- clinical commissioning groups should employ or contract the expertise of designated health professionals for safeguarding children
- children's homes must follow the Guide to the Children's Homes Regulations, including the quality standards (Department for Education, 2015)
- multi-Agency Public Protection Arrangements (MAPPA), including governing bodies of maintained schools, police, prison and probation services, should work closely with other relevant agencies to manage the risks posed by violent and sexual offenders within the community.
- **[What to do if you're worried a child is being abused: advice for practitioners](#) (Department for Education, 2015)**

This describes the indicators of abuse and neglect and the actions to take if you think a child is being abused or neglected. It's relevant for anyone who comes into contact with children and families while working and applies to the statutory, voluntary and independent sectors.

Appendix B: StandWithUs Safeguarding Incident Report Form

This form should be used to record safeguarding concerns relating to children and/or other vulnerable persons, including adults at risk. It should be completed at the time or immediately after any disclosure to you that gives rise to concerns. Your concerns and this form should be notified to one of our designated safeguarding officers as soon as possible:

- **Principal Safeguarding Officer: Yehuda Fink - Mobile 07940 224 184**
Email yehuda@standwithus.com
- **Deputy Safeguarding Officer:**

All information will be treated in the strictest confidence, subject to any overriding duty to inform the relevant authorities or other parties with a duty of care to the individual(s) about whom the concerns are raised.

Your name:	
Your role (StandWithUs staff/volunteer/other):	
Your contact information:	
<i>Address:</i>	<i>Postcode:</i>
<i>Telephone numbers:</i>	<i>Email address:</i>
Individual's name:	Individual's date of birth:
Individual's gender: Male ___ Female ___	
If the individual is a school pupil or associated with another organisation, please provide its name:	
If the individual was under the care of another person* when the concerns were made known to you, have you notified them of the concerns?: Yes ___ No ___	
<small>* This could be a parent or teacher</small>	
If YES please provide details of what was said/action agreed:	
Please provide the name and any contact details you have for the person you notified (above):	
<i>Address:</i>	<i>Postcode:</i>
<i>Telephone numbers:</i>	<i>Email address:</i>
Are you reporting your own concerns or responding to concerns raised by someone else:	
<input type="checkbox"/> Responding to my own concerns <input type="checkbox"/> Responding to concerns raised by someone else	

If responding to concerns raised by someone else: *Please provide further information below*

Name:

Position within their organisation and/or relationship to the individual:

Their contact details

Telephone number(s):

Email address:

Date and time of incident or when the concern was raised with you:

Details of the incident or concerns: Include other relevant information, such as description of any injuries and whether you are recording this incident as fact, opinion or hearsay.

Individual's account of the incident: Using their own words as far as possible

Please provide details of anyone else who witnessed the incident or the concerns raised:

Please provide details of any witnesses to the incident:

Name:

Position or relationship to the individual:

Address:

Postcode:

Telephone number:

Email address:

Please provide details of any person whose actions are alleged to have given rise to your concerns:

Name:

Position or relationship to the individual:

Contact details, if any (including name of school):

Please provide details of any other relevant matters: *This may include action taken at the time or proposed to be taken*

Has the incident been reported to any external agencies?

Yes

No

If YES please provide further details:

Name of organisation / agency:

Contact person:

Telephone numbers:

Email address:

Agreed action or advice given:

Your Signature:		Print name:	
Date:			