

**UNITED HEBREW CONGREGATION
OF
NEWCASTLE UPON TYNE**

The Synagogue, Graham Park Road, Newcastle upon Tyne, NE3 4BH

**SAFEGUARDING POLICY
for Children, Young Persons and Vulnerable Adults**

Definition of Abuse

Children or Young Persons - An issue arises when it is believed a child or young person is at risk of suffering abuse or harm, be that physical, emotional, neglect or sexual. Children and young persons are less experienced, often unable to take care of and protect themselves and may be exploited by other people. Abuse includes any type of unreasonable demand or unreasonable behaviour which may constitute bullying.

Vulnerable Adults - An issue arises when it is believed an adult, especially a vulnerable person is at risk of suffering abuse or harm, be that physical, emotional, neglect or sexual. Vulnerable adults are often unable to take care of and protect themselves and may be exploited by other people. Abuse includes any type of unreasonable demand or unreasonable behaviour which may constitute bullying.

Requirement

The UHC are required to ensure that all who use our service and our facilities are not abused and that all practices eliminate the risk of any abuse. All staff, Officers and Council Members have a duty to identify abuse of any kind and report it. All reports are required to be presented to the UHC President or in absence any Officer or Council Member as soon as possible and if appropriate must be reported to the relevant external agencies in a timely manner. All records must be kept for a minimum of 50 years.

Examples of Abuse:

- physical,
- financial,
- material,
- sexual,
- psychological,

- discriminatory,
- emotional abuse,
- neglect,
- bullying (one off or repeated).

Abuse can take place in any setting, public or private, and can be brought about by anyone. The UHC requires all staff, volunteers and council members to be vigilant and to report any concerns in the first instance to the UHC President or in absence any Officer or Council Member.

Rights & Responsibilities

- To ensure volunteers are aware of the need for protection of individuals.
- To notify the appropriate agencies immediately if any abuse is identified or suspected.
- To support and where possible secure the safety of individuals and ensure that full information in relation to identified risk and vulnerability is reported.
- Where appropriate, to regularly check persons via the DBS (Disclosure Barring Service), that have access to or work with children or vulnerable adults. To identify in particular any criminal convictions or any information giving rise to concern and identify these to the UHC Officers.

Support for those who Report Abuse

All those making a complaint or allegation or expressing concern, whether they are staff, volunteers, members or the general public should be reassured that:

- They will be taken seriously and the matter will be fully investigated.
- Their comments will be treated confidentially, but their concerns may be shared with the appropriate authorities if they or others are at significant risk.
- To receive fair and respectful treatment throughout
- To be involved in any process as appropriate
- To receive information about the outcome

We are committed to reviewing this policy annually.

AAJ 8 March 2020