

## **Limmud Safeguarding at Limmud events - Policy**

Limmud believes that individuals should never experience abuse of any kind. We have a responsibility at Limmud events to promote the welfare of all children and vulnerable individuals and to keep them safe. We are committed to practice in a way that protects them.

Limmud is committed to safeguarding and promoting the welfare of all its participants. This includes all office staff employed by Limmud, all Limmud volunteers and all attendees at physical and online events. This is addressed in more detail in our Code of Conduct and complaints policies.

We recognise that:

- all individuals, 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.
- some individuals are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- working in partnership with children, young people, their parents/guardians, carers, vulnerable individuals and other agencies is essential in promoting their welfare.
- in cases involving children, the welfare of the child or vulnerable individual is paramount, as enshrined by the Children Act 1989/

The aim of this document is to make all those involved in running Limmud events – either professionally or on a volunteer basis – aware of what to do if a participant discloses information to you about abuse or neglect that they or someone else has suffered. As a Limmud team member / volunteer, it is possible that you will be approached by a participant seeking help, advice or support.

All volunteers with roles directly related to minors hold current DBS certificates. All Limmud UK office professionals hold current DBS certificates. Designated Board members and senior leadership volunteers have current DBS certificates and these certificated individuals are known to the Head of Logistics, the CEO and the designated Safeguarding Officer. Relevant external contracted staff ie paramedics, nursery workers et al will have DBS certificates via their own employer.

### **Recognition of abuse**

Abuse can take many forms including, but not exclusive to:

- Physical abuse
- Emotional or verbal abuse
- Sexual abuse
- Neglect

## **What to do if a participant makes a disclosure to you about any form of abuse or neglect**

It is recognised that a participant may seek you out to share information about abuse or neglect, or talk spontaneously individually or in groups whilst you are present.

In these situations YOU MUST:

- Consider if you're in a group whether to continue the conversation privately (especially with children)
- Listen carefully. DO NOT directly question the individual
- Give the participant time and attention – don't rush the disclosure process.
  - Explain that you cannot promise not to speak to others about the information the participant has or is about to share. Offering false confidentiality puts you in a difficult position because you are likely to have to pass on what you have been told
- Allow the participant to give a spontaneous account; do not stop someone who is freely recalling significant events, even if it is to clarify something you are unsure about.
- Make an accurate record of the information you have been given taking care to record the time, setting and people present. You should also take note of the participant's physical presentation in the case of physical abuse. Make these notes as carefully as possible and do not throw them away as they may later be needed as evidence.
- Use the participants own words where possible – try not to change details for the sake of grammar or sentence structure as this could alter the account given.
- Once the participant has finished their account, reassure them that they have done the right thing in telling you.
- Tell the participant what you are going to do next and explain that you will need to get help to keep them safe.
- DO NOT ask the participant to repeat their account of events to anyone else

### **Reporting a disclosure**

In the event of a disclosure being made it must be reported via the designated team welfare officer where mandated by the team chairs or to the organisation's safeguarding officer as soon as possible. The safeguarding officer will handle the disclosure process from then on.

The safeguarding officer for Limmud is **Alanna Lewis**

The safeguarding officer can be contacted on: 07852345176 and [alanna@limmud.org](mailto:alanna@limmud.org)

It is the responsibility of the safeguarding officer to maintain a log of incidents reported and the action taken.

### **Immediate Action to Ensure Safety**

Immediate action may be necessary at any stage in the safeguarding/disclosure situation.

IN ALL CASES IT IS VITAL TO TAKE WHATEVER ACTION IS NECESSARY TO SAFEGUARD THE PARTICIPANT CONCERNED

If emergency medical attention is required, an ambulance should be called and then the on-site medic should be contacted. If there are concerns about continued (non-medical) danger, the police should be contacted (by dialling 999) and then on-site CST should be notified. If the report is made by a participant attending an online event, it may be necessary to notify their emergency contacts

If you are in any doubt whether emergency action is required to ensure the safety or health of a participant or volunteer, please ask for advice from a senior volunteer (such as a board member), speak to someone at CST, call the police on a non-emergency number, or call one of the numbers below. **Resources**

NSPCC Helpline - 0808 800 5000

NSPCC - <https://www.nspcc.org.uk/>

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

Limmud are committed to reviewing our policy and good practice annually. This policy should be read alongside our policies and procedures on:

Code of conduct

Complaints policy

Data Protection and Confidentiality policy

Staff induction and training

Health and Safety policies (as applicable)

This policy was last reviewed on: July 2020