

Safeguarding Children & Vulnerable Adults Policy

Adoption of the policy

**This policy was adopted by York Liberal Jewish Community committee on 07 January 2025
It will be reviewed at least annually.**

It was last reviewed on 07 January 2025 . The next scheduled review date January 2026

Signed by: SHAAN BLOCH Position: Chair

A handwritten signature in black ink that reads "S Bloch". The "S" is stylized with a long horizontal stroke extending to the left.

Important information

**Chair's name: Shaan Bloch
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**Safeguarding lead: Sarah Hubbard
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**Governing body: Trustees (hereafter committee)
Charity number: 1166145**

Context of York Liberal Jewish Community

York Liberal Jewish Community (YLJC) does not have its own synagogue building and at the moment regularly uses the Chapel at York St John's University (YSJU) and Friends Meeting House Friargate (FMH) for Cheder, services and some events. We share both of these venues with other users. The organisations that oversee these venues have their own safeguarding policies, accessible via the links below:

<https://www.yorksj.ac.uk/media/content-assets/university-secretary-office/documents/uso-site/Safeguarding-Policy---2024.pdf> (YSJU)

<https://files.quaker.app/9KZM7M/view> (FMH)

YLJC works closely with FMH and YSJU on matters of security. It is important to note that we do not have control over who uses these spaces when YLJC is using them. As such, we advise that all those attending services, Cheder and other events read the safeguarding policies above and exercise the same approach to their own safety and the safety of those for whom they are responsible as they would in any public place.

Statement of commitment to safeguarding

This policy applies to all staff, volunteers, trustees, or anyone working on behalf of York Liberal Jewish Community.

The purpose of the guidance and procedures within this document is to protect all children, young people and vulnerable persons who receive York Liberal Jewish Community's services.

York Liberal Jewish Community (YLJC) believes that no person should ever experience abuse of any kind. We have a responsibility to promote the welfare of all children, young people and vulnerable persons to keep them safe. We are committed to practice in a way that protects them.

We recognise that:

- YLJC has a moral and legal obligation to safeguard all children¹ and vulnerable adults involved in YLJC activities.
- Furthermore, to this end, we will aim to provide effective training to all volunteer, trustees and employees who may come into contact with children or vulnerable adults
- children, young people, and adults can be the victims of physical, sexual, and emotional abuse, neglect, radicalisation and seduction into self-harming or criminal activity
- all persons, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse
- working in partnership with children, young people, their parents, carers, vulnerable persons, and other agencies is essential in promoting everybody's welfare.

In order to ensure that we maintain a community that is safe, welcoming and employs best practice in implementing safeguarding principles we will:

- provide a framework for recruiting and training staff and volunteers that will ensure they fully

¹ Definition: A child is a person younger than 18 years.

- support the Child and Vulnerable Adult Protection policy of the synagogue
- ensure that communications between committee, volunteers, and the Rabbi in relation to interactions with children and vulnerable adults have a clear and detailed procedural structure that can be easily followed and maintained
- acknowledge the reality that abuse does occur, and that we have an important role to play in raising awareness and understanding of the main forms of abuse.

Thus, it is essential that we have publicized and accessible routes of communication for reporting abuse where suspected, in order to safeguard children and vulnerable adults.

This document is organised into three sections, the first deals with prevention, the second with guidance and procedures, and the third section is about support for those involved. This policy and the procedures within it are to be followed by trustees (members of the committee), all paid staff, volunteers, students, or anyone working on behalf of the York Liberal Jewish Community at all times.

Section 1: Prevention of abuse

1.1 Brief definition of abuse (see appendix 1 for details about different forms of abuse and how they might be identified)

Defining child abuse or abuse against an adult is a difficult and complex issue. A person may abuse by inflicting harm or failing to prevent harm. Children and adults in need of protection may be abused within a family, an institution or a community setting on or offline. Very often the abuser is known or is in a trusted relationship with the child or adult. (See Appendix One)

In order to safeguard children and vulnerable adults at YLJC we adhere to the UN Convention on the Rights of the Child and have as our starting point as a definition of abuse, Article 19:

1. States Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.

2. Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.

Also, for adults the UN Universal Declaration of Human Rights with particular reference to Article 5:

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Detailed definitions, and signs and indicators of abuse, as well as how to respond to a disclosure of abuse, are included in Appendix 1.

1.2 Safer Recruitment: Paid roles

YLJC will ensure that all paid staff are appointed, trained, supported and supervised in accordance with government guidance on safe recruitment. YLJC will ensure that:

- there is a written job description / person specification for the post
- those applying have completed an application form and a self-declaration form
- those short listed have been interviewed
- safeguarding has been discussed at interview
- written references have been obtained, and followed up where appropriate
- a disclosure and barring check has been completed where necessary
- qualifications where relevant have been verified
- a suitable training programme is provided for the successful applicant
- the successful applicant satisfactorily completes a probationary period

- the successful applicant receives and understands a copy of, or at least a summary of, the YLJC safeguarding policy and knows how to report concerns.

1.3 Safer Recruitment: Voluntary roles

YLJC will have the following safeguarding protective measures in place for anyone working in a voluntary role with children and young people and / or vulnerable adults in YLJC:

- DBS checking
- Safeguarding training
- Safeguarding supervision provided.

Section 2: Responding to safeguarding concerns

2.1 Working in partnership when responding to concerns

It is the responsibility of YLJC to share information with other services, including Children's and Adult's social care or police, when there are concerns relating to the safety of children and vulnerable adults. Such sharing of information should be with the consent of the individual, parents/guardian(s), or carer(s) **when this does not itself introduce additional risk of harm or increase the risk of significant harm.**

2.2 Responding to an allegation of abuse

Please note that the York Liberal Jewish Community is not currently able to offer either an emergency or 24-hour response. If you have information about a safeguarding situation where a child or adult is in immediate danger or requires immediate medical attention call the emergency services on 999.

YLJC understands that reporting abuse may be exceedingly difficult and distressing to the individual and their families and it may add to victims' hurt by our not being able to immediately respond. To mitigate against these negative effects the contact details of other agencies that are available to assist either on a 24-hour basis or through specialist helplines and services are included in Appendix 2.

Under no circumstances should a volunteer or employee carry out their own investigation into an allegation or suspicion of abuse. The procedures to be followed are given in the section below.

2.3 Outline of procedures - documentation

York Liberal Jewish Community takes all reports of abuse within their services, whether current or historic, seriously and will enact our safeguarding policy as soon as is feasible and contact the relevant authorities. NB It is essential that allegations of harm and suspicion of harm are reported as soon as possible to the Safeguarding Co-ordinator.

It is also important essential that the allegations or suspicions are documented as soon as possible. The procedure to be used is as follows.:

(NB as stated above If the allegations or suspicions suggest that a child is suffering or at risk of suffering significant harm then the police must be immediately informed before following the steps described below.)

- A person who becomes aware of allegations or suspicions of harm or the risk of harm to a child or vulnerable adult should report concerns as soon as possible to the Safeguarding Co-ordinator. The above has been nominated by the YLJC committee to act on their behalf in dealing with the allegation or suspicion of neglect or abuse, including referring the matter on to the statutory authorities. Please see policy front-sheet for name of the current Safeguarding Co-ordinator.
- In the absence of the relevant Safeguarding Co-ordinator or if the allegations or suspicions in any way involve that Safeguarding Co-ordinator, then the report should be made to the Chair of the committee. The chair will fulfil the role of coordinator until it is possible and appropriate to hand over responsibility to the Safeguarding Co-ordinator.
- If the allegations or suspicions involve a Safeguarding Co-ordinator and their Chair, then the report should be made to the Local Authority Designated Officer for York (see details below). In such circumstances the Rabbi should be informed that a report has been made but should not be informed of the identity of any person thought to be harmed or at risk of harm, nor of the identity of the person(s) raising concern.

2.4 Outline of procedures regarding allegations of abuse against a person who works with children/young people

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Co-ordinator, in accordance with Local Multi-Agency Safeguarding Partners' procedures will:

- Liaise with Children's Social Services regarding the possible suspension of the worker.
- Make a referral to a designated officer, formerly called a Local Authority Designated Officer Telephone: 01904 551783 (voicemail) email: lado@york.gov.uk whose function is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity.
- Make a referral to Disclosure and Barring Service (DBS) for consideration of the person being placed on the barred list for working with children or adults with additional care and support needs. This decision should be made in consultation with the LADO if they are involved.
- The Safeguarding Co-ordinator will seek advice from thirtyone:eight and follow it.
- The DSO will alert the Chair if LADO and/ or thirtyone:eight suggest they should do so.
- The Safeguarding Co-ordinator may need to inform other agencies depending on the circumstances and/or nature of the concern.
- The Chair and / or Safeguarding Co-ordinator may need to liaise with the insurance company and/or the charity commission to report a serious incident.
- Concerns must not be discussed with anyone other than the persons mentioned above.
- The identity of any individual involved should not be revealed, unless this is essential to protecting someone from future harm or is required by an external agency with the authority to request this information.
- A signed and dated written record of the concerns should be made in accordance with these procedures and filed as confidential material in a secure place.
- Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Co-ordinator, the absence of the Safeguarding Co-ordinator or Deputy should not delay referral to Social Services, the Police if necessary.
- If a member of the congregation, member of staff or volunteer believes that a child is in immediate risk of significant harm, they should contact the police directly before reporting their concern to the Safeguarding Coordinator.
- The YLJC committee will support the Safeguarding Co-ordinator in their role and accept that any information they may have in their possession will be shared in a strictly limited way on a need to know basis.
- It is, of course, the right of any individual to make a direct referral to the external safeguarding agencies or seek advice from Liberal Judaism. The Liberal Judaism and LJY-Netzer safeguarding co-ordinators can be contacted by phone at **07920 485 869**, although the YLJC committee hopes that members of the synagogue will normally use the procedures given here.

- If, an individual with the concern feels that the Safeguarding Co-ordinator has not responded appropriately, or where they have a disagreement with the Safeguarding Co-ordinator as to the appropriateness of a referral, they are free to contact an outside agency directly.

NB The role of the Safeguarding co-ordinator is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies who have a legal duty to investigate.

2.5 Detailed procedures where there is a concern about a child

2.5.1 Allegations of physical injury, neglect or emotional abuse.

If a child has a physical injury, a symptom of neglect or where there are concerns about emotional abuse, the Safeguarding Co-ordinator/Deputy will:

- Contact Children's Social Services for advice in cases of disclosed or suspected non-accidental injury, if concerned about a child's safety or if a child is afraid to return home.
- Not tell the parents or carers unless advised to do so, having contacted Children's Social Services.
- Seek medical help if needed urgently, informing the doctor of any suspicions.
- For lesser concerns, encourage parent/carer to seek help from relevant agencies, but not if this places the child at risk of significant harm.
- Where the parent/carer is unwilling to seek help, the Safeguarding Co-ordinator should seek further advice, for example from Children's Social Services or thirtyone:eight.
- Seek and follow advice given by thirtyone:eight (who will confirm their advice in writing) if unsure whether or not to refer a case to Children's Social Services.

2.5.2 Allegations of sexual abuse of a child

In the event of allegations or suspicions of sexual abuse of a child, the Safeguarding Coordinator/Deputy will:

- Contact the Children's Social Services Department Duty Social Worker for children and families or Police Child Protection Team directly. They will NOT speak to the parent/carer or anyone else.
- Seek and follow the advice given by if for any reason they are unsure whether or not to contact Children's Social Services/Police. Thirtyone:eight will confirm its advice in writing for future reference.

2.6 Detailed procedures where there is a concern that an adult is in need of protection

Suspensions or allegations of abuse or harm might relate to one or more of: physical, sexual, organisational, financial, spiritual or discriminatory abuse; neglect, self-neglect, forced marriage, modern slavery, domestic abuse, radicalisation, seduction into criminal activity.

Definitions are found in Appendix 1.

If there is concern about any of the above the Safeguarding Co-ordinator/Deputy will:

- Contact the Adult Social Care Team who have a legal responsibility to investigate allegations of abuse
- If required contact thirtyone:eight can for advice
- If the adult is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions

If there is a concern regarding spiritual abuse the Safeguarding Co-ordinator will:

- Take advice from thirtyone:eight, identify support services for the individual concerned, i.e. counselling or other pastoral support

- In discussion with thirtyone:eight, consider appropriate action according to the scale of the concern

2.7 Allegations of abuse against a person who works with adults with care and support needs

The Safeguarding Co-ordinator will:

- Liaise with Adult Social Services regarding the possible suspension of the worker(<https://www.york.gov.uk/AdultSocialCare>)
- Make a referral to the DBS, if so, advised by Adult Social Services.

The Care Act 2014 places the duty upon Adult Services to investigate situations of harm to adults with care and support needs. This may result in a range of options including action against the person or organisation causing the harm, increasing the support for the carers or no further action if the 'victim' chooses for no further action and they have the capacity to communicate their decision. However, the choice of option is for Adult Services to decide.

Section 3: Support

3.1 Pastoral Care: Supporting those affected by abuse

YLJC is committed to offering pastoral care, working with statutory agencies as appropriate, and to providing support to all those who have been affected by abuse who have contact with or are part of the synagogue community.

3.2 Working with offenders and those who may pose a risk

When someone attending YLJC is known to have abused children, is under investigation, or is known to be a risk to adults with care and support needs the Council Chair, the Rabbi and the Safeguarding Co-ordinators will arrange to supervise the individual concerned and offer pastoral care, but in its safeguarding commitment to the protection of children and adults with care and support needs, set boundaries for that person, which they will be expected to keep. These boundaries will be based on an appropriate risk assessment and consultation with appropriate parties, which would normally include a relevant external agency.

Appendix 1

Definitions, signs, and indicators of abuse

Children

Definition of a child

Pursuant to the Children Act 1989, the legal definition of a child is someone under the age of 18. Throughout this guidance when we refer to a child the meaning (unless otherwise stated) is a person under the age of 18. Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child:

- by inflicting harm; or
- by failing to act to prevent harm.

Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger, whether in the physical world or in the virtual world, for example, online. They may be abused by an adult or adults, or another child or children.

The four definitions (and a few additional categories) of abuse below operate in England based on the government guidance 'Working Together to Safeguard Children (2023)'.

Physical abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning, or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

NOTE: In England it is illegal, therefore abusive, for anyone other than a parent to hit a child. It is legal for a parent to do so only when this constitutes "reasonable punishment. chastisement" Whilst "reasonable punishment chastisement" is not closely defined in law, any physical punishment that leaves a mark would not be considered reasonable.

Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only as far as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may also occur alone.

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing, and shelter (including exclusion from home or abandonment);
- protect a child from physical and emotional harm or danger;
- ensure adequate supervision (including the use of inadequate caregivers); or
- ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Child sexual exploitation

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Extremism

The current definition of extremism (March 2024) is

"Extremism is the promotion or advancement of an ideology based on violence, hatred, or intolerance, which aims to:

- (1) negate or destroy the fundamental rights and freedoms of others; or
- (2) undermine, overturn, or replace the UK's system of liberal parliamentary democracy and democratic rights; or
- (3) intentionally create a permissive environment for others to achieve the results in (1) or (2)."

Extremism seeks to sow division between communities on the basis of race, faith, or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society.

We need to be particularly aware of the risks of extremism within and against our community where individuals or groups begin to use 'us and them' language and thinking which dehumanises individuals or group and justifies the use of discriminatory and/ or offensive language and promotion of violence or harm.

Significant Harm

This relates to the degree of harm that triggers statutory action to protect a child. It is based on the individual child's health or development compared to that which could reasonably be expected of a similar child; e.g., severity of ill treatment, degree and extent of physical harm, duration and frequency of abuse and neglect, and premeditation. Department of Health guidance suggests that 'significant' means 'considerable, noteworthy or important.'

Children in whom Illness is Fabricated or Induced (formerly known as Munchausen's Syndrome by Proxy)

This is a form of child abuse in which the parents or carers give false accounts of symptoms in their children and may falsify signs of illness (to draw attention to themselves). They seek repeated medical investigations and needless treatment for their children. Government guidance on this is found in 'Safeguarding Children in whom Illness is Fabricated or Induced' (2002).

Spiritual Abuse

Linked with emotional abuse, spiritual abuse could be defined as an abuse of power, often done in the name of God or religion, which involves manipulating or coercing someone into thinking, saying, or doing things without respecting their right to choose for themselves. Some indicators of spiritual abuse might be a leader who is intimidating and imposes his/her will on other people, perhaps threatening dire consequences or the wrath of God if disobeyed. He or she may say that God has revealed certain things to them and so they know what is right. Those under their leadership are fearful to challenge or disagree, believing they will lose the leader's (or more seriously God's) acceptance and approval.

In 2013 spiritual abuse was defined as 'coercion and control of one individual by another in a spiritual context. The target experiences spiritual abuse as a deeply emotional personal attack. This abuse may include, manipulation and exploitation, enforced accountability, censorship of decision making, requirements for secrecy and silence, pressure to conform, misuse of scripture or the bimah to control behaviour, requirement of obedience to the abuser, the suggestion that the abuser has a 'divine' position, isolation from others, especially those external to the abusive context'. (Oakley & Kinmond, 2013)

Domestic Violence Abuse

The cross-government definition of domestic violence and abuse (as set out in The Domestic Abuse Act 2021) is:

- Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence, or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. Abuse can encompass, but is not limited to psychological, physical, sexual, financial, and emotional abuse.
- All children can witness and be adversely affected by domestic abuse in the context of their home life where domestic abuse occurs between family members. Exposure to domestic abuse and/or violence can have a serious, long-lasting emotional and psychological impact on children. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result.

Female Genital Mutilation (FGM)

FGM is illegal in the UK. It is also an offence for UK nationals or permanent UK residents to carry out FGM abroad, or to aid, abet, counsel, or procure the carrying out of FGM abroad, even in countries where the practice is legal.

The World Health Organization defined FGM as all procedures involving partial or total removal or stitching up of the female genitalia or other injury to the female genital organs whether for cultural or other non-therapeutic reasons.

Working Together (2023) stated that:

"Female genital mutilation (FGM) is a collective term for procedures which include the removal of part or all of the external female genitalia for cultural or other nontherapeutic reasons. The practice is medically unnecessary, extremely painful and has serious health consequences, both at the time when the mutilation is carried out and in later life. The procedure is typically performed on girls aged between four and thirteen, but in some cases FGM is performed on newborn infants and younger children or on young women before marriage or pregnancy. A number of girls die as a direct result of the procedure from blood loss or infection, either following the procedure or subsequently in childbirth."

Signs of Possible Abuse

The following signs could be indicators that abuse has taken place, but this is not always the case. They should be considered in the context of the child's whole life.

Physical

- Injuries not consistent with the explanation given for them
- Injuries that occur in places not normally exposed to falls, rough games, etc.
- Injuries that have not received medical attention
- Reluctance to change for, or participate in, games or swimming
- Repeated urinary infections or unexplained tummy pains
- Bruises on babies, bites, burns, fractures etc. which are not obviously accidental
- Cuts/scratches/substance abuse.

Sexual

- Any allegations made concerning sexual abuse
- Excessive preoccupation with sexual matters and detailed knowledge of adult sexual behaviour
- Age-inappropriate sexual activity through words, play or drawing
- Child who is sexually provocative or seductive with adults
- Inappropriate bed-sharing arrangements at home
- Severe sleep disturbances with fears, phobias, vivid dreams, or nightmares, sometimes with overt or veiled sexual connotations
- Eating disorders - anorexia, bulimia.

Emotional

- Changes or regression in mood or behaviour, particularly where a child withdraws or becomes clinging.
- Depression, aggression, extreme anxiety.
- Nervousness, frozen watchfulness
- Obsessions or phobias
- Sudden under-achievement or lack of concentration
- Inappropriate relationships with peers and/or adults
- Attention-seeking behaviour
- Persistent tiredness
- Running away/stealing/lying.

Neglect

- Under nourishment, failure to grow, constant hunger, stealing or gorging food, Untreated illnesses,
- Inadequate care, etc.

Adults

Definition of an adult at risk of harm

An adult is someone 18 or (unless specific legislation states otherwise). Over the years, there have been a number of pieces of legislation dealing with adults of different ages and circumstances. (The Universal Declaration of Human Rights (1948), the European Convention on Human Rights, the Human Rights Act 1998, and the UN Convention on the Rights of Persons with Disabilities (2008)). These have now been consolidated into the Care Act 2014, which refers to adults with care and support needs. It follows that some adults, because of circumstance or particular vulnerability or risk, may be in need of protection. When considering the safeguarding issues regarding adults, other pieces of legislation are also relevant such as the Anti-Social Behaviour, Crime and Policing Act 2014; the Mental Capacity Act 2005; the Modern Slavery Act 2015; and the Domestic Abuse Act 2021.

Another important piece of legislation when dealing with safeguarding adults is the Mental Capacity Act 2005. Where decisions are being considered regarding the welfare of adults, under the Care Act 2014 they have to be full participants in the process and those who are involved in the investigations and assessments will form a view of the adult's capacity to make decisions for themselves. This means that

where there are safeguarding concerns, referrals must be made to Adult Services so that this level of capacity can be assessed.

Definitions of Abuse (Adults)

The following information relates to the Safeguarding of Adults, as defined in the Care Act 2014, Chapter 14. The legislation is relevant across England and Wales but on occasions applies only to local authorities in England. The Safeguarding duties apply to an adult who;

- has need for care and support (whether or not the local authority is meeting any of those needs) and;
- is experiencing, or at risk of, abuse or neglect; and
- as a result of those care and support needs, the adult is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

Organisations should always promote the adult's wellbeing in their safeguarding arrangements. People have complex lives and being safe is only one of the things they want for themselves. Professionals should work with the adult to establish what being safe means to them and how that can be best achieved. Professional and other staff should not be advocating 'safety' measures that do not take account of individual well-being, as defined in Section 1 of the Care Act.

Signs of Possible Abuse

Physical abuse

- History of unexplained falls, fractures, bruises, burns, minor injuries
- Signs of under-or overuse of medication and/or medical problems left unattended
- Any injuries not consistent with the explanation given for them
- Bruising and discolouration - particularly if there is a lot of bruising of different ages and in places not normally exposed to falls, rough games etc.
- Recurring injuries without plausible explanation
- Loss of hair, loss of weight and change of appetite
- Person flinches at physical contact &/or keeps fully covered, even in hot weather;
- Person appears frightened or subdued in the presence of a particular person or people.

Domestic violence

- Unexplained injuries or 'excuses' for marks or scars
- Coercive, controlling and/or threatening relationship including psychological, physical, sexual, financial, emotional abuse; so-called 'honour' based violence and Female Genital Mutilation.

Sexual abuse

- Pregnancy in a woman who lacks mental capacity or is unable to consent to sexual intercourse
- Unexplained change in behaviour or sexually explicit behaviour
- Torn, stained or bloody underwear and/or unusual difficulty in walking or sitting
- Infections or sexually transmitted diseases
- Full or partial disclosures or hints of sexual abuse
- Self-harming
- Emotional distress
- Mood changes
- Disturbed sleep patterns.

Psychological abuse

- Alteration in psychological state e.g., withdrawn, agitated, anxious, tearful

- Intimidated or subdued in the presence of a carer
- Fearful, flinching or frightened of making choices or expressing wishes
- Unexplained paranoia
- Changes in mood, attitude and behaviour, excessive fear, or anxiety
- Changes in sleep pattern or persistent tiredness
- Loss of appetite
- Helplessness or passivity
- Confusion or disorientation
- Implausible stories and attention seeking behaviour
- Low self-esteem.

Financial or material abuse

- Disparity between assets and living conditions
- Unexplained withdrawals from accounts or disappearance of financial documents or loss of money
- Sudden inability to pay bills, getting into debt
- Carers or professionals fail to account for expenses incurred on a person's behalf
- Recent changes of deeds or title to property
- Missing personal belongings
- Inappropriate granting and / or use of Power of Attorney.

Modern slavery

- Physical appearance; unkempt, inappropriate clothing, malnourished
- Movement monitored, rarely alone, travel early or late at night to facilitate working hours
- Few personal possessions or ID documents
- Fear of seeking help or trusting people.

Discriminatory abuse

- Inappropriate remarks, comments, or lack of respect
- Poor quality of or withholding of care
- Low self-esteem
- Withdrawn
- Anger
- Person puts themselves down in terms of their gender or sexuality
- Abuse may be observed in conversations or reports by the person of how they perceive themselves.

Institutional Abuse

- Low self-esteem
- Withdrawn
- Anger
- Person puts themselves down in terms of their gender or sexuality
- Abuse may be observed in conversations or reports by the person of how they perceive themselves
- No confidence in complaints procedures for staff or service users.
- Neglectful or poor professional practice.

Neglect and acts of omission

- Deteriorating despite apparent care
- Poor home conditions, clothing or care and support.
- Lack of medication or medical intervention.

Self-neglect

- Hoarding inside or outside a property
- Neglecting personal hygiene or medical needs
- Person looking unkempt or dirty and has poor personal hygiene
- Person is malnourished, has sudden or continuous weight loss, and is dehydrated – constant hunger, stealing or gorging on food
- Person is dressed inappropriately for the weather conditions
- Dirt, urine, or faecal smells in a person's environment
- Home environment does not meet basic needs (for example not heating or lighting)
- Depression.

Appendix 2: Organisations where support is available

The York Liberal Jewish Community Committee and our rabbi are always available to provide support. However, the organisations below are experts in offering support to victims of abuse (this is not an exhaustive list):

NAPAC - National Association for People Abused in Childhood

They provide support to adults who have been abused in any way as children

Website: www.napac.org.uk/

Telephone support: 0808 801 0331

Email support: support@napac.org.uk

Rape Crisis England & Wales

They provide support to women and girls who have experienced sexual trauma.

Website: <http://rapecrisis.org.uk/>

Telephone support: 0808 802 9999 (12am–2:30pm & 7-9:30pm)

Rape Crisis have branches all over the UK. Please check their website for your nearest branch.

The Survivors Trust

They provide support to men who have experienced sexual abuse, adult sexual assault, or rape.

Website: www.thesurvivorstrust.org

Telephone support: 01788 550554

Email support: info@thesurvivorstrust.org

(X)Twitter: [survivorstrust](https://twitter.com/survivorstrust)

The Lantern Project

They provide help and support for survivors of sexual abuse.

Website: <http://www.lanternproject.org.uk/>

Email support: lanternproject@yahoo.co.uk

MOSAC

They provide support for all non-abusing parents and carers whose children have been sexually abused.

Website: www.mosac.org.uk

Helpline: 0800 980 1958

Stop it Now!

It campaigns to stop child sexual abuse by encouraging abusers and potential abusers to seek help and by giving adults the information they need to protect children effectively.

Website: www.stopitnow.org.uk

Helpline: 0808 1000 900

Salvation Army-Modern Slavery

It provides support services for adult victims of trafficking and modern slavery.

Website: www.salvationarmy.org.uk/human-trafficking

Helpline: 0300 303 8151 (24 hours)

Women and Girls Network

It provides counselling and support for domestic or sexual violence, FGM and trafficking

Website: www.wgn.org.uk

Helpline: 0808 801 0660 (Mon-Fri 10am-12pm, 2:30-4:30 pm, Tues-Thurs 6:30-9pm, Sat 10am-1pm)

CEOP (Child Exploitation and Online Protection)

They work towards eradicating the sexual abuse of children; part of UK policing helping to track and find offenders. Website: www.ceop.police.uk

Ann Craft Trust

They offer advice to professional, parents, carers and family members on issues relating to the protection of disabled children and vulnerable adults

Contact Number: 0115 9515 400 (Mon-Fri 9am-5pm)

Appendix 3: Frequently Asked Questions

I am worried that a child or adult may be at risk of abuse or neglect by someone in a family, household, or community. What should I do?

Report the matter to the Local Authority Social Services department or Police (the telephone numbers for these will be in your local telephone directory or websites)

I am worried that a child or vulnerable adult may be being abused by the rabbi, or by an employee or committee member or volunteer within the York Liberal Jewish Community. What should I do?

If your concern is regarding a congregational rabbi or a member of staff/volunteer within a YLJC community setting you should contact the YLJC's Safeguarding Coordinator directly. If you do not feel able to do so, please contact the York Liberal Jewish Community chair and we will support you as appropriate. If your concern is regarding a rabbi or member of staff who works directly or indirectly for York Liberal Jewish Community, immediately inform the York Liberal Jewish Community Safeguarding Coordinator.

I am being abused by someone within the York Liberal Jewish Community. What should I do?

Tell someone as soon as possible. What you say will be taken seriously. You can choose who you talk to. You can either contact the local Police or the local authority Local Authority Social Services child or adult protection team in your area (the telephone numbers for these will be in your local telephone directory or websites) and/or the York Liberal Jewish Community Safeguarding Coordinator.

It is the policy of York Liberal Jewish Community to inform statutory authorities (Police and Local Authority Social Services) that abuse has been alleged, if there is a risk that others may continue to be at risk of abuse or to make sure that past abuse is properly dealt with.

I have suffered abuse by someone in York Liberal Jewish Community in the past. What should I do?

Understandably, many people find it difficult to tell anyone about the abuse they have suffered. It may be many years after the event before a disclosure is made. Even if the abuse occurred many years ago, York Liberal Jewish Community will still act. Tell someone about the abuse. You will be listened to and what you have to say will be taken seriously.

You can choose who you talk to. You can contact the local Police or the Local Authority Social Services child or adult protection team (the telephone numbers for these will be in your local telephone directory or websites) and/or the York Liberal Jewish Community Safeguarding Coordinator.

It is the policy of the York Liberal Jewish Community to inform statutory authorities (Police and Local Authority Social Services) that abuse has been alleged, if there is a risk that others may continue to be at risk of abuse or to make sure that past abuse is properly dealt with.

What will happen when I inform someone that a child or adult at risk of abuse or neglect may be being abused by someone working for York Liberal Jewish Community?

It is the policy of York Liberal Jewish Community to ensure that all allegations of abuse are referred immediately to the Police and Local Authority Social Services departments (statutory authorities). We do this in the interests of the vulnerable. To make sure that all information available is shared with those with the legal and professional responsibilities to investigate. In cases where the statutory authorities decide that they will not, or cannot investigate, but concerns remain about the safety of children or adults at risk of abuse or neglect, enquiries will be made by those with responsibility for safeguarding within York Liberal Jewish Community.

In all cases, the safety and welfare of the child/ren or adult/s at risk of abuse or neglect is the first consideration. Where allegations of abuse are made, the York Liberal Jewish Community, where possible, will suspend the person accused from the role that brings them into contact with children, young people, and adults at risk of abuse or neglect, while investigations or enquiries are going on. These are neutral actions to ensure that cases can be investigated dispassionately and to protect all parties involved.

What about confidentiality?

The York Liberal Jewish Community will treat all information connected with a safeguarding matter as confidential between the agencies working together to protect children, young people, and adults at risk of abuse or neglect. In broad terms, information will be shared with the relevant authorities where there is a concern that a person may be suffering harm or in order to prevent another person suffering harm.

If the person who has suffered abuse does not want to tell or cannot tell the Police or Local Authority Social Services him/herself, the York Liberal Jewish Community will do so if there is a risk that others may continue to be at risk of abuse. An alleged abuser does not have an automatic right to access information that is held about him or her. The York Liberal Jewish Community will not automatically let an alleged abuser know who has made allegations about them. However, if a complaint is raised against a member of the York Liberal Jewish Community staff under disciplinary procedures victim and/or survivors name will be shared, but not their contact details. This is to ensure that the disciplinary process is conducted in a fair manner.

What happens to people working in York Liberal Jewish Community who are accused of abuse?

All concerns and allegations are taken seriously by York Liberal Jewish Community, regardless to whom they relate. The precise circumstances differ from case to case, but the following information gives an indication of what happens when an allegation is made:

Information about the alleged abuse is shared with the Police and Local Authority Social Services as they have a statutory responsibility to investigate. After consultation with the Police and Local Authority Social Services, if the person accused of abuse is a Rabbi, or is a paid worker or a volunteer, that person will, where possible, be suspended from the role that brings them into contact with children, young

people and adults at risk of abuse or neglect. It is important to acknowledge that these are neutral actions. They are precautionary to ensure that cases can be investigated dispassionately and to protect all parties involved. The final decisions are made following the completion of enquiries. It is possible that someone accused of abuse may be re-instated, depending on the circumstances of the case once the matter is concluded.

Enquiries will be made to find out if there is evidence to support the allegation. Sometimes people accused of abuse are arrested and after full investigations, some may be prosecuted.

York Liberal Jewish Community supports all its members and considers what support a person accused of abuse may need.

In seeking to meet the support needs of people accused of abuse, York Liberal Jewish Community will strive to minimise risks to others. York Liberal Jewish Community may use a written agreement to make clear what conditions and restrictions apply to the accused person (e.g., he/she may have to worship in a particular synagogue, avoidance of specific activities), as well as what support will be made.

What if the person accused of abuse is dead?

Even if information about abuse within York Liberal Jewish Community's services relates to an accused person who is dead, York Liberal Jewish Community will take this seriously and follow it up. It is still important for such information to be shared with the Police and Local Authority Social Services as it could be relevant to other enquiries.

