

APPENDIX 1 – THE CENTRAL SYNAGOGUE CHILD PROTECTION POLICY STATEMENT

At The Central Synagogue, we are committed to ensuring the protection and safety of Children during Activities conducted at the Synagogue. We recognise that Children, regardless of their age, cultural background, gender, and personal characteristics, have the right to:

- Feel respected;
- Be heard when raising concerns or speaking out;
- Be nurtured in a safe environment; and
- Be protected from physical or psychological abuse.

Our commitment and responsibility are to ensure that children participating in Activities at the Synagogue are free from abuse and neglect. We aim to eliminate any risk of harm occurring to Children in relation to such Activities conducted at The Central Synagogue.

The Central Synagogue has built a Child-Safe organisation by addressing child protection and safety measures on all levels of our organisational structure.

Objectives of The Central Synagogue

Amongst other things, an objective of The Central Synagogue is to further our orthodox Judaism and promote a safe and loving environment for all Members, especially Children attending activities at The Central Synagogue. Our focus on protecting the safety and rights of the children at The Central Synagogue is considered in the following ways:

Incorporating Child protection processes within our Governance Structure

The Central Synagogue approaches child safety considerations within its governance structure by documenting and implementing the Child Protection Policy within our organisational governance structure. Our Policy has been prepared for all Members of The Central Synagogue and applies to all Leaders and Helpers who assist Children in our Activities conducted at the Synagogue. In documenting our policy, we can also demonstrate how our legal and regulatory obligations are complied with.

Our Leaders and Helpers

The Central Synagogue takes significant care when selecting Leaders and Helpers who volunteer to ensure that the right experience and qualifications are held for the proper care and protection of Children participating in Activities at the Central Synagogue.

It should be noted in relation to Hineni, the Synagogue understands that it has and maintains its own child protection policy and protections in place (in respect of which The Central Synagogue makes no representations or warranties in relation to the adequacy of such arrangements), that these apply to activities conducted by it, at and away from The Central Synagogue. Details of these can be obtained directly from Hineni if so required.

Leaders and Helpers of The Central Synagogue working with or conducting Activities at The Central Synagogue with Children must:

- Provide references for verification of suitability to engage with Children;
- Read and adhere to our Child Protection Policy;
- Read, understand and agree to our Working with Children Code of Conduct; and
- Follow all legal reporting procedures when identifying any risks to Children within our organisation.

Leaders and Helpers at The Central Synagogue must also undergo Working with Children Checks and/or NDIS Worker Check as prescribed before being considered for the role.

Leaders and Helpers must review and understand our Child Protection Policy, follow our procedures when dealing with concerns raised by a child and agree to our Working with Children Code of Conduct.

National Principles for Child Safe Organisations and Child Safe Standards

The Central Synagogue has adopted the National Principles for Child Safe Organisations and the Child Safe Scheme (NSW) – Child Safe Standards, which can be accessed here: <https://childsafef.humanrights.gov.au/national-principles> and <https://education.nsw.gov.au/early-childhood-education/working-in-early-childhood-education/child-safety/standards>.

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