

Dear Congregant,

Child safety is everyone's responsibility and anyone with a connection to children has a part to play.

During the High Holidays Caulfield Hebrew Congregation (CHC) is filled with children celebrating this wonderful time in the Jewish calendar. We look forward to your children enjoying our newly revamped playground and ask that you please ensure that your children are supervised at all times whilst playing.

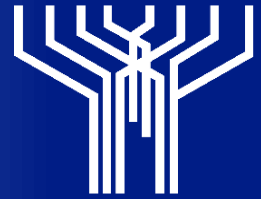
We are committed to providing a safe and secure environment for our children. One of our congregants, Vivien Resofsky, has been very passionate about ensuring the safety of our children, grandchildren and future generations through our compliance with the Victorian Government's Child Safety Standards.

The Rabbi, President and Board of CHC gratefully acknowledge Vivien's efforts and guidance in helping us develop and implement our Child Safety Policy. Her knowledge, energy and skill have been invaluable in our working together and we thank Vivien for her generous donation that has enabled us to make changes and to monitor our children's safety.

There are a range of things we have done to ensure our children and youth are safe:

In 2017 we developed our Child Protection Policy that outlined our child safe practices. We are now reviewing and updating our practices. As part of the need to continually review and improve our child safe practices we are currently:

- Reviewing our Child Protection Policy. In preparation for the High Holidays, we encourage everyone to read the Child Protection Policy again ([click here](#)). We welcome feedback on our current policy and will incorporate feedback from parents, children, youth and the community into the revised and updated policy. Please email (Rabbi Genende: rgenende@caulfieldshule.com.au / President David Mond: president@caulfieldshule.com.au Board members Lauren Norich: urbanlife@live.com.au Adam Joel: adamjoel262@gmail.com) or phone the office (95259492) with any feedback (but not on Shabbat or Yom Tov!).
- Planning a comprehensive training session for our Board, staff and volunteers to be conducted by AJO Consultants, specialists in governance and leadership with significant experience working with faith communities to prevent child abuse.
- Ensuring that all Board members, staff and volunteers have a current Working with Children Check.
- Ensuring all stakeholders involved with CHC acknowledge and adhere to the CHC code of conduct.
- We are conducting a comprehensive risk review. As part of that process we recently conducted a site assessment and have made a number of immediate improvements including:
 1. Reducing obstructions to the line of sight for parents and leaders when supervising children and youth on the site.
 2. We have ensured that hidden passageways on the Shule premises are not obstructed or locked.
 3. We have installed extra security cameras in areas that were assessed to be potentially out of the line of sight of adults. These additional security cameras should, however, not be seen as a substitute for parental or program leadership supervision.



4. Additional real time monitoring of our site, with a specific focus on child safety.

We have not implemented these changes because there have been any known child protection issues. Rather we are doing all we can to prevent such concerns occurring in the first place. We wish to ensure that our Congregation continues to be a safe and happy place for children and youth.

While we are doing our part, we need every adult in the community to assist also. It is particularly important that parents and children know that we will ensure our staff and volunteers will take responsibility for supervising children during Shule run programs in accordance with our Child Protection Policy and practices. We also need parents and families to supervise their children and youth when they are not involved in a Shule program or activity. Please explain to your children what we are doing to keep them safe and encourage them to let us know if they have concerns including concerns about another child.

Please do your part to help ensure our children's safety by ensuring:

- All children under the age of Bar/Bat Mitzvah should be in the supervised children's program if they are not attending services with their parents.
- During Shule services all incidents or concerns should be immediately reported to Rabbi Genende / President David Mond / Board members Lauren Norich (seat LM0635) / Adam Joel (seat MM424). If a child is in immediate danger, please advise security.
- Children and youth are in the care of a designated adult at all times. Please never leave your child unattended.
- You check with your children to make sure they are ok.
- Your children know they can say they are feeling unsafe and that we will listen to them and ensure they are safe.
- You remind your child that their body belongs to them and they can talk to you if they feel unhappy or unsafe. Should you wish to read further general Information About Child Sexual Abuse we suggest the Tzedek website: <https://www.tzedek.org.au/resources.html>
- We would like to encourage feedback and ideas from children and youth. Please talk to your children about the strategies we have put into place for their safety, our child safe policy and strategies. Feedback from them can be provided through emails (as above), phone (95259492) or face to face. To facilitate this feedback, we will also be establishing early in 2020, a Child Safety Sub-committee that will include child, youth and congregation member representatives.

Thank you for your co-operation and support!

David Mond | President