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Yeshiva College Cheder Chabad

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Executive Director: Rabbi Dr Dovid Slavin

7 November 2016

Dear Mr Giugni,

It is hard to believe it is almost four years since the previous directors resigned and the new team took over Yeshiva College Bondi, Ltd. in December 2012. Child Safety has been very much at the forefront of our collective efforts.

In your letter you make it clear that the Yeshiva Centre Chabad NSW Headquarters (run by Rabbi Pinchus Feldman OAM) and Yeshiva College Bondi Ltd are two separate entities. However, for the purpose of clarity, I would like to display a timeline in relation to the allegations in Case 22.

Date	Event	Responsible party
Prior to July 2003	The last of the allegations examined by Case 22	previous directors
19 August 2003	Yeshiva College (in NSW) goes into receivership	receivers
12 December 2003	Yeshiva College (in NSW) is bought out of receivership by a group of parents	Kesser Torah College directors
start of school year 2008	Yeshiva College Bondi, Ltd. Is Registered as a school by the BOS	previous directors
20 December 2012	new board takes over directorship of Yeshiva College Bondi, Ltd	present directors

Therefore, please note that the historical cases of abuse which arose in Case Study 22 are associated with the former Yeshiva College (formerly run by Rabbi Pinchus Feldman OAM), which is different from the current entity, Yeshiva College Bondi Ltd.

Please see our responses to your requests attached and do not hesitate to contact me if any further information is needed.

Yours Sincerely,

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Rabbi Dr David Slavin
Chairman of the Board
Yeshiva College Bondi Ltd

Responses – Annexure A – Yeshiva College Bondi – Case Study 22

1.a. We are attaching our governance policies and minutes.

b. All staff and volunteers at Yeshiva College are knowledgeable in both the theory and the practice of this area of Australian law. We have created a culture in which child-safe standards are embedded. Our Child Protection Policy is attached.

c. The historical cases of child abuse which arose during Case Study 22 of the Royal Commission are to be redressed by the historical director of Yeshiva College, Rabbi Pinchus Feldman OAM, who oversaw the school and the Centre at the time of the incidents and is still involved in Yeshiva Centre Chabad NSW Headquarters.

d. Our Child Protection Policy shows how the institution is child safe. The policy is constantly being upgraded.

All staff have training in Child Protection regularly. All staff are required to report to the Principal any concerns or disclosures as per the Child Protection Policy.

The Principal adheres to the requirements of the Mandatory Reporting Guide on the ChildStory Reporter web site.

e. All volunteers and employees at Yeshiva College are required to submit their WWCC data prior to their work at the school. The clearance data is entered into our school database for ready online access.

This safety routine is part of every new staff member or volunteer’s induction process to the School and is an item on the induction tick list of our Staff Details Form.

From induction and on, the School supports the staff and respects their diversity, with a leadership that promotes equity and creates a culture of harmony and safety for students and staff alike.

f. Our Child Protection Policy details the procedures for any disclosures of or concerns about child abuse.

Confidentiality is preserved with the safety of the child as the primary consideration. Children are taken seriously and participate in decisions affecting them. Our approach to matters of child protection is child focussed.

g. As at this writing we have had one investigation relating to an employee. This investigation is detailed in the attached grid, two communications with the Ombudsman, one from FACS, one to ACECQA and a Notification.

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h. The historical cases of child abuse which arose during Case Study 22 of the Royal Commission are to be referred to support services by the historical director of Yeshiva College, Rabbi Pinchus Feldman OAM, who oversaw the school and the Centre at the time of the incidents. He is still involved in the Yeshiva Centre Chabad NSW Headquarters.

i. The historical cases of child abuse which arose during Case Study 22 of the Royal Commission are to be given follow-up care and support by the historical director of Yeshiva College, Rabbi Pinchus Feldman OAM, who oversaw the school and the Centre at the time of the incidents. He is still involved in the Yeshiva Centre Chabad NSW Headquarters.

j. The School is aware of its obligation to share information regarding allegations with other organisations to protect future children from potential sexual abuse by the PSOA.

k. All staff and volunteers at Yeshiva College

- are required to sign off on our Child Protection policy upon induction and each time the policies are updated
- periodically review the policy (or aspects of it) at staff meetings

Families in our community are informed and involved. Parents are made aware of our policies in items in the newsletters and at our annual child protection workshop to remind them about strategies to keep their children safe.

Parents are reminded that child sexual abuse is a crime of opportunity and our job as a School and theirs as parents is to create routines and a climate which minimises the opportunity for abuse to occur. We minimise the risks of incidents by forming, using and continually upgrading procedures and protocols which protect safety and prevent students from being on their own with one person.

In the annual workshops, our students are also given the language to communicate if they feel unsafe, the knowledge of what is appropriate touch and privacy and the language to disclose if needed. The Staff and parents are given listening skills and the same language, so that they are able to recognise hints of a disclosure from students of all ages.

To protect our students in the online environment, all staff are trained in procedures for the computer room and families are given guidance about internet safety in our IT Policy which every family has to sign.

l. Our records of confidential matters are kept in a locked file in the Principal’s office. They are accessible only to the Principal and other Administration members on a need-to-know basis. The details of any disclosures, concerns or allegation and any evidence is noted as well as the printed results of consultation on the MRG for each case. Staff members involved in any concern are asked to write a log and timeline of the events while they are still fresh in their memories (after any emergency has abated) so that the School has on file an accurate recount of what happened. Any follow-up MRG or data related to the incident is also filed. If any report is submitted by police or other agencies, these are stored in the same file. These records are kept for perpetuity.

m. Yeshiva College Bondi promotes the ten elements of a child safe institution and aims to create a culture of harmony and protection for our students, staff, volunteers and community families.

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In our efforts to continually improve our ability to prevent abuse, identify indicators and improve responses with protocols Yeshiva College Bondi has:

- secured all entrances to the school with new doors where needed to prevent people who are not affiliated with the School from entering School grounds;
- installed electronic locks on all entrances to the School for enhanced security;
- updated our protocols for visitors to the School, with a buzzer at Reception to enter and a procedure for signing in to get a Visitor tag while on the premises;
- had security tag swipe cards for Staff so that entrance to the School is more secure;
- had drop off and pick up codes for parents for entrance security;
- upgraded our Child Protection Policy several times;
- hosted school-community-wide programs on keeping children safe; and
- run training sessions for Staff in child protection more often than once a year.

2. Our Child Protection Policy was formed using

- recommendations from BOSTES
- material from the Office of the Children’s Guardian
- material from the Association of Independent Schools NSW
- material from the Office of the NSW Ombudsman
- material from the Keep Them Safe website
- The Stop Child Molestation Book: What Ordinary People Can Do In Their Everyday Lives To Save 3 Million Children by Nora Harlow (Author), Gene G. Abel M.D. (Author)
- Enlisted external support

3. The Staff and community have shifted so that the routines and protocols which are based on awareness of child safety have become the norm.

4. Within a week of the Royal Commission, Rabbi Pinchus Feldman OAM stood down from the position of Principal of Yeshiva College Bondi Ltd. Rabbi Yosef Feldman also stood down from his connection to the College. These measures were recommended by the BOSTES and did not represent a judgement of guilt on the part of either parties.

5. For documentation of the historical cases, such as those which arose in the Royal Commission's Case 22, an answer would need to come from the historical director of the old Yeshiva College, Rabbi Pinchus Feldman OAM.

The documentation of the one investigation which took place under the current directors is attached in the grid, two communications with the Ombudsman, one from FACS, one to ACECQA and a Notification.

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