

BS"D

Yeshiva College Cheder Chabad



Child abuse is a crime. Each child is precious – a person made in G-d's image. Teachers must be at the forefront of defending children and their dignity. Teachers must also be thoroughly realistic in recognising the possibility of child abuse and being vigilant in protection of each student. Teachers should watch for any signs of risk of harm in all children in their care.

At Yeshiva, our procedures for implementing Child Protection practices and addressing concerns or allegations about conduct regarding children (under age 16) and young people (ages 16-17) are based on the following principles:

- ❖ All adults have a responsibility to care for children and young persons and to protect them from risk of harm as well as to promote their safety, welfare and well-being;
- ❖ In monitoring protection, the best interests of the child or young person is a paramount consideration;
- ❖ All reasonable action is to be taken to protect students from all forms of violence, injury, neglect or exploitation (including cyber bullying);
- ❖ The value of the family unit is respected, but not to the detriment of the well-being of the child or young person;
- ❖ All persons involved in situations where harm to a student is suspected or disclosed, are treated with sensitivity, dignity and respect;
- ❖ The school is to provide both a safe environment for students and services which foster their health, developmental needs, spirituality, self respect and dignity.

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The great majority (88%) of incidents of child molestation are perpetrated by people who are known to and trusted by the family of the child. In such cases, the molester suffers from a condition called paedophilia. The other 12% of cases are perpetrated by mentally deranged people.

Paedophilia is a serious physiological condition which can be diagnosed and treated (although not cured). A person who suffers from paedophilia has fantasies about and a desire for physical interaction with children. It is a hormonal response which, when recognised, can be treated with drugs and with cognitive therapies. If it is detected and treated, the person with paedophilia may never become a molester!

When watching for paedophilia as a school, we are to monitor not just adults with students, but also fellow students with each other. Molestation is a crime of opportunity. As a school, we must make sure there are no such opportunities by assuring that there are never private one-on-one meetings between staff and student or between student and student. All one-on-one private discussions must take place in a public place or a room with an uncovered window in the door.

Paedophilia in youth can start to be apparent in the sufferer's teen years. If signs of paedophilia are noticed (such as those listed below), then even before there is a victim of molestation, the paedophile can be diagnosed and treated so that s/he will not molest in response to his/her fantasies. The tendency to have inappropriate fantasies can be extinguished through therapy techniques. The paedophile can be taught to control his/her thoughts and urges appropriately if/when they arise. And most important, during treatment, the paedophile is trained to keep away from opportunities to manifest their fantasies by staying away from children.

There are rare cases when molestation can take place by perpetrators even younger than in their teens. This is usually in the case of a young molested child who responds to his/her fears of the molestation by molesting in turn. It has been shown that in such cases, the perpetrator could be only seven years old and already have a victim of molestation! Therefore, we must watch students of all ages.

Paedophiles appear normal and admirable in every way. The fact that the responsible, honest, kind person can also be participating in such heinous behaviour in private is due to denial. Paedophiles have very strong denial instincts to delude themselves about the nature of their desires and their heinous private activities. A major part of the therapy regimen is to break through the denial, (at which point the molester is often devastated by his/her behaviour choices).

SYMPTOMS

The most solid evidence of a tendency towards paedophilia is a factor which no one can see – that the person has fantasies of a sexual nature about interactions with children. These desires do not discriminate between male and female children; the paedophile would molest either if the opportunity arises.

Another sign of paedophilic tendencies is a child who watches young children or who wants to play with younger children. This is especially so if the play is coupled with sexual activity.

If there is a suspicion that a student has this tendency, it is appropriate to guide the child about the fact that such fantasies are not normal and need to be discussed if they exist so that they can be diagnosed and extinguished.

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Participation involves:

- ❖ Understanding the importance of empowering and promoting the participation of students in activities, events and decision making issues that affect their lives
- ❖ Creation of an environment where staff are upskilled to ensure ongoing child participation and protection
- ❖ Where appropriate, involving students in discussions and decisions that involve their daily school life
- ❖ Ensure the students are supported so they trust their teachers so that they would be able to disclose any abuse
- ❖ Listen to a student's view when an event occurs
- ❖ When there are social matters that arise among students, always question each student about their view on the interaction to assure they feel heard

The Principal is to go into classes periodically to discuss various issues and get student feedback.

Where a concern has been raised to the attention of a teacher and/or the Principal, the School is to actively involve the student/s in the resolution of the issues.

At Yeshiva College Bondi:

- ❖ We promote respect, fairness and consideration for all Staff, volunteers, parents and students.
- ❖ All Staff, volunteers and students are made aware of whom to turn to for issues which arise and are encouraged to do so.
- ❖ Staff have frequent individual meetings with the Principal and regular weekly ones with the Head of Teaching and Learning. They are given a supportive forum to discuss every aspect of their work.
- ❖ Should Staff need support or be experiencing stress, especially if related to the School, the School endeavours to assist and resolve the issues.

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Record of Receipt of Policy

I, a Staff Member or Volunteer at Yeshiva College, am signing below to affirm that I have received the October 2016 version of the Yeshiva College Child Protection Policy.

I am aware that it consists of:

- ❖ the Policy document
- ❖ the Duty of Care and School Culture Statement
- ❖ an Action Chart to sum up my duties and the required steps needed in the event that a concern about a child's welfare arises

I realise that I am legally responsible for knowledge and implementation of these policies and procedures in the course of my work as a Mandatory Reporter. I am aware that some of these policies have implications beyond the workplace, in my relationships with students even outside school.

Name of Staff Member / Volunteer _____

Signature _____

Date _____

Please return this completed form to the Principal for school records.