



SAFEGUARDING CHILDREN POLICY AND PROCEDURES

(ALSO INCLUDING ADULTS AT
RISK OF HARM/‘IN NEED OF
CARE AND SUPPORT’)

(ABRIDGED DOCUMENT –
NOT A SUBSTITUTE FOR THE FULL DOCUMENT)

(APRIL 2025)

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MACCABI GB SAFEGUARDING

1.1 Introduction

This Abridged Safeguarding Policy and Procedures document is NOT a substitute for the full document – available on request. It is a summary of the Maccabi GB approach to protecting Children from actual abuse or harm, or the risk of abuse or harm, as well as promoting their best interests. It also covers those Adults at Risk of Harm ('in need of care and support') in separate square boxes (in purple and thick outline).

You are reading this because you are:

- part of Maccabi GB and need to understand your Safeguarding responsibilities;
- a parent/guardian/carer who wishes to understand how Maccabi GB protects your child (or adult in need of care and support);
- a young person who wants to understand how you will be protected by Maccabi GB.

Maccabi GB is fully committed to the implementation of its Safeguarding Policy and Procedures. All Maccabi GB Personnel are required to take personal responsibility for Safeguarding in line with its policies and procedures (and attend training, as well as signing up to various documents covering relevant matters).

We follow the Safeguarding 5Rs: Recognise, Respond, Report, Record and Refer.

Your personal role and responsibility in Maccabi GB Safeguarding is to:

1. **Recognise** (Safeguarding concerns);
2. **Respond** (take action); and
3. **Report** (to the Designated Safeguarding Lead or other authority).
4. Thereafter, we will **Record** it with you, and **Refer** on as appropriate.

THANK YOU!

1.2 Maccabi GB – who we are and what we do

Maccabi GB is Britain's leading Anglo-Jewish Sports, Health and Wellbeing Charity and has flourished for over 80 years. It is part of a global movement operating in over 70 countries.

- Our vision: "A healthy, active and proud Jewish community integrated within British society."
- Our mission: "To create inclusive sporting, community and educational experiences that strengthen Jewish identity, enhance wellbeing and inspire engagement in the Jewish community, Israel and beyond."

PLEASE NOTE:

Maccabi GB works closely with its affiliates; however, each affiliate (including those using the Maccabi name or brand) is *independent* and responsible for its own Safeguarding.

1.3 Maccabi GB Events and Activities (Summary)

We run an amazing range of events and activities (including online). It is important to understand:

- who is attending – and may be at a Safeguarding risk the Safeguarding; arrangements in place for each event or activity;
- who is responsible for the event or activity.

*All of Maccabi GB's own events and activities are under Maccabi GB Safeguarding i.e. covered by its own policies and documents. In some cases, we may use a venue with its own Safeguarding requirements which will need to be agreed with the **Maccabi GB Designated Safeguarding Lead (DSL) – Nathan Servi**.*

Where Maccabi GB is running activities for a Partner organisation, the Partner's Safeguarding Policy and Procedures will be in place e.g. a school or synagogue. In the unlikely event of there being any conflict between the Partner Safeguarding Policy and Procedures and that of Maccabi GB, it must be immediately reported to the Maccabi GB DSL.

When we refer to Maccabi GB Personnel, it may include:

- Trustees
- Full- and part-time Staff
- Sessional Staff & Facilitators
- Volunteers (including Volunteer Leaders, Sports Coaches & Managers, and similar)
- Participants

All Maccabi GB Personnel are required to follow the full Maccabi GB Safeguarding Policy and Procedures document.

Please see the Chart below summarising the full scope of our work. You should look for your event or activity in the left-hand column, and then understand your role in protecting Children and Young People from harm or abuse, or the risk of harm or abuse (and also Adults at Risk of Harm):

Maccabi GB Events and Activities (Non-Exhaustive List)

NATURE OF EVENTS AND ACTIVITIES FOR SAFEGUARDING	MACCABI GB / PARTNER PROGRAMME	VENUE/ LOCATION	PERSONNEL/ STAFF	PARTICIPANTS	SAFEGUARDING POLICY	COMMENTS ACROSS ALL EVENTS AND ACTIVITIES
Sports, Health & Wellbeing						<p>Maccabi GB Safeguarding is managed and directed by the Designated Safeguarding Lead, Nathan Servi (who is a trained DSL).</p> <p>ALL MGB Personnel (and external Volunteers) have attended MGB Safeguarding Awareness Training.</p> <p>Some of our Suppliers and Contractors may also be covered by Safeguarding requirements.</p> <p>MGB Participants also includes Adults at Risk (e.g. peer on peer; abuse of power and authority)</p> <p>In Schools and Synagogues, we generally operate under the School or Synagogue's Safeguarding.</p> <p>The (hired) venue we are using may also have their own Safeguarding requirements.</p> <p>When abroad, we are also impacted by international Safeguarding considerations.</p>
PE Provision in Jewish Primary Schools	School	School	Run by MGB Personnel	School Students	School Safeguarding	
Inter-School Sport Tournaments	MGB/ Schools	Primary and Secondary	Run by MGB Personnel	School Students	MGB/Each School	
Grassroots Sport Clubs	Independent / MGB Governance	Various	Run by Volunteers	MGB Participants	MGB Safeguarding	
Community Sports Events	MGB	Various	Run by MGB Personnel	Jewish Community	MGB Safeguarding	
Maccabi GB National Events: Community Fun Run; Chanukah Torch Relay; Yellow Candle	MGB	Various	Run by MGB Personnel + Plus external Volunteers (JVN)	MGB Participants and General Public	MGB Safeguarding	
Challenge & Access (Specialist SEND Programmes)	MGB	International or National Sites	Run by MGB Personnel + Volunteers + Specialist Support	MGB Participants	MGB Safeguarding	
International Sports Events e.g. Maccabiah Games, European Maccabi Games, JCC, PanAM	MGB (MWU, ME, JCCA, PanAm)	Abroad	Run by MGB Personnel + Volunteers	MGB Participants	MGB Safeguarding plus any international considerations / policies	
International Games Sports Trials	MGB	Various	Run by MGB Personnel + Volunteers	MGB Participants	MGB Safeguarding	
Activities in MGB Headquarters (i.e. MGB Table Tennis)	MGB	Harrow League	Run by Volunteers	MGB Participants	Harrow Table Tennis League	
Education & Development of Jewish People						
Leadership & Management Training Programmes	MGB	Various - Mostly MGB Building	Run by MGB Personnel	MGB Participants	MGB Safeguarding	
Streetwise	MGB/ Schools	In Primary & Secondary Schools, Mostly Jewish, Communities and Youth Movement Settings	Run by MGB Personnel	School Students	School Safeguarding (and MGB Policy)	
Streetwise in Communal Locations e.g. Tribe-US	Synagogue	Synagogue	Run by MGB Personnel	Synagogue Members/ Attenders	Synagogue Safeguarding	
Contribution to British Society						
Stand Up! Education Against Discrimination	MGB/ Schools	Mainly in Mainstream Secondary Schools	Run by MGB Personnel	School Students / Community Participants	School Safeguarding (and MGB Policy)	
Tackling Antisemitism in Sport	MGB for Partners/ Clients	Sports Clubs and Governing Bodies	Run by MGB Personnel	Mainly Adult Members of Clubs & Gov. Bodies	Sports Club or Governing Body	
Third Party Lets	Third Party	MGB Offices	Third Party	Third Party Part.	Third Party	

1.4 Adult Safeguarding

Whereas ALL Children under the age of eighteen are covered by this document, it is different for those over the age of eighteen. It only applies to Adults at Risk of Harm (who are “in need of care and support” (formerly referred to as ‘Vulnerable Adults’) – please see further below.

Wherever you find a purple square box within the document, it refers to Adult Safeguarding.

1.5 Definition of Terms (selected)

Safeguarding and Child Protection: “Safeguarding, and promoting the welfare of children, is everyone’s responsibility and is defined for the purposes of this guidance as:

- protecting children from maltreatment
- preventing impairment of children’s mental and physical health or development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- taking action if you identify or have concerns that children are suffering from, or are at risk of harm”

(Department for Education, OOSS, September, 2023)

“The Charity Commission defines safeguarding as the range of measures to protect people in a charity, or those it comes into contact with, from abuse and maltreatment of any kind. This includes the Charity’s beneficiaries, staff, volunteers and those who come into contact with the charity.” (NCVO, 2018)

We are committed to ensuring that Maccabi GB has a strong Safeguarding culture.

Children: refers to all Children under the age of eighteen. In this document, we use the terms Child/Children and Young Person/Young People interchangeably. (Under certain circumstances, we may apply our Safeguarding Policy to Young People up to the age of twenty-five.)

Adults ‘in Need of Care and Support’ i.e. at Risk of harm: this is a technical term for those covered by Adult Safeguarding, and refers to Adults (eighteen and over) who are in need of care and support and who may be at risk of suffering, or actually suffering, harm or abuse and in need assistance i.e. Adults at Risk. (This does not cover all Adults.)

“So [Adult] safeguarding is for people who, because of issues such as dementia, learning disability, mental ill-health or substance abuse, have care and support needs that may make them more vulnerable to abuse or neglect.” Social Care Institute for Excellence (SCIE) (This may also involve, for examples, Domestic Abuse; peer on peer abuse and bullying; abuse of power and authority [e.g. senior staff taking advantage/coercing of junior staff or volunteers or participants].)

“Protecting an adult’s right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult’s wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action. This must recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances.” Care Act, 2014.

Abuse: “Child abuse happens when someone harms a child. The most prominent types are: physical, sexual or emotional, or involve neglect. Children who experience abuse may struggle to speak out, so it’s vital that anyone working with children or young people is able to recognise the signs of abuse.” (NSPCC, Summary) (There are also multiple other forms of abuse.) (Please see further below.)

Safeguarding Concerns: “A safeguarding issue or concern is anything that might impact on children and young people's safety and welfare, cause them harm, or put them at risk of harm. Sometimes, a child or young person might tell someone about (or disclose) abuse or neglect. You might also notice signs of abuse or see something that worries you. Safeguarding issues or concerns also include things that can increase the risk of harm – for example, not following safer recruitment practices, having inadequate supervision or not carrying out proper risk assessment for online and offline activities.” (NSPCC) (It also applies to Adults at Risk of Harm.)

Definition of Duty of Care in Sport: “In order to fulfil its duty of care, a sports body needs to take reasonable measures in the circumstances to ensure that individuals will be safe to participate in an activity they are providing or is endorsed by them.

When children and young people are involved in organised sport activities and are to any extent under the care and/or control of one or more adults, the adult(s) have a duty to take reasonable care to ensure their safety and welfare.”

(NSPCC, Child Protection in Sport Unit, May, 2020)

“No one involved in sport and physical activity, whether they're a volunteer, participant, spectator or an elite athlete, should ever have to worry about abuse or harassment.”

(Sport England, December 2024)

Maccabi GB also follows Safeguarding guidelines on a sports-specific basis i.e. the guidelines set out by each sport's own governing body e.g. the Football Association or Table Tennis England. A link to the Safeguarding Policy for your sport is in an Appendix below.

Maccabi GB Personnel: this may include Trustees, Staff (Full- Part-time or sessional workers), Volunteers (including Leaders, Sports Coaches and Sports Managers and similar), Participants.

Designated Safeguarding Lead (DSL): the person appointed by Maccabi GB to design, implement and review Safeguarding within Maccabi GB – and *the person to contact over any Safeguarding concerns*. (Currently: **Nathan Servi** (Chief Operating Officer & DSL)). There also two Deputy DSLs who provide cover for the DSL: **Yvie Feldman** and **Abigail Wander**.

2. MACCABI GB SAFEGUARDING CHILDREN (AND ADULTS AT RISK) POLICY

2.1 Safeguarding Children – Aims and Objectives

Maccabi GB has a duty of care to safeguard from harm or abuse all Children that are involved in Maccabi GB sporting and non-sporting events and activities. All Children have a right to protection. The needs of Children who may be additionally at risk must be taken into particular consideration. Maccabi GB will adhere to the Safeguarding guidelines in this and the full document. Our objectives and aims are:

- Maccabi GB is committed to providing a safe space, free from actual harm, abuse or neglect, or the threat of harm, abuse or neglect.
- Every Child participating on a Maccabi GB event or activity will be respected, and enjoy sporting, community and educational experiences that strengthen Jewish identity, and inspire engagement in the Jewish community, Israel and beyond.
- These experiences will be in an inclusive environment that enhances wellbeing.
- Maccabi GB is committed to a person-centred approach and the primacy ('paramountcy') of the child's well-being, Safeguarding, welfare and best interests. This means that the child is always at the centre of our thinking, and we seek to promote their best interests as they survive, thrive and are heard in a secure setting.
- We are fully committed to prioritising the welfare of children regardless of age,

disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

- We understand that harm or abuse may occur anywhere (including online) and could happen to any child, and it is important that all Maccabi GB Personnel are trained; maintain an active approach to Safeguarding; and take responsibility within a wider Maccabi GB Safeguarding Culture. (We take a 'proactive and preventative approach' to Safeguarding.)
- We are particularly sensitive to the additional risks involved in the sports context, and apply the *sport-specific* Safeguarding guidelines from the relevant national sports associations (see Appendix B below).
- We work with all our multiple partners on fulfilling our Safeguarding responsibilities.

2.2 Adult Safeguarding – Aims and Objectives

We think these six principles to provide useful guidance in Safeguarding Adults at Risk:

“1. Empowerment

People being supported and encouraged to make their own decisions and informed consent.

2. Prevention

It is better to take action before harm occurs.

3. Proportionality

The least intrusive response appropriate to the risk presented.

4. Protection

Support and representation for those in greatest need.

5. Partnership

Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.

6. Accountability

Accountability and transparency in safeguarding practice.”

Care Act, 2014 (see SCIE website)

Abuse may also be experienced by Adults who do not have care and support needs.

These situations should be referred to the Police (or other relevant body) and are not covered by this policy. However, Maccabi GB is particularly attentive to issues of peer on peer abuse and the abuse of power. *We also note the particular context and responsibilities of sports coaches and managers and authorities in this regard.*

We recognise and respect the importance of personal choice and independence and that we will respect the individual's wishes. The person is at the centre – not the process or organisation. We note the Mental Capacity Act (2005) and find these principles to be a useful reference:

“1. A person must be assumed to have capacity unless it is established that s/he lacks capacity.

2. A person is not to be treated as unable to make a decision unless all practicable steps to help her/him to do so have been taken without success.

3. A person is not to be treated as unable to make a decision merely because s/he makes an unwise decision.

4. An act done, or decision made, under this Act for or on behalf of a person who lacks capacity must be done, or made, in her/his best interests.

5. Before the act is done, or the decision made, regard must be had to whether the purpose for which it is needed can be as effectively achieved in a way that is less restrictive of the person's rights and freedom of action.”

It is also a priority to consult and keep the adult concerned as fully informed as possible regarding what is happening and any action taken.

2.3 Everyone's Responsibility – Duty of Care

We follow the Safeguarding 5Rs: Recognise, Respond, Report, Record and Refer.

We wish to embed a Safeguarding Culture, underpinned by the understanding that every person associated with Maccabi GB has a personal and collective responsibility to address Safeguarding concerns and allegations. This means that everyone will act on any evidence or appearance of actual or potential abuse, harm or neglect to any child and report it to the Designated Safeguarding Lead (DSL) – **Nathan Servi**. If you for any reason you wish to report elsewhere then you are encouraged to contact the relevant Trustee (Jonathan Prevezer), or externally to Brent Local Authority or the Police.

Maccabi GB Safeguarding is implemented through the following:

- The appointment of our Maccabi GB Designated Safeguarding Lead (Nathan Servi) with responsibility for development, implementation and review of our Safeguarding work.
- Our Safeguarding Policy and Procedures – shared with all our Maccabi GB personnel.
- We follow our Safer Recruitment Policy for Trustees, Staff and Volunteers who are all vetted (including identification, references, interviews, DBS checks, etc).
- DBS checks and updating and recording (we use the uCheck company).
- Safeguarding Induction and ongoing Training programmes for all Maccabi GB personnel.
- We implement our Codes of Conduct (and Discipline Policy) for Staff, Volunteers, Trustees and Participants (including online) – we are also very aware of 'peer on peer' abuse e.g. bullying).
- Maccabi GB Personnel are expected to take particular care not to place themselves in potentially compromising situations e.g. alone with a child in a closed room.
- One Trustee is nominated to take the lead on Safeguarding (Jonathan Prevezer) and has the appropriate additional training.
- We stress to all our Personnel the importance of immediately reporting any concerns of whatever nature – *'if in doubt, report it!'*.
- All Maccabi GB Personnel should be ready to ask questions with a sense of *'professional curiosity'* and take responsibility rather than be dismissive – they must not 'look the other way' or leave it to others; and they should adopt the approach of *'respectful uncertainty'* as concerns emerge i.e. respectfully hear what people have to say, but seek further corroboration or clarification if there is any remaining doubt.
- We are clear that we will never seek to 'cover up' abuse.
- Our Maccabi GB Personnel are made aware of our protocols for managing Disclosures (information shared with them), Referrals (to relevant external bodies) and all other Reporting. (See Appendix flow chart below.)
- We apply and follow Risk Assessments and Health and Safety provision.
- We carefully manage our report-writing, record keeping, and data protection, and follow-up via our DSL.

In addition:

- *We are attentive to the specific Safeguarding considerations in the field of Sports provision in terms of best practice and conduct (e.g. physical contact; undue coaching pressure; emotional abuse; abuse of power, negligence, hazing, online).*

- *We engage with external support agencies e.g. for training; guidance (including the relevant national sports associations).*
- *Maccabi GB will, without hesitation, involve external authorities as it sees fit – including consultation with, and/or referrals to Local Authorities (including their Local Authority Designated Officer – LADO) and Social Services and/or the Police (or similar), the Disclosure and Barring Service (DBS), as well as Serious Incident Reports (SIRs) to the Charity Commission.*

2.4 Maccabi GB Personnel Management – Codes of Conduct

Please ensure that you follow the relevant Code of Conduct. The Maccabi GB Codes of Conduct are found in document such as the Maccabi GB Athlete Selection Guide, Leadership programme documents) – also in the Appendix C below.

Of course, if there is an emergency situation then Maccabi GB personnel are expected to intervene immediately in an appropriate manner – which may involve overriding some of the Safeguarding protocols in order to protect the child. For example, if there was imminent danger such as a fire and a child needed to be removed from danger, then it will obviously be appropriate to intervene physically.

Where Maccabi GB Staff, Volunteers or Trustees are engaged in Maccabi GB events and activities taking place elsewhere (e.g. a school or synagogue), then the Safeguarding policies of that institution will apply – though Maccabi GB personnel are required to also maintain observance of Maccabi GB Safeguarding and other policies.

In addition, Maccabi GB Personnel will be supported if they become personally distressed by the experience of responding to an abuse or harm case.

All Maccabi GB Personnel are reminded to take precautions against placing themselves in potentially compromising situations.

2.5 Addressing Concerns and Disclosures

Concerns of any kind need to be reported to the DSL – if in doubt, report it!:

- In the event of an incident occurring or someone becoming aware of a concern there is a requirement on all Maccabi GB Staff, Volunteers and Trustees to address it immediately. Therefore, all Personnel are required to be vigilant and understand the reporting procedures. If any Personnel have a concern they must take immediate or timely action.
- Concerns and allegations may cover a wide range of issues. If a Child is at risk of immediate harm then call the Police. There is also the option to report to the Local Authority. The concern should also immediately be reported directly to the Designated Safeguarding Lead (Nathan Servi). The DSL will make an immediate risk assessment and act accordingly and without delay. (Please see contacts in Appendix D below.)
- Low level concerns (whether proven or otherwise) will also be recorded by the DSL together with the Maccabi GB HR Department, as this data may be used to identify patterns of behaviour or poor practice by an individual. Recording should be by the HR Department, working with the DSL. (Appropriate consideration will be given to what may or may not be included in any future Employment Reference.)
- If a member of Maccabi GB Personnel inadvertently causes a surprising reaction in a child (e.g. something out of character or something identified within this policy as a potential sign of abuse) they are required to report it to the DSL or Line Manager. This is also important in terms of clarifying the Maccabi GB person's actions that may have triggered the reaction.

A Disclosure is where a child (or Adult at risk) shares that they have suffered Abuse or Neglect or is concerned about potential Abuse they may suffer. It also covers when a child reports actual or potential Abuse or Harm suffered by another child. In these cases, a strict procedure must be followed. Maccabi GB Personnel will:

1. stay calm and reassuring;
2. demonstrate to the young person that they have their full attention and are listening carefully;
3. make clear that the young person is being taken seriously;
4. inform the young person that the matter cannot be kept confidential in so far as it will need to be reported and addressed – Maccabi GB personnel should not offer to keep it confidential even if requested by the child to do so, and even at the risk of the child not disclosing further details (this applies even if the young person has already disclosed information of abuse and there was no prior explanation of the confidentiality policy – the matter must still be reported to the DSL);
5. If a child refuses to disclose unless confidentiality is promised, the matter should still be referred to the DSL;
6. not ask leading questions (e.g. did your cousin beat you?) only open questions (e.g. what happened next?);
7. not pass judgement on any person mentioned;
8. reassure the child that they are not to blame, have made the right decision to share, and that they will be heard;
9. explain to the child what will happen next;
10. immediately report the Disclosure to the DSL – or the Police if there is an immediate risk;
11. make notes of the conversation and complete a report (see Appendix I);
12. not investigate the matter themselves as it may prejudice any subsequent Police investigation and is anyway inappropriate;
13. details remain confidential between the young person concerned, the person to whom they spoke, the DSL and the relevant Trustee (or as determined by the Trustee and DSL);
14. securely store all relevant information.

We follow the Safeguarding 5Rs: Recognise, Respond, Report, Record and Refer.

2.6 Signs and Types of Abuse of Children (Summary)

“There are different types of child abuse and the signs that a child is being abused may depend on the type. For example, the signs that a child is being neglected may be different from the signs that a child is being abused sexually.

Common signs

Some common signs that there may be something concerning happening in a child's life include:

- unexplained changes in behaviour or personality
- becoming withdrawn
- seeming anxious
- becoming uncharacteristically aggressive
- lacks social skills and has few friends, if any
- poor bond or relationship with a parent
- knowledge of adult issues inappropriate for their age
- running away or going missing
- always choosing to wear clothes which cover their body

These signs don't necessarily mean that a child is being abused, there could be other things happening in their life which are affecting their behaviour – but can help you to assess the situation. In the following NSPCC definitions, the accompanying signs of abuse will be clear e.g. bruising from physical harm.

You may also notice some concerning behaviour from adults who you know have children in their care, which makes you concerned for the child/children's safety and wellbeing."

NSPCC definitions:

"Physical abuse is when someone hurts or harms a child or young person on purpose. It includes: hitting with hands or objects; slapping and punching; kicking; shaking; throwing; poisoning; burning and scalding; biting and scratching; breaking bones; drowning. It's important to remember that physical abuse is any way of intentionally causing physical harm to a child or young person. It also includes making up the symptoms of an illness or causing a child to become unwell."

"Emotional abuse is any type of abuse that involves the continual emotional mistreatment of a child. It is sometimes called psychological abuse. Emotional abuse can involve deliberately trying to scare, humiliate, isolate or ignore a child."

Sexual Abuse: "When a child or young person is sexually abused, they're forced or tricked into sexual activities. They might not understand that what's happening is abuse or that it's wrong. And they might be afraid to tell someone. Sexual abuse can happen anywhere – and it can happen in person or online. It's never a child's fault they were sexually abused – it's important to make sure children know this."

"Neglect is the ongoing failure to meet a child's basic needs and the most common form of child abuse. A child might be left hungry or dirty, or without proper clothing, shelter, supervision or health care. This can put children and young people in danger. And it can also have long term effects on their physical and mental wellbeing."

Additional forms of abuse include Cyber/Online Abuse and Bullying (including Social Media), Multiple Forms of Bullying; Modern Slavery; Child Trafficking; County Lines (relating to drug trafficking; Female Genital Mutilation; Radicalisation, amongst others. (See also Code of Conduct.)

(Please see Appendix A in the full document, covering definitions and signs of abuse.)

2.7 Signs and Types of Abuse of Adults at Risk (Summary)

There are a number of ways to recognise if an adult is at risk of abuse or neglect. Some of these include:

- the adult themselves may advise they are being harmed or they may make a comment which leads you to suspect they are being abused or neglected
- unusual, unexplained or suspicious injury
- unexplained loss of weight or increased confusion
- the adult may appear frightened of a particular person
- being unable to spend time alone with the adult due to the insistence or presence of another
- unexplained debts or reduction in assets may be indicators of financial abuse (Scottish Borders: Adult Protection)

The Ann Craft Trust notes that the Care Act (2014) recognises 10 categories of abuse that may be experienced by Adults – summarised as follows:

Self-neglect: e.g. neglecting to care for one's personal hygiene, health, or surroundings.

Modern Slavery: This encompasses slavery, human trafficking, forced labour, and domestic servitude.

Domestic Abuse: This includes psychological, physical, sexual, financial, and emotional abuse perpetrated by anyone within a person's family. It also includes so-called "honour" based violence.

Discriminatory: Discrimination is abuse that centres on a difference or perceived difference, particularly with respect to race, gender, disability, or any of the protected characteristics of the Equality Act.

Organisational: This includes neglect and poor care practice within an institution or specific care setting. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.

Physical: This includes hitting, slapping, pushing, kicking, restraint, and misuse of medication. It can also include inappropriate sanctions.

Sexual: This includes rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault, or sexual acts to which the adult has not consented, or was pressured into consenting.

Financial or Material: This includes theft, fraud, internet scamming, and coercion in relation to an adult's financial affairs or arrangements e.g. financial transactions. It can also include the misuse or misappropriation of property, possessions, or benefits.

Neglect and Acts of Omission: This includes ignoring medical or physical care needs and failing to provide access to appropriate health social care or educational services.

Emotional or Psychological: This includes threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation, or withdrawal from services or supportive networks.

The Ann Craft Trust goes on to note a further four:

"Cyber Bullying: Cyber bullying occurs when someone repeatedly makes fun of another person online, or repeatedly picks on another person through emails or text messages e.g. bullying, racism, homophobia, or bullying related to special education needs and disabilities.

Forced Marriage: a term used to describe a marriage in which one or both of the parties are married without their consent or against their will. A forced marriage differs from an arranged marriage, where both parties consent to a third party assisting in identifying a spouse.

Mate Crime: when "vulnerable people are befriended by members of the community who go on to exploit and take advantage of them" (Safety Network Project, ARC). It is not necessarily an illegal act in itself. Often carried out by a person known to the adult concerned, and it often happens in private.

Radicalisation: The aim of radicalisation is to inspire new recruits, embed extreme views and persuade vulnerable individuals to the legitimacy of a cause. This may be direct through a relationship, or through social media.

3. MACCABI GB SAFEGUARDING PROCEDURES – OPERATIONAL

3.1 Health and Safety and Risk Assessment

- Maccabi GB carries out regular Health and Safety checks, Risk Assessments as well as Fire Drills – in line with its Health and Safety Policy and its Risk Register. This also includes possible Safeguarding and Child Protection issues that may arise e.g. are there areas on site which are not regularly checked and where a child could be left alone unsupervised and vulnerable?

3.2 Other Associated Policies

Maccabi GB has other separate policies that are relevant e.g. a Whistle Blowing Policy to support personnel who, acting in good faith, wish to address a legitimate concern or allegation without fear of losing their job or other penalty; a Complaints Policy for those wishing to make a complaint.

3.3 Allegations against Maccabi GB Personnel

This applies where there is an allegation (current or historic) that anyone working with children under 18 years of age, including full- part-time and sessional staff, trustees and volunteers, suppliers, contractors has:

- behaved in a way that has harmed a child, or may have harmed a child; and/or
- possibly committed a criminal offence against or related to a child; and/or
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children; and/or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children.”

(Keeping Children Safe in Education, 2024, pp 92-93)

This applies to all Staff, Volunteers and Trustees and includes all concerns and allegations of Harm, Abuse or Neglect whether taking place at Maccabi GB, or outside Maccabi GB offices or of a historic nature at Maccabi GB or elsewhere. It covers concerns or allegations of actual, potential or suspected Abuse or Neglect (criminality will be addressed as a Police matter). The DSL will consult with the Local Authority Designated Officer (LADO) (or the Local Authority Family or Adult Teams).

Where a member of Maccabi GB personnel is found to have behaved inappropriately the Chief Executive and DSL will decide what disciplinary action needs to be taken e.g. a verbal or written warning, placed on leave, or sacking, reporting, etc. If significant action is taken in a Safeguarding case (e.g. a formal warning has been issued or more) then it will be recorded in any future reference provided for that person.

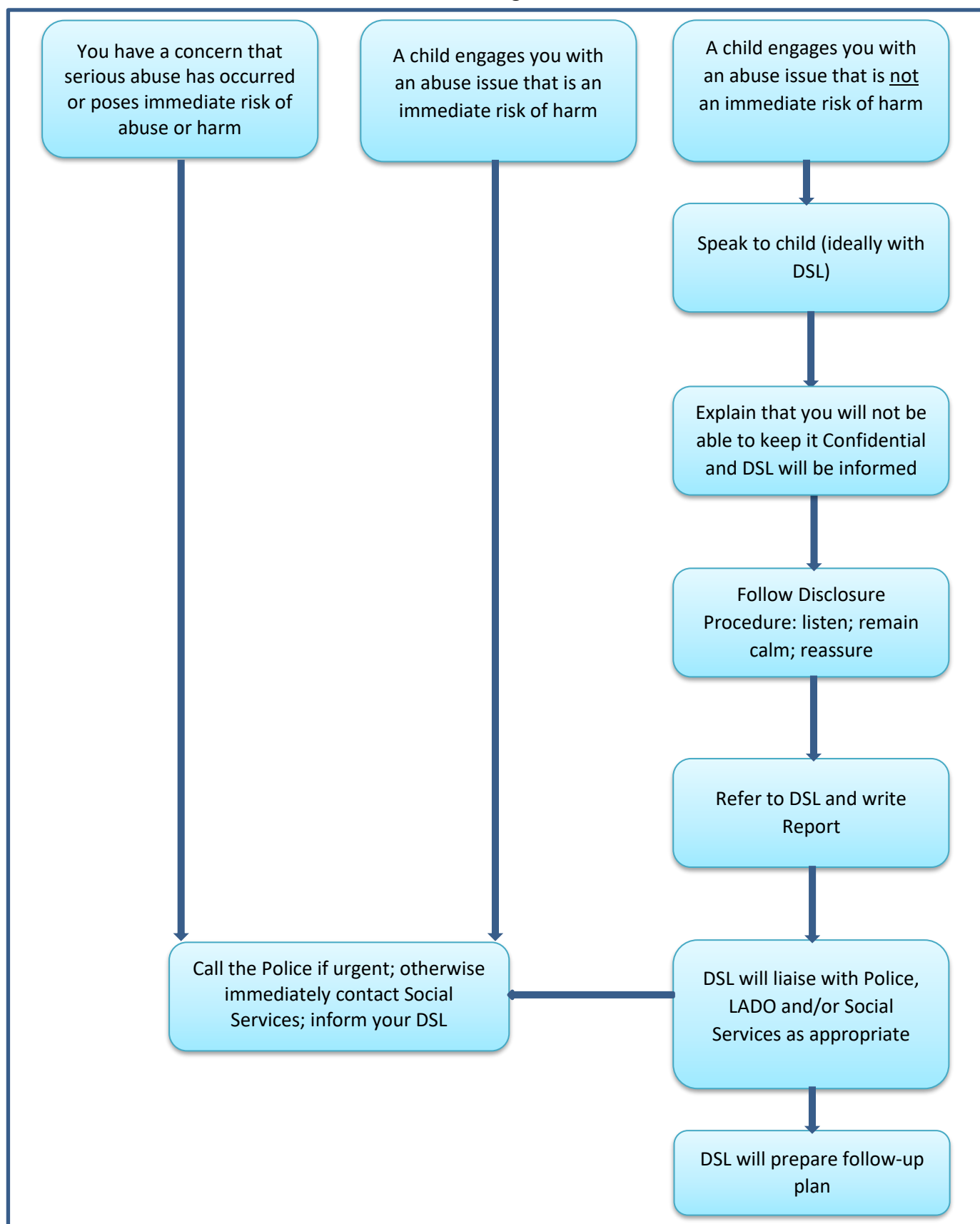
“A person satisfies the harm test if they may harm a child or vulnerable adult or put them at risk of harm. It is something a person may do to cause harm or pose a risk of harm to a child or vulnerable adult.” *(Making Barring Referrals to the DBS, DBS, 2016, Updated 2024)*

3.4 Confidentiality Surrounding Abuse Cases

- The concern/allegation is to be kept confidential between the child, the Maccabi GB person to whom the child spoke, and the Designated Lead (and Line Manager if relevant) and the relevant Trustee/s – it must not be discussed with anyone else including other Maccabi GB personnel unless absolutely necessary.
- In addition, other Maccabi GB personnel will not proactively seek to discover any details that they do not need to know.

APPENDIX A

Maccabi GB Flow Chart for Decision-making



APPENDIX B

British Sport Governing Bodies' Safeguarding Policies

Sport England Safeguarding – <https://www.sportengland.org/guidance-and-support/safeguarding>

Athletics

<https://d1laub10p5ibfa.cloudfront.net/2024/09/child-safeguarding-policy-March-2024.pdf> (UK Athletics)

<https://d1laub10p5ibfa.cloudfront.net/2025/02/Adult-Safeguarding-Policy-2025v2.pdf>

Badminton

<https://www.badmintonengland.co.uk/wp-content/uploads/2023/08/Badminton-England-Safeguarding-and-Protecting-Children-and-Young-People-Policy-2023.pdf> (Badminton England)

<https://www.badmintonengland.co.uk/wp-content/uploads/2025/01/Badminton-England-Safeguarding-Adults-in-Sport-Policy-2024-Approved-.pdf> (Badminton England)

Basketball

<https://www.basketballengland.co.uk/media/akaifl2e/basketball-england-safeguarding-policy-june-2024.pdf> (Basketball England)

Bowls

<https://www.bowlsengland.com/wp-content/uploads/2022/12/Safeguarding-Children-Policy-V10-Feb-2022.pdf> (Bowls England)

<https://www.bowlsengland.com/wp-content/uploads/2022/12/Safeguarding-Adults-Policy-V2-2022.pdf> (Bowls England)

Cricket

<https://resources.ecb.co.uk/ecb/document/2023/12/14/26fca195-317d-4732-b790-41b5db01b715/ECB-Safe-Hands-Policy-2023.pdf> (ECB)

<https://resources.ecb.co.uk/ecb/document/2023/11/29/fd093aba-8a43-46fb-bf15-3ad665d54f88/Safeguarding-Adults-Policy.pdf> (ECB)

Fencing

<https://www.britishfencing.com/wp-content/uploads/2022/12/BF-Safeguarding-Policy-October-2022-approved.pdf> (British Fencing)

Football and Futsal

<https://www.thefa.com/-/media/thefacom-new/files/rules-and-regulations/safeguarding/section-1/1-2-grassroots-football-safeguarding-children-policy-procedures-colour-version.ashx> (The FA)

Golf

<https://static.whsplatform.englandgolf.org/clubs/1000-1/uploads/downloads/governance/england%20golf%20safeguarding%20children%20and%20young%20people%20policy%202022.pdf> (England Golf)

Gymnastics

<https://a.storyblok.com/f/83342/x/58889eee3e/safeguarding-policy-and-procedures.pdf> 9British Gymnastics)

Hockey

<https://www.englandhockey.co.uk/download?documentId=016QX2LWOYFHRGVRY57VELJ2XIFUYBOIV2> (England Hockey)

Lacrosse

<https://www.englandlacrosse.co.uk/s/England-Lacrosse-Safeguarding-Welfare-Policy-2023-8my7.docx> (England Lacrosse)

Netball

<https://d2cx26qpfwuhvu.cloudfront.net/englandnetball/wp-content/uploads/2020/06/06091552/Safeguarding-Children-and-Young-People-In-Netball-Policy-Jan-2024-1.pdf> (England Netball)

<https://d2cx26qpfwuhvu.cloudfront.net/englandnetball/wp-content/uploads/2020/01/08155244/Safeguarding-Adults-at-Risk-In-Netball-Policy-Jan-2024.pdf> (England Netball)

Tennis and Padel

<https://www.lta.org.uk/498128/siteassets/about-lta/file/lta-safeguarding-children-policy.pdf> (LTA)

<https://www.lta.org.uk/498128/siteassets/about-lta/file/lta-safeguarding-adults-policy.pdf> (LTA)

Pickleball

<https://www.pickleballengland.org/safeguarding-and-protecting-young-people/> (Pickleball England)

<https://www.pickleballengland.org/wp-content/uploads/2023/10/PbE-safeguarding-adults-policy-16.10.23.pdf> (Pickleball England)

Rugby

<https://rfu.widen.net/content/hn0znxzepi/pdf/RFU-Safeguarding-Children-Policy.pdf?u=hjokav> (England Rugby)

<https://rfu.widen.net/content/obho9gd3zx/pdf/RFU-Safeguarding-Adults-in-Rugby-Union-Policy-and-Procedures.pdf?u=hjokav> (England Rugby)

Swimming

<https://www.swimming.org/library/documents/6732/download> (Swim England)

Table Tennis

<https://www.tabletennisengland.co.uk/content/uploads/2024/06/SafeTT-Policy.pdf> (Table Tennis England)

Weightlifting

<https://britishweightlifting.org/resources/remote-coaching-safeguarding-guidance-2021-110221102604.pdf> (British Weightlifting)

APPENDIX C

Codes of Conduct

1) Athlete Code of Conduct

In order to ensure that all athletes at the Maccabiah Games, have a positive, safe, athletic, educational, cultural and social experience, the following Code of Conduct has been established. All athletes are expected to follow this Code and are required to take full responsibility for themselves and their actions. It emphasises respect for, and tolerance of, others as its main concern, though it is also for the athletes' own protection. Violations of the Code will be reason for disciplinary action taken by Maccabi GB.

Violations of the Code of Conduct may result in dismissal from the Maccabiah Games, which is at the sole discretion of Maccabi GB's Disciplinary Committee and seconded Maccabi GB Board Members. In these circumstances, the athlete and/or parent/guardian (if the athlete is under 18) will be liable for all costs relating to the expulsion and no refund related to the price of the programme will be given. If additional costs are incurred, the parent/guardian will be required to pay these.

Maccabi GB will adhere to Israeli law, fully cooperate with them in the case of violations to this Code of Conduct.

Mutual Respect and Group Responsibilities

We expect athletes will always conduct themselves in a manner that is respectful of others. Athletes are committed to attending, being involved and participating fully and positively in all aspects of the Games and group activities. They are also committed to treating members of other delegations and their Team Managers, and all Maccabi GB staff with equal care and respect.

Athletes can expect to be treated fairly and with respect in a safe environment. Any complaints will be taken seriously and responded to appropriately by Team Managers and Maccabi GB Staff.

Looking After Your Environment

Athletes will reside in the official accommodation centres at all times and may not swap hotels. Even after their specific competition has finished, athletes must remain resident in the accommodation allocated.

Athletes are responsible for maintaining their accommodation, which must be left in exactly the same condition as it is found. Any damage resulting in costs created by athletes, including graffiti, other supposed artwork (even if added to graffiti that is already there) and/or incidents requiring additional cleaning, will result in a charge to the athlete and will be treated as a disciplinary issue.

In cases of reasonable doubt and where the responsible athlete(s) decline to come forward and admit their actions, the costs of any damage may be distributed amongst the relevant/all group athletes.

Anti-Social Behaviour

Maccabi GB has a zero-tolerance policy towards anti-social, sexist, racist, homophobic or otherwise negative behaviour. We classify the following as examples of serious anti-social behaviour (this is not an exhaustive list): Bullying, Violence, Abusive Language, Physical, Emotional, Sexual Abuse or Harassment directed towards athletes, Managers or anyone with whom they come into contact.

Every athlete participating at the Maccabiah Games, has an equal right to experience the programme fully, free from any bullying, ridicule, harassment or abuse of any kind. Any athlete who mistreats another member of the group will be disciplined in an appropriate manner.

Sexual Harassment

Sexual Harassment is defined as any unwanted behaviour of a sexual nature that causes offense, distress, intimidation or humiliation. These behaviours do not have to have been objected to during the Maccabiah Games itself for it to be unwanted and for it to constitute harassment. Sexual Harassment can take many forms and can include, but is not limited to:

- Making sexually degrading comments or gestures
- Staring or leering at other people's bodies
- Making sexual jokes or propositions
- Sending or posting emails, text messages or social media posts with sexual content
- Physical behaviour, including unwelcome or non-consensual sexual advances and touching
- Displaying sexually explicit pictures in someone else's space or a shared space
- Continuing to touch or hug others if they have said that they do not wish to be touched
- Sharing sexual fantasies or thoughts of a sexual nature, either verbally or in writing

Maccabi GB additionally follows the NSPCC's guidance on sexual consent determined by the [Gillick competency and Fraser guidelines](#).

Bullying

Bullying is defined as behaviour by an individual or a group that is repeated and is intended to hurt an individual or a group of people either physically or emotionally. Bullying can take many forms and can include, but is not limited to:

- Social exclusion (excluding, ostracising or ignoring other members of the group)
- Cyberbullying (bullying via mobile phones or online, eg: social media, instant messenger etc.)
- Teasing
- Name-calling
- Physical assault
- Making threats

Being complicit, concealing information or being directly involved in discrimination of any kind including, but not limited to, bullying, sexual harassment, racist behaviour and homophobia will not be tolerated.

Illegal Drugs

Laws in Israel relating to illegal drugs are strict and possession and/or use of them is grounds for arrest.

Anyone who is determined to have purchased, sold, possessed or used any illegal drugs or narcotics and/or abused legal drugs (or to have been in the presence of others while they did any of the aforementioned acts) will be immediately dismissed from the Maccabiah Games. Maccabi GB or any other organising bodies reserve the right to carry out random drug testing at any point before or during the Maccabiah Games, including urine or blood tests to test for and/or confirm usage.

Performance Enhancing Drugs

The taking of performance enhancing drugs and engaging in banned doping procedures will not be tolerated and will bear the highest penalty, in addition to any penalty imposed by the Sport's Governing Body.

Alcohol

The purchase, possession or consumption of any alcoholic beverages is illegal and completely forbidden for any Junior athlete at the Maccabiah Games. Those caught in possession and/or those found to have purchased or consumed alcohol at any point during the Maccabiah Games, including during free time, should expect to be removed from the Maccabiah Games.

Any medical attention required as a direct or indirect result of the consumption of alcohol or drug misuse on the Maccabiah Games is not covered by the medical insurance policy.

Smoking And Tobacco Products [For Junior Athletes only]

The smoking, purchase and possession of all tobacco products are prohibited for all Junior athletes at the Maccabiah Games; this includes cigarettes, cigars, e-cigarettes, vapes and Nargilah/hookah etc.

If Participants are found in possession of any tobacco related products or vapes at any time, it will be treated as a serious breach of discipline and the products will be confiscated and disposed of. For the avoidance of doubt, if the Participant is found in possession of any tobacco products, vapes or e-cigarettes, their dismissal from the Programme and subsequent return to their country of origin at their own expense will be at the sole discretion of Team Maccabi GB's Disciplinary Committee.

The Right to Search

Maccabi GB hope that the need never arises, but there may be occasions where Maccabi GB reserve the right to search an athlete's personal possessions during the Maccabiah Games if they have a reasonable suspicion that an athlete possesses prescribed/non-prescribed medication, illegal drugs, alcohol and/or weapons etc.

Mobile Phones

Mobile phones are allowed on the Maccabiah Games, but please be aware that Maccabi GB will not take any responsibility for the athlete's phone at any point.

Additional Rules

In addition to the above, any one of the following actions (though not limited to this list) may constitute grounds for dismissal from the Maccabiah Games at the sole discretion of Maccabi GB's Disciplinary Committee and seconded Maccabi GB Board Members:

- Unauthorised absence from the group
- Repeatedly failing to participate in the requirements of the Maccabiah Games
- Failing to comply with any reasonable rules or regulations imposed by Maccabi GB, its personnel, agents or representatives during the course of the Maccabiah Games
- Gambling
- Deliberately harm any part of one's body

- Disobey instructions from Team Managers in relation to sleeping arrangements
- Stealing from, including but not limited to other athletes, shops, accommodations (including towels, pillows, sheets etc.)
- Sharing or being in possession of pornographic images or video content of any kind
- Using your power, strength or authority to intimidate others around you (this includes all forms of bullying and sexual harassment)
- Deliberate damage to property
- Being complicit, concealing information or being directly involved in discrimination of any kind including, but not limited to, bullying, sexual harassment, racist behaviour and homophobia

Please note if any of the behaviour above is displayed prior to the trip, Maccabi GB reserve the right to reject the athlete.

Sports Competition Declaration

- I am a bona-fide sportsperson according to the rules of the governing federation of my sport and a member of the Jewish faith.
- I will abide by the rules of the sports competition and the Code of Conduct as set by Maccabi GB. In the case of a breach of these rules. The Maccabi GB Disciplinary committee will deal with the case which may result in expulsion of the Games. I understand that if I were to be sent home that this would be at my own expense, or at the expense of my parent(s) or legal guardian.
- I acknowledge that Great Britain's participation in the Games is from 6th – 22nd July 2025 and that I am to be present for the full duration other than in exceptional circumstances and only if sanctioned by the Team Maccabi GB Organising Committee.
- [For Junior Athletes only] I accept that I may only see my parents/supporter at the competition venue and will be unable to go out with them at any time.
- I agree to abide by the terms of the Event Governing Body, which will include:
 - a) To abide by the laws and the spirit of my particular sport as well as the principles of good sportsmanship and fair play.
 - b) To accept the decisions of umpires, referees and officials without question and protestation.
 - c) Not to cheat and in particular not to attempt to improve performance by the use of drugs or other illegal doping methods.
 - d) To exercise self-control at all times.

- e) To accept success and failure, victory and defeat with good grace and without excessive display of emotion.
- f) To treat opponents and fellow participants with due respect at all times.
- I will immediately advise my sports Team Manager, (or the Head of Delegation if no Team Manager exists in any sport), of any injury sustained prior to the Games.
- There must be no swapping of uniform until after the Opening Ceremony.
- Having been selected I will continue to maintain a level of practice and fitness as required, set out, and supervised by the coaches and Team Managers appointed for my sport, and commit to attend all training sessions arranged for my sport as well as any other workshops or seminars as instructed by Team Maccabi GB.
- I understand and accept that the athletes selected to be part of Team Maccabi GB are ambassadors for their country, their sports and the Jewish nation, and as such will behave in a suitable manner at all times.

2) Parent/Guardian and Supporter Code of Conduct

It is important that all parents/guardians and supporters of athletes at the Maccabiah Games are supportive and respect Team Maccabi GB staff and volunteers, as well as the policies and procedures before and during the Maccabiah Games. The Team Maccabi GB Management Team will always aim to work together with parents/guardians & supporters, but it is important that they adhere to this Code of Conduct. Failure to do so may result in the athlete's exclusion from Team Maccabi GB.

- Maccabi GB will not tolerate foul and abusive language or aggressive behaviour from parents/guardians & supporters directed towards any member of our team.
- Any decisions taken by the Maccabi GB Staff, Disciplinary Committee and/or Maccabi GB Medical Team is final.
- Parents / guardians & supporters must respect the match officials, their decisions and the opposition teams at all times.
- Parents / guardians & supporters will never engage in, or tolerate, offensive, insulting, or abusive language or behaviour
- Parents / guardians & supporters will not be permitted to visit the Junior accommodation centres
- Parents / guardians & supporters will not be permitted to take Junior athletes out of the programme at any time.
- Parents / guardians & supporters must provide a written request for any Junior athlete wishing to stay in Israel after the Games. The athlete will remain at the accommodation until they are collected by the named person as advised.

APPENDIX D

Contacts

Maccabi GB Designated Safeguarding Lead:

Nathan Servi, Maccabi GB:

020 8457 2333

enquiries@Maccabi GB.org

Maccabi GB Deputy Designated Safeguarding Leads:

Yvie Feldman and Abigail Wander

Contact as above.

Maccabi GB Trustee with responsibility for Safeguarding:

Jonathan Prevezer

020 8457 2333

enquiries@Maccabi GB.org

Police: call **999** in an emergency; or the local Police station for less urgent matters.

Local Authority (Brent):

For all Abuse matters relating to concerns over Maccabi GB Personnel (or staff or volunteers of visiting groups) the DSL will contact the Police or the relevant person in the Local Authority: the **Brent LADO (Brent Council LADO: 020 8937 4300); Outside Office Hours: Emergency Duty Team 020 8863 5250.**

Brent Family Front Door – Office Hours (M-F, 9-5): 020 8937 4300 (option 1); Outside Office Hours: Emergency Duty Team 020 8863 5250 (family.frontdoor@brent.gov.uk).

Safeguarding Adults Team: 020 8937 4098/9 (M-F, 9-5); Outside Office Hours: Emergency Duty Team 020 8863 5250 (safeguardingadults@brent.gov.uk)

NSPCC: **0800 800 5000**

Childline: **0800 1111**

Child Exploitation and Online Protection (A National Crime Agency command):

<https://www.ceop.police.uk/safety-centre/>

Dedicated to preventing child sexual abuse:

<https://www.stopitnow.org.uk/>

Victims and Survivor Support Services

Jewish Women's Aid:

- Domestic Abuse Helpline: **0808 801 0500**
- Sexual Violence Support Line: **0808 801 0656**

Jewish Sexual Abuse Support:

Call: 07519 980774

Email: info@jsas.org.uk

END