



July 2026

Safeguarding Policy – Arugot, Child & Family Development Center

Place: Haifa, Israel

Introduction

Arugot recognizes the importance of a Safeguarding Policy. All staff – administration, therapy staff, teachers, paramedical workers, volunteers have a full and active part to play in protecting the children in the care of the organization in all programs.

Programs include:

1. Assessment and Therapy Center
2. Network of 5 developmental preschools
3. Integrated Day Care Center

For the purposes of this policy children are defined as all individuals up to the age of 18.

Core safeguarding principles

1. It is the responsibility of the organization to safeguard and promote the welfare of children
2. Children who feel safe will succeed in their learning
3. Official policies and legislation will be constantly reviewed
4. Laws and regulations drawn up by the authorities are mandatory
5. Children with developmental delays are especially at-risk and vulnerable

Policy Statement

The Board and Administration of Arugot, together with the professional staff recognize the spiritual, moral and statutory responsibility to safeguard, promote and prioritize the safety and welfare of all children in the care of the organization. We endeavor to provide a safe and welcoming environment where children are respected, valued and kept safe. We are aware and alert of the signs of abuse and neglect and will ensure that procedures to ensure children of their safety, protection and justice will be carried out. It is the responsibility of the staff and administration that children do not suffer abuse or neglect both on the Arugot's premises and off site. In the event of incidents/concerns of abuse appropriate action will be taken and support provided to the individuals who raise or disclose the concern. Steps will be taken to prevent the employment of unsuitable individuals.

Principles

- The organization will ensure that the welfare of children is given paramount consideration when delivering services
- The staff will show awareness in recognizing signs of abuse and neglect that occur when children are not at the organization, be that at home, at school or in public places
- All children have equal rights to protection irrespective of age, gender, ability, culture, race, language or religion
- All staff have equal responsibility to act on suspicion that may suggest a child is at risk of harm
- All staff who are involved in child protection issues will receive appropriate support from the administration
- All staff who work with children will receive appropriate training to enable them to recognize the symptoms of abuse and neglect.

Aims

- To provide staff with the necessary information to enable them to meet their statutory responsibilities to promote the safety of children
- To ensure the commitment of the organization to safeguarding children
- To ensure the safety of children both on the premises of Arugot and off site, be that at home, at school or in public places

Context

According to research more than 10% of children will suffer from some form of abuse. Day to day contact with children places educational staff in the unique position to observe changes in children's behavior and to recognize the outward signs of abuse. Children might turn to a trusted adult when they are in distress. It is vital that staff be alert of signs of abuse/neglect and understand the local reporting procedures. It is also crucial that staff members act towards children with respect and do not take advantage of their position of authority and abuse children. In keeping of the law, male staff members are required to produce police clearance regarding child abuse issues.



Key Personnel

The designated senior persons for child protection are:

Assessment and Therapy Center:

Pnina Berkowitz, CEO

Email: pnina@arugot.org

Address: 16 Arlosoroff Street, Haifa

Phone Number: 052-7683203/04-6888639

Dr. Gail Suskin, Director of Emotional Therapy Department:

Email: gail_s@oranim.ac.il

Address: 16 Arlosoroff Street, Haifa

Phone Number: 052-3900653

Preschool Network:

Rachel Henya, Director

Email: racheli@arugot.org

Address: 65 Herzl Street, Haifa

Phone number: 0554019695

Day Care Center:

Blimi Greenbaum

Email: maonarugot@gmail.com

Address: 3 Frishman Street, Haifa

Phone Number: 052-7157466

Role of Designated Senior Personnel

- To be appropriately trained
- To act as source of support and expertise within the organization, for staff members, parents and in local community
- To keep written records of all concerns when noted and reported by a staff member, or when disclosed by a child
- To be in contact with police, social services, community leaders in cases of abuse or suspected abuse
- To notify social services if a child with a protection plan is absent without explanation

Definition of Abuse

To ensure that children are protected from harm, it is necessary to define the behaviors that constitute abuse and neglect. Abuse and neglect are forms of maltreatment and can be divided into 4 main categories: physical abuse, emotional abuse, sexual abuse and neglect.



- Physical Abuse – causing physical harm to a child, such as hitting, shaking, poisoning, burning, causing physical pain in any way
- Emotional Abuse – this constitutes the persistent emotional maltreatment of a child and will negatively affect a child's emotional development. It might involve conveying to a child that he is worthless, unloved, inadequate, and unequal or valued only for meeting the needs of another individual. It may feature expectations that are not age appropriate. It might mean the taking advantage of the power an adult has over a child, forcing him to carry out activities he might not want to or which might not be to his advantage. Also: belittling, shaming, constant criticism, isolating.
- Sexual Abuse – forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. This includes both physical activities and non-physical (such as looking at pornographic material or watching sexual activities)
- Neglect – this is the persistent failure to meet the child's basic physical or psychological needs and likely to lead to impairment of health and development.

Indicators of Abuse

Signs of abuse might be both physical or behavioral.

It is the role of the staff to report these signs, not to investigate or decide whether the child has in fact been abused.

Indicators include: bruises, burns, bleeding, fractures or other injuries; signs of pain or discomfort; unkempt look, a change in eating habits, difficulty in making or sustaining friendships, appearing fearful, lack of trust, reckless behavior, self-harm, not wanting to go home, change in behavior (from quiet to aggressive, from happy to withdrawn); challenging authority; losing interest in school work; lack of concentration; tiredness; preoccupation; wary of physical contact; involvement/knowledge of drugs/alcohol; inappropriate sexual behavior, not making eye contact with others.

While this is a list of indicators, they cannot be viewed in isolation, or as proof in any way.

It is not necessary for the staff member to prove that a child is at-risk.

Legislation

Criminal Law 1977

368 A. Law regarding Protection of Minors and Helpless (Amendment 5750)

368 B. Law regarding Assault of a Minor or Helpless

368 C. Law regarding Abuse of a Minor or Helpless (Amendment 5750)

368 D. Obligation to report suspected or known harm

368 E. Amendments (Amendment 5750)



Monitoring the Policy

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- Change in legislation or government regulations
- Changeover in key personnel
- Any other significant changes

Signed:

Pnina Berkowitz, CEO

Date: July 2026