



Golders Green Synagogue Membership Code of Conduct

The mission of Golders Green United Synagogue is to be a warm, welcoming and dynamic modern orthodox community in the heart of Golders Green.

It is all of our responsibility to uphold this mission and we need to hold ourselves and each other accountable to live up to this responsibility.

As part of that ongoing effort, it is a pleasure to share this code of conduct that we hope will support us all in our efforts to build a community of which we can all be proud.

The purpose of this document is to help guide us all to model the behaviour that is expected of us, to provide a personal check and balance, and to set out the type of conduct against which appropriate action may be taken.

In particular, we are fortunate to have a team of talented, enthusiastic and dedicated professional, rabbinic and lay leadership supported by numerous volunteers. We expect our members to uphold this code of conduct in all interactions with that team and those volunteers, as well as in interactions with the wider community.

Civility

Synagogue members will treat each other, volunteers, the members of the executive and the professional and rabbinic team with civility and respecting the role that they play.

Civility means politeness and courtesy in behaviour, speech, and in the written word. Debate and having different views are all part of a healthy Synagogue life. As a Member you can express, challenge, criticise and disagree with views, ideas, opinions and policies in a civil manner. You should not subject volunteers, rabbinic, professional or lay leadership to unreasonable or excessive personal attack.

Any feedback or suggestions to the executive committee or the rabbinic team should be sent to the official GGS email address of the relevant person.

Bullying and harassment

Bullying may be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient. The bullying might be a regular pattern of behaviour or a one-off incident, happen face-to-face, on social media, in emails or phone calls, happen in the Synagogue or social events and not always be obvious or noticed by others.

The Equality Act 2010 defines harassment as “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual”. The relevant protected characteristics are age, disability, gender reassignment, race, religion or belief, sex, and sexual orientation. Refusing access to the Synagogue based on a protected characteristic may be considered harassment.

Security

It is the sad truth that Jewish community buildings and events must necessarily adhere to strict security guidelines. Members are expected to respect security procedures and follow guidance given by authorised security personnel and volunteers.

Respect for Synagogue property and resources

The Synagogue is a Heritage site and is ours to use and enjoy. Members should treat the site with respect and care and please be aware that parents are responsible for the actions of their children.

As a community we care about the impact that we have on the environment and commit to being responsible when attending or participating in shul events and services. Members should be mindful of waste, avoid single use plastic where possible and abide by our Green Policy.

Data Protection

It is the responsibility of members to uphold data protection policies in regard to Synagogue activities and employees. This means that personal data may not be used or transferred without justified cause, and appropriate security measures must be taken when sharing sensitive data (eg. lists of members with addresses and phone numbers).

Child Welfare

The Synagogue building is in constant use by children. It is the responsibility of all Members to ensure that US safeguarding procedures are followed on site and at Synagogue events. These procedures can be found here (<https://www.theus.org.uk/childprotection>). If a Member is aware of any situation in which they believe children to be unsafe, they should contact the Child Safeguarding officer immediately.

Physical contact: There are occasions when it is entirely appropriate and proper for Members to have physical contact with a child who is not their own, but it is crucial that they only do so in an appropriate way. Physical contact should never be secretive, or for the gratification of the adult.

On occasion physical contact may be required to help support a child. This should be done with the child's agreement.

Members should remain sensitive to any discomfort expressed verbally or non-verbally by the child.

Sexual behavior: Any sexual behavior with or towards a child is both inappropriate and illegal. This is not limited to physical contact, it may also include non-contact activities, such as causing children to engage in or watching sexual activity

Inappropriate behaviour

Synagogue premises and events are attended by children and vulnerable adults. No sexual, rude or otherwise inappropriate behaviour (eg. smoking, drugs) may take place on Synagogue premises or at Synagogue events.

Breaches of the Code of Conduct

Most members conduct themselves appropriately and in accordance with these standards. Members have both individual and collective responsibility to maintain these standards, support expected behaviour and challenge behaviour which falls below expectations. In the event that repeated infringements to the code of conduct are documented, the Member may be asked not to attend Synagogue events or services for a period of time, and if the issue persists, may be required to forfeit their membership.