**Habonim Dror Welfare and Wellbeing Policy**

The welfare and wellbeing of Habonim Dror’s members is a top priority of the movement. It is an aspect of the movement that we take very seriously and we recognise that maintaining high welfare standards is one of our main responsibilities throughout the year.

Habonim Dror will ensure that:

* The welfare and wellbeing of all our members (chanichim, madrichim, roshim etc.) is paramount.
* All members have equal opportunities and it is our responsibility to cater our programming to suit our members’ needs.
* Tolerance, understanding and positive interaction is encouraged between members.
* All madrichim and roshim have training that allows them to provide care and support to their chanichim
* All madrichim and roshim feel comfortable and confident when dealing with welfare issues.
* A clear support system is in place for madrichim and roshim to help them deal with welfare/wellbeing issues.
* There is a clear ‘chain of command’ when dealing with welfare/wellbeing issues

**Policy statement**

Habonim Dror has a responsibility to ensure that the welfare and wellbeing of all its members is maintained at a high level and that Habonim Dror activities are a safe space for everyone. Each member should be safe from harm, both emotional and physical, whilst on Habonim Dror activities. Each member has the right to participate in all events and the movement must cater to fit their needs.

Habonim Dror also will ensure that all its madrichim-aged members have a solid understanding of a variety of welfare issues and how to deal with them, the importance of inclusion and their roles as ‘in loco parentis’. Habonim Dror will also ensure that the welfare and wellbeing of their madrichim and roshim is maintained at a high level because, if the madrichim’s welfare isn’t at a good level then they can’t adequately provide for their chanichim.

**This policy will be implemented in a variety of ways:**

* The creation of the meleveh/ah role. This person will ensure that welfare and wellbeing standards are high throughout machaneh as well as being a resource for madrichim/roshim to use. Full details can be found in the Melavim document. This role is central to most of the other changes being implemented.
* The implementation of an enhanced welfare form for camp applications. This will be used by the meleveh/ah to provide a more catered welfare approach to each chanich.
* The creation of a clear structure of how welfare issues are dealt with, who is involved with dealing with these issues and a timescale for solutions (if necessary).
* Increased welfare training for new madrichim at hadracha weekends, to be facilitated by the meleveh/ah or other movement workers.
* Better welfare and wellbeing training for roshim.
* Creation of new structures such as Toran Shetach (area guard) and a reinventing of meal times and structures to reduce issues around chanichim eating.

**Meleveh Tafkid Overview**

The meleveh/ah’s tafkid will be centred around the following goals:

* To be an advocate for chanichim to tzevet, and mazkirut.
* To always be thinking of what is best for the chanichim.
* To have a specialised understanding of which chanichim need special attention, or have different needs and communicate that to their tzvatim.
* To get further information on any young person who discloses they have a social/welfare issue or additional need on their application or who is known to the movement as having a social/welfare issue or additional need
* To build a care plan for any young person with any additional need or social/welfare issue with the help of the family and UJIA Social Welfare Manager
* To ensure the care plan is instigated by the madrichim
* To be present as a support for chanichim and madrichim.
* To not judge
* To be able to handle sensitive information respectfully and maturely.
* To be in constant contact with relevant individuals and bodies where required.

**Record Keeping:**

* + A ‘care and concern’ binder will be provided for each tzevet. This will be a binder filled with a proforma for recording any and all welfare-related issues that the madrichim deem, using their own discretion, worthy of note. It will follow a specific layout to ensure all relevant information is recorded. The meleveh(ah) will highlight the type of things that should be recorded.
* It will be the job of the meleveh(ah) to then process each binder daily, discuss any issues with madrichim that need clarification, look for repeating problems and act accordingly, in partnership with the relevant people.
* This book will be kept confidential.

**Disclosure of abuse**

**Other welfare issues**

Madrich

Chanich

Gary

Child Services

Deborah Harel

Meleveh

Madrich

Movement Workers

Deborah Harel

Rosh

Chanich

When to include the parent is very subjective of the case and what specifically the parent is being called for. All people in this box could be part of the decision

Parent

National Exec.

Gary

Meleveh

Exact steps at this point become incredibly dependant on what has been disclosed. The meleveh, in discussion with Deborah Harel, will decide the ecavt next steps.