

NOAM'S BEHAVIOURAL POLICY & RULES FOR KAYTANA

Please make sure you have read and understood the following rules and regulations. All *chanichim* (participants) are expected to behave according to the following rules. Failure to comply with any of them will result in disciplinary action. Please note that Noam reserves the right to send home any participant at the discretion of the Noam Movement Workers or Noam Director.

By signing the declaration, you and your child have indicated that you have read, understand, and accept the rules of Noam Kaytana.

DISCIPLINARY ACTION

Although Noam is an informal and relaxed environment, any chanich/a/ol who breaks the rules detailed below can expect to be dealt with using the following guidelines:

- 1st warning: Chanichim will be given a formal warning by the Rosh (head of year) who will call the chanich/a/ol's parents.
- 2nd warning: Chanichim will be given a formal warning by the Rosh and will be asked to speak to their parents in order to explain what has happened. Exclusion from certain activities may be enforced.
- 3rd warning: Chanichim will be excluded from all activities and sent home. Parents/guardian(s) will be informed why their child will be sent home.

If we must send a participant home, **it is a named parent/legal guardian's responsibility to be available**, or have a named emergency contact, known to the young person available, throughout the duration of Noam Kaytana to pick up a participant if required.

Noam reserves the right to skip a warning level in severe cases.

RULES

1. Excluding medicine given to them by a first aid trained movement worker via parental consent, any person found to be, or strongly suspected of, using, under the influence of, or in possession of drugs (including CBD products):

- will be sent home immediately;
- may be suspended from future involvement in Noam.

2. Any person found to be, or strongly suspected of being, under the influence of, or in possession of alcohol will be sent home immediately.

3. Any person found to be, or strongly suspected of, using or in possession of Pro-Plus (or similar stimulants) will be given a formal warning by their Rosh and may be removed from activities or sent home.

4. Smoking and vaping is prohibited at all Noam Camps. Chanichim found to have been smoking or vaping or in possession of cigarettes or vapes will be dealt with using the warning system. Any cigarettes or vapes found in the possession of the chanich/a/ol will be confiscated.

5. Smoking inside buildings or temporary structures is illegal, a fire risk and endangers life. Smoking is absolutely prohibited on all Noam Camps. Anyone found to have been smoking inside will be sent home immediately.

6. For reasons of safety, chanichim must not leave the group or site without the express permission of their madrichim (leaders). Any chanich/a/ol who leaves the group unsupervised will be sent home immediately.

7. Bullying and other forms of anti-social behaviour are not tolerated in Noam and will result in serious disciplinary action and will be dealt with using the warning system. This includes racist, ableist, anti-LGBT and sexist language.

8. Noam is a non-profit organisation. Our staff are volunteers, any verbal or physical abuse of our staff may result in a chanich/a/ol being sent home from camp

9. Noam has a zero-tolerance approach to violent behaviour. Chanichim who are violent towards other participants or staff will be sent home immediately

10. Chanichim must not damage the site, equipment, or other people's property. All damage, whether accidental or intentional will be charged to parents/guardians (at Noam's discretion) up to six months after the end of Camp. Intentional damage will result in disciplinary action.

11. Possession of and use of firearms, replicas or imitation knives or any other weapons is forbidden. Anyone found to be in possession of such an item will be sent home.

12. Participation in all activities is mandatory and all chanichim are expected to participate in all activities.

13. During Camp, we expect all participants to be respectful of and take part in Jewish religious life as practiced at Noam. This includes but is not limited to: observing and 'keeping' Shabbat and other festivals in public places; daily prayer services; Shabbat services and Torah reading; reciting grace after meals and wearing head coverings as required. Repeated failure to be respectful of Jewish life and religious practice on Noam, will result in disciplinary action.

14. Any participants reported to have attempted to contact their madrichim (i.e., via text message or social media) may risk not being allowed to attend future Noam events. This is to protect and safeguard our volunteers from potential harassment, cyber-stalking, or unwanted contact.

15. Any person found to be, or strongly suspected of, using or in possession of needles for piercing or tattooing will be given a formal warning by their Rosh and may be removed from activities or sent home.

NOAM'S ANTI-BULLYING POLICY

Noam defines bullying as the wilful, conscious desire to hurt, threaten or frighten someone. Bullying can be a physical or verbal attack or exclusive behaviour. Any pushing, hitting, kicking, threatening, teasing, name-calling, offensive language or deliberate exclusion which makes a someone feel hurt, frightened, sad or lonely is bullying.

Bullying can also occur technologically, using mobile phones or the internet. Any form of bullying by a Noam member will result in serious action and possible exclusion from any future Noam involvement.

Social networking sites can be an avenue through which bullying occurs. Online actions that may seem innocent but can sometimes have nasty undertones, can make another young person feel bad and victimised. As with other types of bullying, if we become aware of anyone's involvement in online bullying, we reserve the right to refuse that person a place on a Noam activity or remove that person from a programme they are currently on.

Noam takes bullying extremely seriously. We want everyone who comes on Camp to leave having had the best time possible and we deal severely with any behaviour that threatens this.

Please feel free to contact us at any time before or during Camp to discuss any issues to do with bullying. All conversations will be held in the strictest of confidence.

Noam will not tolerate any form of bullying. If you or anyone else is being bullied, please tell a madrich/a (leader) or Rosh (head of year) and we will deal with it as swiftly and effectively as possible.

PROHIBITED ITEMS

Bringing the following items will result in serious disciplinary action:

- Medication (including non-prescription medication) which is not handed to the Rosh at the coach on the first day;
- Any weapons or replica weapon – including knives, penknives and needles;
- Firearms, including replica or any imitation firearms;
- Any cigarettes, alcohol, drugs, solvents, vapes, CBD products or stimulants (e.g. Pro-plus, Red Bull).

We also strongly recommend that you do not bring items that you are worried might get lost or damaged. Items such as expensive clothes, jewellery, shoes, money, or electronic devices are brought to Kaytana at your own risk.

The following items are also prohibited and if found will be confiscated:

- Mobile phones
- Tablets or Smart Watches
- Devices which have an active connection to the internet

FOOD

Parents must provide a packed lunch for their child/ren that is vegetarian, kosher and nut-free. Noam will provide chanichim with at least one snack per day.

If you have any questions or concerns about the rules of Kaytana, please do not hesitate to contact the Noam Director (Reuben Green) at the Noam Office on:
020 8349 6657