



## Policy on the Admission of New Members

The Synagogue is a welcoming institution; eager to accept new members.

Membership of the Synagogue is open to any person of 18 years or over, who is of the Jewish faith (in the opinion of the Rabbi).

Applications for membership must be made in writing to the Synagogue's Secretary by providing information requested in the membership form available on the Synagogue web-page (which may change from time to time).

All applications for membership will be considered as follows. First, the application form will be considered by the Rabbi and a Member of Council who has been nominated for this purpose (the "**Nominated Member**").

In each case, the Rabbi will interview the applicant. That interview may take place in person, on the telephone, or as a virtual meeting.

If, in the opinion of the Rabbi, the person is of Jewish faith and, in the opinion of both the Rabbi and the Nominated Member, the case is a straightforward one, the individual may be admitted as a member, and will be advised of this within a reasonable time frame.

- A straightforward case is one which, on the basis of information in the application form and the Rabbi's interview, does not raise any potential concern. Potential concerns would include any issue which, in the reasonable opinion of the Rabbi and the Nominated Member, might mean that the individual's membership of the Synagogue would not be in the Synagogue's best interests.
  - In deciding whether it is in the best interests of the Synagogue for the Applicant to become a member, it will usually admit members unless, on the basis of credible evidence, the conclusion is reached that doing so would be likely to be detrimental to the Synagogue, any or all of its Member or employees for reasons such as aggression, violence or other disruptive behaviour, safeguarding risk (whether to adults or children) or for any other serious reason.
- Any application which is not straightforward, will be referred to a panel (the "**Panel**") comprised of the Rabbi and two members of Council nominated for this purpose by Council (which may or may not include the Nominated Member). The Panel will then decide whether or not it is in the best interests of the Synagogue for the applicant to become a member. To assist in its decision making, the Panel may in its discretion, conduct a further meeting with the applicant, request further information or clarification from the applicant, invite the applicant to provide references, or take any

other reasonable step. The Panel will seek to reach a decision within a reasonable timeframe and will endeavour to keep the applicant reasonably informed of its progress so far as is appropriate.

For the avoidance of doubt, decisions about whether to admit a person as a member will be made without distinction by reference to race (including colour, nationality and ethnic or national origins), sex, pregnancy and maternity, disability, marriage or civil partnership, age (for anyone 18 or over), sexual orientation, religion or belief (so long as the application is, in the opinion of the Rabbi, of the Jewish faith), gender reassignment, or any other type of discrimination prohibited by law. The Synagogue is committed to ensuring that discriminatory considerations play no part in the decision making. Where the Synagogue is made aware that an individual has a disability, it is committed to making make reasonable adjustments where appropriate.

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