Dar-ul-Madinah
An Islamic School System

Darul Madinah will nurture our learners into model citizens that exemplify the inherent values of Islam, make a positive contribution to the community and are champions of their faith.

Safeguarding and Child Protection Policy and Procedures

This policy is in line with the Mission Statement of the School

Document Control

This policy has been approved for operation within Darul Madinah Primary School

Date of last review:	August 2023
Date of next review:	August 2024
Review period:	Annually
Policy Status:	Statutory
Owner:	Directors

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1. Introduction

Darul Madinah is committed to safeguarding children We support the children within our care, protect them from maltreatment and have robust procedures in place to prevent the impairment of children's health and development. Safeguarding is a much wider subject than the elements covered within this single policy, therefore this document should be used in conjunction with the other policies and procedures. The Department for Education have reissued 'What to do if you're worried about a child being abused' in summary and full versions. They are intended to help anyone whose work brings them into contact with children, young people, and their families. At Darul Madinah, we will work with children, parents, external agencies, and the community to ensure the welfare and safety of children and to give them the very best start in life. Children have the right to be treated with respect, be helped to thrive and to be safe from any abuse in whatever form.

To this end, we will:

- Create an environment to encourage children to develop a positive self-image
- Encourage children to develop a sense of independence and autonomy in a way that is appropriate to their age and stage of development
- Provide a safe and secure environment for all children
- Always listen to children
- Provide an environment where practitioners are confident to
- identify where children and families may need intervention and seek the help, they need
- Share information with other agencies as appropriate.

As part of our safeguarding duty, we establish a culture of awareness in Darul Madinah. It's the duty of all staff to understand that safeguarding and promoting the welfare of children is everyone's responsibility and all staff must have the attitude of **'it could happen here'** where safeguarding is concerned. The Entire staff have an obligation to recognize children who may need extra help or who are suffering, or are likely to suffer, significant harm. It's the responsibility of the staff to then to take appropriate action, working with other services as needed.

This policy outlines a clear focus to staff, volunteers, visitors and parents about anticipated behaviour and our duties and responsibilities to safeguard and promote the welfare of the children in our Darul Madinah .

This policy should also be read in conjunction with **Keeping Children Safe in Education *(DfE, 2022).*** All staff must read at least Part 1 of this guidance. Safeguarding and promoting the welfare of children is defined in Keeping Children Safe in Education 2022 as:

- Protecting children from maltreatment
- Preventing impairment of children's health or development
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes

The responsibilities of staff and others should be clear to everyone to provide a caring and safe environment for all pupils to learn. All staff, whether permanent or temporary, and volunteers should be aware of and understand systems within the Darul Madinah which support early help and safeguarding.

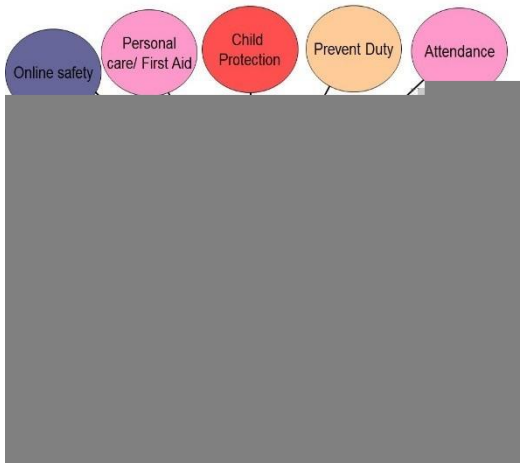
During the induction process this will be explained. All staff will be made aware of the necessity to comply with and understand systems within Darul Madinah supporting early help and safeguarding in line with local and national requirements.

This Child Protection and Safeguarding Policy is for all staff, parents, volunteers and the wider community. It forms part of the safeguarding arrangements for Darul Madinah and should be read alongside the following policies:

- Staff Code of Conduct
- Anti-Bullying policy
- Health and Safety policy
- Staff Handbook
- Attendance policy
- Whistleblowing policy
- Behaviour policy
- Health and hygiene policies and procedures
- First Aid Policy
- Recruitment policy
- Staff Induction policy
- E-Safety Policy
- Child wellbeing policy
- Email acceptable use policy
- Equality policy
- Lockdown policy
- Covid 19 Policy

Keeping Children Safe in Education (KCSIE) remains in force throughout the response to coronavirus (COVID-19). The department has issued non-statutory interim guidance on safeguarding in schools, colleges and other providers during the coronavirus outbreak. See addendum for COVID-19.

The diagram below shows all the elements of Safeguarding more information about these aspects can be obtained from the policies above.



may be withdrawn or overly extroverted and outgoing. They may withdraw away from a particular adult and become distressed if they reach out for them, but they may also be particularly clingy to a potential abuser so all symptoms and signs should be looked at together and assessed as a whole. If a child starts to talk openly to an adult about abuse, they may be experiencing; the procedure stated later in this document under 'recording abuse suspicions' will be followed.

Procedure:

- The adult should reassure the child and listen without interrupting if the child wishes to talk
- The observed instances will be detailed in a confidential report
- The observed instances will be reported to the Manager/ safeguarding Lead
- The matter will be referred to the local authority Slough children's First for a referral.
- A sensitive and confidential discussion will be held with the parents/carers of any other children party to inappropriate play.

Secondary Abuse

Child-on-child abuse (child on child)

- **All** staff should be aware that children can abuse other children (often referred to as child-on-child abuse). And that it can happen both inside and outside of education settings and online. It is important that all staff recognise the indicators and signs of child-on-child abuse and know how to identify it and respond to reports.
- All staff should understand, that even if there are no reports in their education setting or colleges it does not mean it is not happening, it may be the case that it is just not being reported. As such it is important if staff have **any** concerns regarding child-on-child abuse they should speak to their designated safeguarding lead (or deputy).
- It is essential that **all** staff understand the importance of challenging inappropriate behaviours between peers, many of which are listed below, that are abusive in nature. Downplaying certain behaviours, for example dismissing sexual harassment as "just banter", "just having a laugh", "part of growing up" or "boys being boys" can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.

Child-on-child abuse is most likely to include, but may not be limited to:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying);
- abuse in intimate personal relationships between peers;
- physical abuse such as hitting, kicking, shaking, biting, hair pulling,
- or otherwise causing
- physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse);
- sexual violence,[11] such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence);
- sexual harassment,[12] such as sexual comments, remarks, jokes and online sexual
- harassment, which may be standalone or part of a broader pattern of abuse; causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party;

- consensual and non-consensual sharing of nude and semi-nude images and/or videos[13] (also known as sexting or youth produced sexual imagery);
- upskirting,[14] which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm; and
- initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).

Up skirting

This may include 'up skirting' which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress, or alarm. It is now a criminal offence under the Voyeurism (Offences) Act 2019.

Children Missing from Education (CME)

All children, regardless of their age, ability, aptitude and any special education needs they may have been entitled to a full-time education. Our Darul Madinah recognises that a child missing education is a potential indicator of abuse or neglect and will follow the Darul Madinah procedures for unauthorised absence and for children missing education. Parents should always inform us of the reason for any absence by contacting the Darul Madinah office. Where contact is not successfully made, a referral may be made to another appropriate agency. At Darul Madinah will inform the local authority of any pupil who fails to attend Darul Madinah regularly or has been absent without Darul Madinah permission for a continuous period of 10 days or more in line with the requirements for Children Missing Education.

Child Sexual Exploitation (CSE)

Child Sexual Exploitation (CSE) is a form of child abuse, which can happen to boys and girls from any background or community.

"*Child Sexual Exploitation is a form of child sexual abuse. It occurs when an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.*"

The Department of Education (DfE, 2017)

It is understood that a significant number of children who are victims of CSE go missing from home, care, and education at some point. Darul Madinah is alert to the signs and indicators of a child becoming at risk of, or subject to, CSE and will take appropriate action to respond to any concerns. The Designated Safeguarding Lead (DSL) will lead on any concerns and work with other agencies as appropriate

Criminal Exploitation including County Lines

Criminal exploitation of children is a geographically widespread form of harm that is a typical feature of County Lines criminal activity: drug networks or gangs groom and exploit children and young people to carry drugs, weapons, and money for them. Key to identifying potential involvement may be 'missing

episodes' when the victim may have been trafficked for the purpose of transporting drugs, weapons or money.

Serious Violence

There are several indicators, which may signal that a child is at risk from or involved with serious violent crime. These may include increased absence from Darul Madinah, a change in friendships, or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change of attitude or well-being or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that a child has been approached by, or is involved with, individuals associated with criminal networks or gangs. All staff should be aware of the associated risks and understand the measures in place to manage these.

'Honour-based' violence (HBV)

So-called 'Honour-based' violence encompasses incidents or crimes which have been committed to protect or defend the honour of the family and/ or the community and can include FGM, forced marriages and practices such as breast ironing. Staff need to be alert to the possibility of a child being at risk of HBV or already having suffered HBV and monitor, report, and record concerns in line with Darul Madinah procedures. Reporting to the police will be considered by Darul Madinah.

Female Genital Mutilation (FGM)

Guidance is available in 'Safeguarding Children from Female Genital Mutilation
http:/ /www.education.gov.uk/childrenandyoungpeople/safeguarding/safeguardingchildren/a0072224/safeguarding-children-from-female-genital-mutilation

Guidelines for Education settings are contained in Chapter 9 of 'Female Genital Mutilation, Multi agency Practice Guidelines' http:/ /media.education.gov.uk/assets/files/pdf/f/fgm%20guidance.pdf

It is illegal in the UK to subject a child to female genital mutilation (FGM) or to take a child abroad to undergo the procedure – Female Genital Mutilation Act 2003. Despite the harm it causes, FGM practising communities consider it normal to protect their cultural identity. The age at which girls are subject to FGM varies greatly from shortly after birth to any time up to adulthood. The average age is 10 to 12 years. Darul Madinah staff should be alert to the following indicators:

- The family comes from a community that is known to practise FGM
- A chid may talk about a long holiday to a country where the practice is prevalent.
- A child may confide that she is to have a 'special procedure' or to attend a special occasion
- A child may request help from a member of staff or another adult
- Any female child born to a woman or has a sister who has been subjected to FGM must be at risk, as mush other female children in the extended family

Any information or concern that a child is at immediate risk of or has undergone FGM should result in a child protection referral to LADO. Staff should be alert to the need to act quickly. From October 2015, the Serious Crime Act 2015 (Home Office, 2015) placed a duty on all staff to notify the Police of any known cases of female genital mutilation where it appears to have been carried out on a girl under the age of 18. If staff member suspects a case of FGM, they must report this concern in person to a member of the Darul Madinah 's DSL team.

Forced marriage

A forced marriage is one that is entered into without the full consent of one or both parties. It is where violence, threats or other forms of coercion is used and is a crime. Our staff understand how to report concerns where this may be an issue.

Prevention of radicalisation

Children can be vulnerable to extremist ideology and extremism. Protecting children from this risk is similar to protecting them from other forms of harm and abuse. The Counter-Terrorism and Security Act (HMG, 2015) Section 26 places a duty on Darul Madinah in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism." This duty is known as the PREVENT duty.

What to do if you suspect that children are at the risk of Radicalisation Extremism?

Extremism and Radicalisation – extremist organisations can develop and popularise ideas which create an environment conducive to violent extremism and terrorism. Exploring ideas, developing a sense of identity, and forming views are a normal part of growing up but we recognise that, children and young people can be exposed to extremist influences or prejudiced views, particularly via the internet and other social media. We will endeavour to help children learn about different cultures and faiths (as directed by the Department for Education) and gain an understanding of the British values we share which are defined in the Governments 2011 Prevent Strategy as:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect
- Tolerance of those of different faiths and beliefs.

Also, Darul Madinah can:

- teach a broad and balanced curriculum which promotes spiritual, moral, cultural, mental and physical development of pupils and prepares them for the opportunities, responsibilities and experiences of life and must promote community cohesion.
- be safe spaces in which children and young people can understand and discuss sensitive topics, including terrorism and the extremist ideas that are part of terrorist ideology, and learn how to challenge these ideas and;
- be mindful of their existing duties to forbid political indoctrination and secure a balanced presentation of political issues.

Follow Darul Madinah's normal Safeguarding Procedures including discussing with the Darul Madinah's designated Safeguarding lead, and where deemed necessary, with Slough Children's first. In Prevent priority areas, the local authority will have a Prevent lead who can also provide support.

The Safeguarding Lead can also contact the local police force or dial 101 (the non-emergency number). They will then talk in confidence about the concerns and help to access support and advice.
The Department for Education has dedicated a telephone helpline **(020 7340 7264)** to enable staff to raise concerns relating to extremism directly. Concerns can also be raised by email to **counter.extremism@education.gsi.gov.uk.** Please note that the helpline is not intended for use in

emergency situations, such as a child being at immediate risk of harm or a security incident, in which case the normal emergency procedures should be followed.

CHANNEL is a national programme which focuses on providing support at an early stage to people identified as vulnerable radicalisation and being drawn into terrorism. All staff members understand how to identify those who may benefit from this support and are aware of relevant agencies to contact in circumstances where an individual demonstrates indicators of concern, as well as how to make a referral using the referral pathways.

Self-Harm and Suicide Risk

Mental health is the concern of the whole community, and we recognise that Darul Madinah's play a key part in this. Darul Madinah wants to develop and protect the emotional wellbeing and resilience of all pupils and staff, as well as provide specific support for those with additional needs. We understand that there are risk factors which increase someone's vulnerability and protective factors that can promote or strengthen resiliency. The more risk factors present in an individual's life, the more protective factors or supportive interventions are required to promote further growth and resilience. It is recognised that young people that may be suffering from mental ill-health and are at risk of self-harm or suicide may present in Darul Madinah as making good progress and achieving well. It is therefore vital that we work in partnership with parents and carers to support the well-being of our pupils. It is equally important that parents/ carers share any concerns about the well-being of their child with Darul Madinah, so appropriate support and interventions can be identified and implemented.

Where there are concerns that a child or young person may be self- harming, it will be taken seriously as this may indicate an increased risk of suicide either intentionally or by accident. If a child discloses self-harm or found to be self-harming the Designated Safeguarding Lead (DSL) or relevant key person will take the time to establish any underlying concerns.

Domestic abuse and violence

Darul Madinah is aware that children and young people's development, as well as their social and emotional resilience, is affected by many factors including exposure to domestic abuse within the family situation and is a safeguarding issue. Children and young people react to domestic abuse in similar ways to other types of abuse and trauma.

Information about Domestic Abuse and its effect upon children and young people will be incorporated into staff Safeguarding and Child Protection training. Safeguarding and Child Protection's Policies and Procedures will be used to protect children and young people exposed to, and at risk from, domestic abuse. Any child or young person thought to be at immediate risk will be reported without delay to LADO or the Emergency Duty Team will be contacted as soon as possible.

Darul Madinah is sensitive to differing family patterns and lifestyles and child-rearing patterns that vary across different racial, ethnic, and cultural groups. Child abuse cannot be condoned for religious or cultural reasons.

Witchcraft

Please read about Victoria: https://en.wikipedia.org/wiki/Murder_of_Victoria_Climbié

Child abuse linked to faith or belief

Abuse linked to faith or belief is where concerns for a child's welfare have been identified, and could be caused by, a belief in witchcraft, spirit or demonic possession, ritual or satanic abuse features; or when practices linked to faith or belief are harmful to a child.

Any abuse that takes place against those who are branded (or labelled) either as a witch or as having been possessed by an evil spirit is unacceptable. Significant harm (including murder) can occur because of concerted efforts to 'excise' or 'deliver' evil from a child (or vulnerable adult).
From our own experience and in consultation with communities, we know this kind of abuse is underreported.

Spotting the signs that this abuse exists can prevent escalation from 'subtle' harms that may often go unnoticed by many, to 'extreme' situations where there is loss of life. Witchcraft beliefs are used to blame a person (rather than circumstances) for misfortune that happens in life. It can take place for some of the following reasons

- abuse because of a child being accused of being a 'witch'
- abuse because of a child being accused of being possessed by 'evil spirits'
- ritualistic abuse which is prolonged sexual, physical, and psychological abuse
- satanic abuse which is carried out in the name of 'Satan' and may have links to cults
- any other harmful practice linked to a belief or faith

The forms of abuse that can occur fall into the four main categories below.

Physical abuse
This can involve ritualistic beating, burning, cutting, stabbing, semi-strangulating, tying up the child, or rubbing chilli peppers or other substances on the child's genitals or eyes.

Emotional abuse
Emotional abuse can occur in the form of isolation. A child may not be allowed near or to share a room with family members and threatened with abandonment. The child may also be convinced that they are possessed.

Neglect
In situations of neglect, the child's family and community may have failed to ensure appropriate medical care, supervision, education, good hygiene, nourishment, clothing, or warmth. Sexual abuse
Children who have been singled out in this way can be particularly vulnerable to sexual abusers within the family, community, or faith organisation. These people exploit the belief as a form of control or threat.

Where does it happen?
Child abuse linked to faith or belief is not confined to one faith, nationality, or ethnic community. Examples have been recorded worldwide across various religions including Christians, Muslims and Hindus.
The number of known cases suggests that only a small minority of people who believe in witchcraft or spirit possession go on to abuse children and adults.

Abuse may happen anywhere, but it most commonly occurs within the child's home.

Common factors and causes
A range of factors can contribute to the abuse of a child for reasons of faith or belief. Some of the most common ones are below.

- Belief in evil spirits
- Belief in evil spirits that can 'possess' children is often accompanied by a belief that a possessed child can 'infect' others with the condition. This could be through contact with shared food, or simply being in the presence of the child.

Scapegoating
A child could be singled out as the cause of misfortune within the home, such as financial difficulties, divorce, infidelity, illness, or death.

Bad behaviour
Sometimes bad or abnormal behaviour is attributed to spiritual forces. Examples include a child being disobedient, rebellious, overly independent, wetting the bed, having nightmares or falling ill.

Physical and emotional differences
A child could be singled out for having a physical difference or disability. Documented cases included children with learning disabilities, mental health issues, epilepsy, autism, stammers, deafness, and LGBTQ+ Gifts and uncommon characteristics

If a child has a particular skill or talent, this can sometimes be rationalised as the result of possession or witchcraft. This can also be the case if the child is from a multiple or difficult pregnancy.

Complex family structure
Research suggests that a child living with extended family, non-biological parents, or foster parents is more at risk. In these situations, they are more likely to have been subject to trafficking and made to work in servitude.

What to look out for
Indicators of child abuse linked to faith or belief include the following:

- physical injuries, such as bruises or burns (including historical injuries/scaring)
- a child reporting that they are or have been accused of being 'evil', and/or that they are having the 'devil beaten out of them'
- the child or family may use words such as 'kindoki', 'djin', 'juju' or 'voodoo' - all of which refer to spiritual beliefs
- a child becoming noticeably confused, withdrawn, disorientated or isolated and appearing alone amongst other children
- a child's personal care deteriorating (eg rapid loss of weight, being hungry, turning up to school without food or lunch money, being unkempt with dirty clothes)
- it may be evident that the child's parent or carer does not have a close bond with the child
- a child's attendance at school or college becomes irregular or there is a deterioration in a child's performance
- a child is taken out of a school altogether without another school place having been arranged
- Wearing unusual jewellery/items or in possession of strange ornaments/scripts.

Project Violet and how to report belief or faith-based abuse
There are a numbers of laws in the UK that allow the prosecution of those responsible for abuse linked to faith or belief. One of the biggest challenges is raising awareness and encouraging victims and witnesses to come forward.

Project Violet is the MPS response to these challenges. We work with professionals, communities, and faith leaders to develop prevention strategies and initiatives that can help educate and raise awareness of faith and belief-based abuse.

Our team is available to provide advice, support and guidance for referrals and investigations.

County lines

What is county lines?

County lines is a form of criminal exploitation where urban gangs persuade, coerce or force children and young people to store drugs and money and/or transport them to suburban areas, market towns and coastal towns (Home Office, 2018). It can happen in any part of the UK and is against the law and a form of child abuse. Children and young people may be criminally exploited in multiple ways. Other forms of criminal exploitation include child sexual exploitation, trafficking, gang and knife crime.

County lines gangs are highly organised criminal networks that use sophisticated, frequently evolving techniques to groom young people and evade capture by the police.

Perpetrators use children and young people to maximise profits and distance themselves from the criminal act of physically dealing drugs (National Crime agency, 2019). Young people do most of the work and take the most risk.

Dedicated mobile phone lines or "deal lines" are used to help facilitate county lines drug deals. Phones are usually cheap, disposable, and old fashioned, because they are changed frequently to avoid detection by the police.

Gangs use the phones to receive orders and contact young people to instruct them where to deliver drugs. This may be to a local dealer or drug user, or a dealer or drug user in another county.
Phrases that young people may use to refer to county lines include:

- 'running a line',
- 'going OT/out there'
- 'going country'
- 'going cunch'.

These all refer to going out of town to deliver drugs or money (Thurrock Council, 2020). We've put together some information to help anyone who works or volunteers with children and young people to recognise the signs that a child might be being exploited by a county lines gang and understand what action to take to help keep children safe.
This includes:

- the risks associated with county lines
- recognising and responding to concerns about county lines
- how professionals can work to prevent county lines
- a summary of the relevant legislation and guidance.

https://learning.nspcc.org.uk/child-abuse-and-neglect/county-lines

Children with special educational needs and disabilities

Darul Madinah understands that children with special educational needs and disabilities (SEND) can face additional safeguarding challenges. Darul Madinah recognises that additional barriers can exist when recognising abuse and neglect in this group of children. These can include:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability, without further exploration.
- Be more prone to peer group isolation than other children; of Children with SEND can be disproportionally impacted by things like bullying, without outwardly showing signs
- Communication barriers that make telling an adult difficult
- The requirement of personal or intimate care

Darul Madinah will consider these additional vulnerabilities and challenges in considering the safeguarding of our children.

5. Procedures – responding to concerns

All staff members have a duty to identify and respond to suspected and actual abuse or disclosures of harm. Appendix 2 shows what actions should be taken when there is a concern about a child.

When a disclosure is made all staff must:

- Listen to what the child is saying without interruption and without asking leading questions.
- Respect the child's right to privacy but not promise confidentiality.
- Reassure the child that he/she has done the right thing in telling.
- Explain to the child that to keep him/her safe from harm the information that has been shared must be passed on.
- Report what has been disclosed to the Designated Leads in Darul Madinah **in person**
- Have a conversation with the designated safeguarding lead to agree a course of action. (Any staff member can make a referral to Slough Children's First)
- Be made aware they may raise concerns directly with Slough Children's First.

If, for any reason, the Designated Safeguarding Lead (DSL) or Deputy Designated Safeguarding Lead is not available, this should not delay appropriate action being taken. Safeguarding contact details are displayed in Darul Madinah on noticeboards to ensure that all staff members have unfettered access to safeguarding support, should it be required. Any individual may refer to Local Safeguarding Board where there is suspected or actual risk of harm to a child.

When new staff, volunteers or regular visitors join Darul Madinah they are informed of the safeguarding arrangements in place, the name of the Designated Safeguarding Lead (DSL) and deputy and how to share concerns with them. Information is provided as code of conduct which they read and sign.

6. Training

The Designated Safeguarding Lead (DSL) and Deputy undertake child protection training appropriate to the role at every two years as a minimum. The Manager, all staff members and Directors receive appropriate child protection training, FGM, Prevent and E-safety to keep children safe from any harm (including staff and volunteers) that is regularly updated. In addition, all staff members receive safeguarding and child protection updates as required, but at least annually, to provide them with relevant skills and knowledge to safeguard children effectively. Records of any child protection training undertaken is kept for all staff and management logged on to the CPD folder. Weekly safeguarding briefs are also emailed by the Safeguarding Lead.

New members of staff will receive safeguarding training during their induction period within one week of joining Darul Madinah (in line with Darul Madinah 's Induction policy). Training will also include information about whistleblowing in respect of concerns about another adult's behaviour and suitability to work with children. They will also be introduced to all members of the Darul Madinah's DSL team and how concerns should be reported and recorded.

Darul Madinah ensures that the Designated Safeguarding Lead (DSL) and Deputy also undertake training in inter-agency working and other matters as appropriate.

7. Professional confidentiality

All suspicions, enquiries and external investigations are kept confidential and shared only with those who need to know. Any information is shared in line with guidance from the SSP (SLOUGH SAFEGUARDING PARTNERSHIP).

Support to families

Darul Madinah takes every step in its power to build up trusting and supportive relations among families, staff, students and volunteers within Darul Madinah. Darul Madinah continues to welcome the child and the family whilst enquiries are being made in relation to abuse in the home situation. Parents and families will be treated with respect in a non-judgmental manner whilst any external investigations are carried out in the best interests of the child. Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child, only if appropriate in line with guidance of the SSP (SLOUGH SAFEGUARDING PARTNERSHIP) with the provision that the care and safety of the child is paramount. We will do all in our power to support and work with the child's family. Employees, students or volunteers of Darul Madinah or any other person living or working on Darul Madinah premises.

8. Records and information sharing

Where there are concerns about the safety of a child, the sharing of information in a timely and effective manner between organisations can reduce the risk of harm. Whilst practitioners must have due regard for the Data Protection Act 2018 and the General Data Protection Regulations (GDPR) it is not a barrier to sharing information. Darul Madinah is confident of the processing conditions that allow us to store and share information for safeguarding purposes. This allows us to share information without consent, if it is not possible to gain consent or if to gain consent would place a child at risk.

Well-kept records are essential to good child protection practice. Darul Madinah is clear about the need to record any concern held about a child or children within Darul Madinah, the status of such records and when these records should be shared with other agencies

A member of the DSL team will then record what follow up action they have taken and what further action needs to be taken if needed.

Any member of staff receiving a disclosure of abuse or noticing signs or indicators of abuse, will record it as soon as possible, noting what was said or seen, if appropriate, using a body map to record, with the date, time and location. Staff should ensure they include information about what action they have taken subsequently in their recording of the concerns they have. Concerns should be reported **in person** to a member of the DSL team. The relevant member of the DSL team will decide on the appropriate action and record it accordingly.

All child protection/safeguarding records are stored securely and confidentially. This is retained for 25 years after the pupil's date of birth, or until they transfer to another Nursery or educational setting.

Where a pupil transfers from Darul Madinah to another educational setting including colleges, their child protection or safeguarding records will be forwarded to the new educational setting. When sent using the post, records will be marked 'Confidential' and for the attention of the receiving Education setting's Designated Safeguarding Lead (DSL) with a return address on the envelope so it can be returned to us if it goes astray. We will obtain evidence that the paperwork has been received by the new Education setting and then destroy any copies held in Darul Madinah.

Where a pupil joins Darul Madinah, we will request all child protection or safeguarding records from the previous educational establishment if none are received.

Darul Madinah will not share the referral information (MARF) with parents. If parents require this information, they will need to contact the relevant agencies.

9. Allegations about members of the workforce
(Section 3.4 statutory framework for the EYFS)

All staff (including supply and volunteers) have access to a whistleblowing policy which will enable them to share any concerns that may arise about their colleagues in an inappropriate manner. Staff/volunteer will report an allegation about a member of staff immediately to Manager or person in charge unless the Manager is the subject of the allegation. Where allegation is against the Manager, staff/volunteer will contact LADO who will advise on appropriate action to be taken. An allegation must not be discussed with alleged or any other staff member unless advised to do so by LADO. In exceptional cases, it may be necessary to protect the child by contacting Police before contacting LADO. Darul Madinah will make a referral to DBS if the end of allegation processes a member of staff/ volunteer is removed from the position or if they leave while under investigation for allegedly causing harm or imposing a risk of harm to children. Ofsted will also be notified of the action taken in respect of allegation. These notifications must be made **as soon as reasonably practicable, but at latest within 14 days** of the allegations being made. In case of supply staff, agencies should be fully involved and cooperate in any enquiries from the LADO, police and/or children's social services in cooperation with Darul Madinah. In no circumstances Darul

Madinah will decide to cease to use a supply teacher due to safeguarding concerns, without finding out the facts and liaising with the local authority designated officer (LADO) to determine a suitable outcome.

If staff believe that Manager hasn't treated an allegation appropriately, they must contact the LADO.

If staff believe that an issue isn't being addressed, they should contact **LADO:**
01753 690906 / **Mobile 07927 681858** **LADO@slough.gcsx.gov.uk**

Form to make a referral for LADO

..\safeguarding form\LADO Referral Form May2021.doc

The allegation should be reported to the Manager. If this person is the subject of the allegation, then this should be reported to the Directors. The Local Authority Designated Officer (LADO), Ofsted and the SSP (SLOUGH SAFEGUARDING PARTNERSHIP) will then be informed immediately in order for this to be investigated by the appropriate bodies promptly:

- The LADO will be informed immediately for advice and guidance
- A full investigation will be carried out by the appropriate professionals (LADO, Ofsted, SSP (SLOUGH SAFEGUARDING PARTNERSHIP) to determine how this will be handled
- Darul Madinah will follow all instructions from the LADO, Ofsted, SSP (SLOUGH SAFEGUARDING PARTNERSHIP) and ask all staff members to do the same and co-operate where required
- Support will be provided to all those involved in an allegation throughout the external investigation in line with LADO support and advice
- Darul Madinah reserves the right to suspend any member of staff during an investigation
- All enquiries/external investigations/interviews will be documented and kept in a locked file for access by the relevant authorities
- Unfounded allegations will result in all rights being re-instated
- Founded allegations will be passed on to the relevant organisations including the local authority children's social care team and where an offence is believed to have been committed, the police, and will result in the termination of employment. Ofsted will be notified immediately of this decision. Darul Madinah will also notify the Disclosure and Barring Service (DBS) to ensure their records are updated. (Section 3.4 statutory framework for EYFS)
- All records will be kept until the person reaches normal retirement age or for 10 years if that is longer. This will ensure accurate information is available for references and future DBS checks and avoids any unnecessary reinvestigation
- The Darul Madinah retains the right to dismiss any member of staff about founded allegations following an inquiry
- Counselling will be available for any member of Darul Madinah who is affected by an allegation, their colleagues in Darul Madinah and the parents.

10. Disqualification and disqualification by Association

Everyone in the setting over the age of 16 has a DBS check and these are updated annually via the update service. We ask staff to tell us if they think anything could have changed for themselves or anyone they are associated with. Termly DBS. checks are completed for all staff with permission every time this is accessed. We are entitled to suspend anyone for not following these procedures. For more information please see https://www.gov.uk/government/publications/disqualificationunder-the-childcare-act-2006 https://www.gov.uk/government/publications/disqualificationunder-the-childcare-act-2006

11.Internet Safety

We will ensure that we comply with the requirements of the Great Britain, Data Protection Act 1998, (DPA). The DPA outlines the responsibilities of the setting to keep the records of the setting and the information contained within them confidential and having in place measures to ensure access to such information is protected.

- To respect and protect the privacy of, the staff, parents and children who attend the setting when accessing the settings website.
- To safeguard children attending the setting from unsupervised internet use.
- To prevent misuse of internet provided at the setting.

Online safety

The use of technology has become a significant component of many safeguarding issues. Child sexual exploitation; radicalisation; sexual predation: technology often provides the platform that facilitates harm. An effective approach to online safety empowers Darul Madinah to protect and educate the whole Darul Madinah community in its uses of technology and establishes mechanisms to identify, intervene in, and escalate any incident where appropriate.

The breadth of issues classified within online safety is considerable, but can be categorised into three areas of risk:

- content: being exposed to illegal, inappropriate, or harmful material; for example, pornography, fake news, racist or radical and extremist views.
- contact: being subjected to harmful online interaction with other users; for example, commercial advertising as well as adults posing as children or young adults; and
- conduct: personal online behaviour that increases the likelihood of, or causes, harm; for example, making, sending, and receiving explicit images, or online bullying.

Opportunities to teach safeguarding, including online safety. Teaching online safety in Darul Madinah is departmental guidance outlining how nurseries can ensure their children understand how to stay safe and behave online as part of existing curriculum requirements.

E-Safety https://www.nspcc.org.uk/preventing-abuse/keeping-children-safe/online-safety/

We will

- Ensure that all personal information held electronically is password protected.
- If an application is used to set up an online child record service, all staff will use password protection to ensure that parents can only access their own child's information.
- Only photographs of the children's crafts/ activities/ outings will be used on the settings Website and with parental permission.

- In the event that staff use an online child record service we will use password protection to ensure that parents can only access their own child's information. Photographs that have been taken as part of the observations made on children attending the setting may be used to share information to parents about their child's care and learning. Parents will be required to provide written consent to permit us to upload photographs to their child's online records (Famly).
- All cameras and mobile telephones will be stored securely in the settings office. Please refer to the settings, mobile phone policy.
- The use of internet at the setting will be restricted to non-session hours to ensure continuous supervision of children in their care. The exception to this restriction would be in the event of responding to urgent communication or to share information in relation to the safeguarding responsibilities towards the children attending the setting.
- We will ensure that personal use for email and storage of their personal data is either password protected. We will provide the setting with a business lap-top and ensure that that it is only used for business use.

Social Media

We will ensure that for each member of staff are talking in closed forums that they never disclose any information whatsoever that could lead anyone to identify a child or a family in our setting.

Protecting children

In Darul Madinah we are doing all that reasonably can to limit children's exposure to the above risks from the IT system. As part of this process, we have appropriate filters and monitoring systems in place.

11. Whistleblowing

Whistleblowing is defined as ' u l] v P] • o } • µ Œ] v š Zand%cpursw]hen]avwoœr(oš [member of the wider Darul Madinah community) raises a concern about danger or illegality that affects others, for example pupils in Darul Madinah or members of the public.

All staff members are made aware of the duty to raise concerns about the attitude or actions of staff in line with the Darul Madinah's Code of Conduct and Whistleblowing policy.

We want everyone to feel able to report any child protection or safeguarding concern. More information is available called Advice for Whistleblowing in Maintained School's (DfE 2014). However, for members of staff who feel unable to raise these concerns internally, they can contact the NSPCC whistleblowing helpline on 0800 028 0285 or email: help@nspcc.org.uk

Parents or others in the wider Darul Madinah community with concerns can contact the NSPCC general helpline on: 0808 800 5000 (24 hour helpline) or email: help@nspcc.org.uk

12. Volunteers and visitors

We use a colour system for identifying visitors to Darul Madinah . Visitors are expected to wear a lanyard at all times when they are on the premises. A **RED** lanyard indicates the visitor must be fully supervised while on Darul Madinah premises and should not be left alone with any children under any circumstances.

When working with children, they be should be visible to a member of staff at all times. Should you see someone walking around Darul Madinah – please challenge them and escort them to the office immediately. Visitors and volunteers will be given information on Darul Madinah's safeguarding procedures so they are aware of how to report any concerns they may have.

Lanyards for staff are **BLUE** and should be worn at all times.

13.Prevent Duty & Promoting British Values

Darul Madinah is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

14.The Prevent Duty & Promoting British Values:

From 1st July 2015 all Schools, registered early years' childcare providers and registered later years' childcare providers are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015, in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism".

This duty is known as the Prevent duty. In Darul Madinah we take Safeguarding very seriously, therefore, to ensure that we adhere to and achieve the Prevent duty we will;

Provide appropriate training for staff as soon as possible. Part of this training will enable staff to identify children who may be at risk of radicalisation.

- We will build the children's resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremist views (for early years' providers the statutory framework for the EYFS sets standards for learning, development and care for children from 0-5, thereby assisting their personal, social and emotional development and understanding of the world)
- We will assess the risk, by means of a formal risk assessment, of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology
- We will ensure that our staff understand the risks so that they can respond in an appropriate and proportionate way
- We will be aware of the online risk of radicalisation through the use of social media and the internet
- As with managing other safeguarding risks, our staff will be alert to changes in children's behaviour which could indicate that they may need help or protection (children at risk of radicalisation may display different signs or seek to hide their views). The Key Person approach means we already know our key children well and so we will notice any changes in behaviour, demeanour, or personality quickly
- We will not carry out unnecessary intrusion into family life, but we will take action when we observe behaviour of concern. The key person approach means that we already have a rapport with our families so we will notice any changes in behaviour, demeanour or personality quickly
- We will work in partnership with our SSP (SLOUGH SAFEGUARDING PARTNERSHIP) Slough Early Years Team for guidance and support
- We will build up an effective engagement with parents/carers and families. (This is important as they are in a key position to spot signs of radicalisation)

- We will assist and advise families who raise concerns with us. It is important to assist and advise families who raise concerns and be able to point them to the right support mechanisms
- We will ensure that our staff will undertake Prevent awareness training (as a minimum) so that they can offer advice and support to other members of staff.
- We will ensure that any resources used in Darul Madinah are age appropriate for the children in our care and that our staff have the knowledge and confidence to use the resources effectively.

This Policy is intended to serve as a guidance for staff to recognise the signs of those who are at risk and also to inform parents of our legal requirement to put this policy into operation. The prevent of duty care policy is part of our wider safeguarding duties in keeping children safe from harm, and this new policy reinforces our existing duties by spreading understanding of the prevention of radicalisation.

Staff Responsibilities

All Staff must be able to identify children who may be vulnerable to radicalisation.
There is no single way of identifying an individual who is likely to be susceptible to a terrorist ideology, but staff should be alert to changes in children's behaviour, including even very young children, which could indicate they may be in need of help or protection.

These behaviours can be evident during circle time, Role play activities and quiet times. Quiet times is a good time for children to make disclosures.

- People from any walks of life can be drawn into radicalisation and not necessarily from a particular religion or ethnicity.
- Terrorism is not promoted by any religion.
- The Prevent duty does not require Darul Madinah to carry out unnecessary intrusion into family life but we are required to take action when observe behaviour of concern. There is certain terminology used by Muslim families such as, Inshallah, Alhamdulillah, mashallah, Allah hoo Akbar. These phrases are not an indication of any form of radicalisation. (This is worth mentioning as it is one of the concerns from the Muslim community).
- People dress codes like hijabs, nikabs, abayas and jilbabs are not indicative factors that they are at risk of being radicalised.

Cultivating British Values

The best way to help children resist extremist views or challenge views such as creationism is to teach them to think critically and become independent learners, which is fundamental to the Characteristics of Effective Learning and Teaching embedded in the EYFS.

We endeavour to support our children through the EYFS by providing playful learning opportunities to help them develop positive diverse and communal identities, as well as their well-being, their empathy and emotional literacy, while continuing to take action to eradicate inequalities, bullying, discrimination, exclusion, aggression and violence; all of which fosters and secures, children's pro-social behaviours and responsible citizenship and real sense of belonging.

Adults working with children on a day-to-day basis in Darul Madinah are particularly well placed to notice any physical, emotional or behavioural signs that may indicate possible abuse. We understand children may not always disclose what is happening to them and communicate it in different ways. We are aware of

and alert to any possible indictors and know what signs to look out for in relation to different types of abuse.

Safeguarding Contacts

- Designated Safeguarding Lead (DSL) — Sofia Nasir
- Deputy Designated Safeguarding Lead (DDSL) — Waqas Choudhery/Alliya Farooq
- Local Authority Designated Officer (LADO) — Dawn Lisles

Useful Contacts.

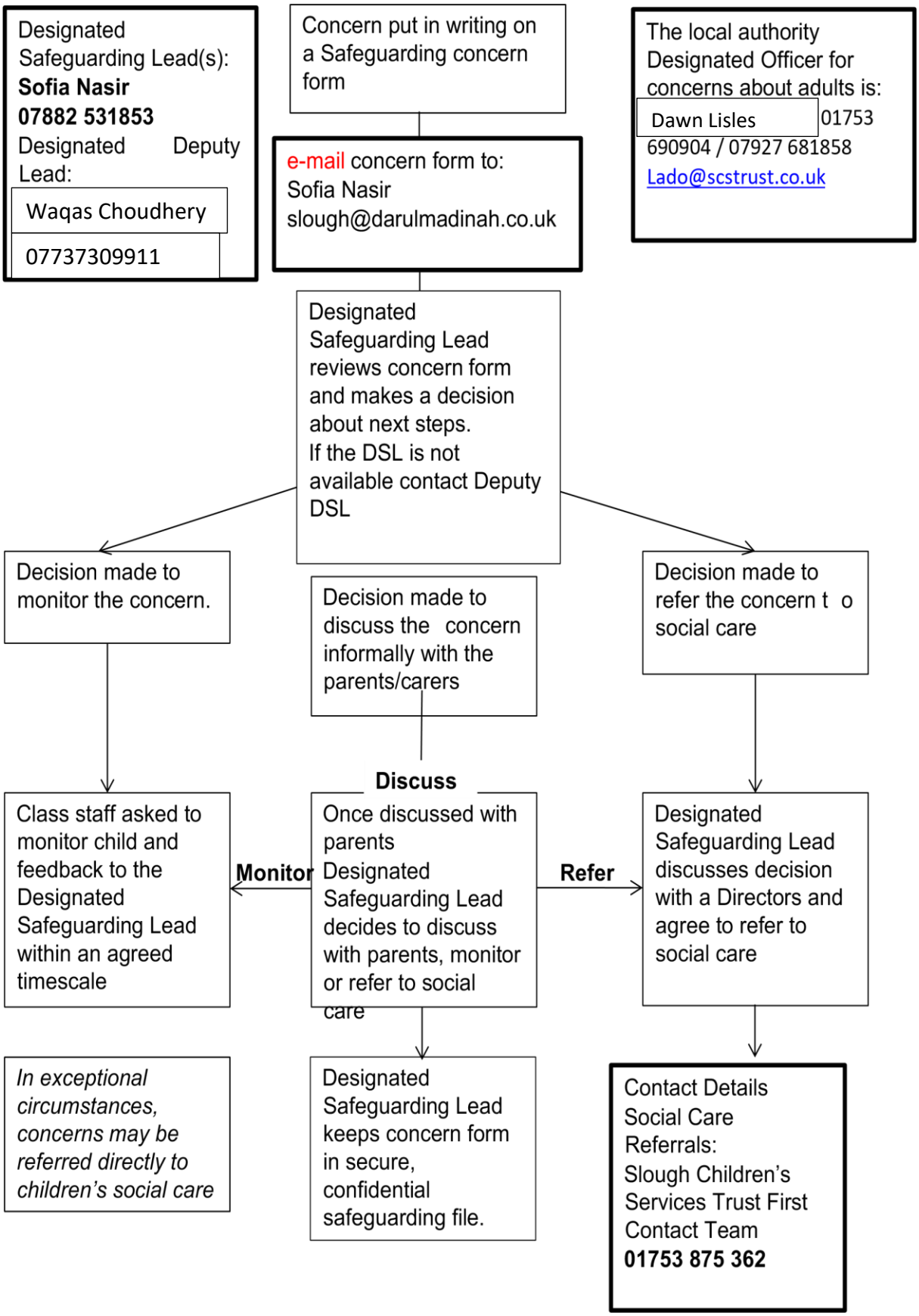
The nominated officer for child protection within the Local Education Authority (Slough Borough Council) is;

LADO – appointed Dawn Lisles 01753 690904 / 07927 681858 Lado@scstrust.co.uk

Slough children's First Front Hub	01753 875362
Emergency Duty Team (Covers all West Berkshire 5pm-9am)	01344 786543
Thames Valley Police (Emergency)	999
Thames Valley Police (Non-Emergency)	101
NSPCC Helpline	0808 800 5000
Parent line Plus	0808 800 2222
Ofsted Whistleblowing hotline (Monday-Friday 8am-6pm for Childcare Settings)	0300 1233155

Don't think "What if I'm wrong?" ……..think "What if I'm right?"

Concern Flow chart



Famly online system can also be used to log concerns using the incident report. This then needs to set as sensitive information which can only be seen by the management.

Safeguarding Concern Form

Name of person completing this report:	
Job Title:	
Date:	**Time:**

This report should be completed IMMEDIATELY following any incident which raises any concern about possible child abuse (e.g. on observation of an unexplained/suspicious injury or following something said by a child which causes concern). It should be completed by the member of staff most directly involved. Care must be taken to record the information accurately and confidentially. This form must be passed AS SOON AS POSSIBLE to the Designated Safeguarding Lead Sofia Nasir (slough@darulmadinah.co.uk)

DETAILS OF INCIDENT	
Name of child:	
Date of Birth:	**Group :**
Date of Observation/Incident:	**Time of Observation/Incident:**

Record here EXACTLY what you saw or heard, including actual site of any injury (e.g. upper right arm), size/colour of bruising etc. or an exact record (as far as possible) of anything said to you by the child. Record also any relevant comments made by yourself (avoid asking any more questions than are necessary to clarify any uncertainties.) Further space overleaf if required.

Contextual Informatio

Reported to the Designated Safeguarding Lead:	**at:(time) on: (date)**
Action Taken/No Further Action Taken: (please specify)	
Signed (person reporting incident)	
Signed (Designated Safeguarding Lead)	

Continued….

Signed: (This must be completed at time of observation)