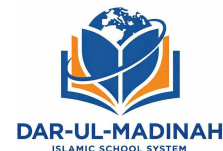


SAFEGUARDING INFORMATION

Darul Madinah - Slough | Staff Quick Reference | 2026-27



Safeguarding is everyone's responsibility.

OUR SAFEGUARDING TEAM

DESIGNATED SAFEGUARDING LEADS (DSLs)	DEPUTY DESIGNATED SAFEGUARDING LEADS (DDSLs)
Sofia Nasir - Headteacher / DSL Email: slough@darulmadinah.co.uk Tel: 07882 531853 Waqas Chaudhery - DSL Email: operations.slough@darulmadinah.co.uk Tel: 07737 309911	Sumera Ali - Deputy DSL Email: y2.slough@darulmadinah.co.uk Alliya Farooq - Deputy DSL Email: reception.sl@darulmadinah.co.uk Abida Hamid - Deputy DSL Email: senatehousenursery.slough@darulmadinah.co.uk

IF YOU HAVE A CONCERN ABOUT A CHILD

1. LISTEN AND RESPOND CALMLY

Do not investigate. Do not ask leading questions. Do not promise confidentiality.



2. REPORT PROMPTLY

Speak to a DSL/DDSL and follow the school's safeguarding / CPOMS procedure. If your usual safeguarding lead is unavailable, go to another safeguarding lead - do not delay.



3. RECORD ACCURATELY

Record facts, observations, dates/times and the child's own words where relevant. Do not add assumptions.



4. URGENT OR IMMEDIATE RISK

Speak directly to a DSL/DDSL. Do not rely only on an electronic record. If a child is in immediate danger, call 999.

SLOUGH SAFEGUARDING CONTACTS

Slough Children First - child protection/referrals: 01753 875362 | sloughchildren.referrals@sloughchildrenfirst.co.uk

Out of hours Emergency Duty Team: 01344 351999 | EDT@bracknell-forest.gov.uk

Slough LADO: 07927 681858 | LADO@sloughchildrenfirst.co.uk

NSPCC Helpline: 0808 800 5000 | Police: 101 non-emergency / 999 emergency

REMEMBER: If you see something, hear something, receive a disclosure, or have a concern about a child or an adult working with children - report it promptly.

ALLEGATIONS MANAGEMENT PROCEDURE

Darul Madinah - Slough | Concerns about adults working with children

Safeguarding is everyone's responsibility.

ALLEGATION OR CONCERN RECEIVED ABOUT A STAFF MEMBER, VOLUNTEER, CONTRACTOR OR OTHER ADULT WORKING WITH CHILDREN



REPORT IMMEDIATELY TO SOFIA NASIR, HEADTEACHER.
If the concern/allegation is about the Headteacher, report to Waqas Chaudhery, Director. If he is unavailable, contact the LADO directly.



IS A CHILD AT IMMEDIATE RISK OF HARM?

YES

Take immediate action to safeguard the child. Contact children's social care / Police as appropriate. Call 999 in an emergency.

NO / NOT IMMEDIATE

Preserve information and evidence. Do not investigate the allegation yourself. Follow the school's Managing Allegations procedure.



HEADTEACHER / DIRECTOR CONSIDERS WHETHER THE HARM THRESHOLD MAY BE MET AND CONTACTS / SEEKS ADVICE FROM THE SLOUGH LADO.



FOLLOW LADO / STATUTORY AGENCY ADVICE

This may include Police, Children's Social Care, internal employment processes, risk assessment and required regulatory notifications.



RECORD ALL DECISIONS, ACTIONS, RATIONALE AND OUTCOMES SECURELY. PROVIDE APPROPRIATE SUPPORT AND REVIEW PRACTICE / LEARNING.

SLOUGH LADO

07927 681858 | LADO@sloughchildrenfirst.co.uk

A low-level concern is not insignificant. If you are unsure whether the harm threshold is met, report it - leadership can seek LADO advice.

LOW-LEVEL CONCERNS PROCEDURE

Darul Madinah - Slough | Concerns that may not meet the harm threshold

Safeguarding is everyone's responsibility.

A LOW-LEVEL CONCERN IS ANY CONCERN - EVEN A SMALL CONCERN, SENSE OF UNEASE OR 'NAGGING DOUBT' - ABOUT AN ADULT'S CONDUCT THAT MAY BE INCONSISTENT WITH THE STAFF CODE OF CONDUCT BUT DOES NOT APPEAR TO MEET THE HARM THRESHOLD.



REPORT THE CONCERN PROMPTLY TO SOFIA NASIR, HEADTEACHER, OR WAQAS CHAUDHRY, DIRECTOR.
Staff are also encouraged to self-refer where appropriate.



IMMEDIATE SAFEGUARDING CHECK
Is a child at risk? Is medical attention needed? Is Police / emergency action required?



LEADERSHIP REVIEWS THE INFORMATION AND CONSIDERS THE HARM THRESHOLD.

IF THE HARM THRESHOLD MAY BE MET / THERE IS DOUBT
Seek LADO advice and follow the Managing Allegations procedure.

IF IT REMAINS A LOW-LEVEL CONCERN
Gather relevant facts, consider context, review previous concerns/patterns and decide appropriate action.



POSSIBLE OUTCOMES
No further action | Advice / guidance | Boundary reminder | Training / supervision | Safeguarding / LADO action if threshold changes



RECORD THE CONCERN, DECISION, ACTIONS, RATIONALE AND OUTCOME. STORE SECURELY AND MONITOR FOR PATTERNS OR REPEATED BEHAVIOUR.

KEY MESSAGE

Low-level does not mean unimportant. A culture of openness, trust and transparency protects children and staff.

PREVENT REFERRAL PROCESS

*Darul Madinah - Slough | Radicalisation and extremism
safeguarding concerns*

Safeguarding is everyone's responsibility.

