



IANL ACADEMY

CHILD PROTECTION & SAFEGUARDING POLICY

Organisation: Islamic Association of North London

Location: 683 – 685 High Road, North Finchley, London, N12 ODA

Safeguarding Leads: Shehla-Mariam Majeed / Mohammed Abanur

Headteacher: Shehla-Mariam Majeed

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Introduction

IANL is entirely committed to fulfilling its responsibility to protect and safeguard the young persons in our care. The health, safety, mental health, and overall well-being of all our young people are of paramount importance to the Trustees, Director, Headteacher, Staff, and Volunteers at IANL.

Every child has the right to protection, care, support, and respect, and they have the right to feel safe attending and learning at the IANL Academy.

Our whole school setting will endeavour to provide our local young people with opportunities to give children a voice, to equip them on the path to adulthood by creating a consistent approach to safeguarding, and encouraging pupils to use their voices.

To safeguard and promote the welfare of children, the Madrasah will act by the following legislation and guidance:

- The Children Act 2004
- Keeping children safe during community activities, after-school clubs and tuition: Guidance
- Working Together to Safeguard Children -

KEY LOCAL CONTACTS FOR SAFEGUARDING CHILDREN		
Role	Name	Contact Details
Designated Safeguarding Lead	Mariam Majeed	Mariam.majeed@ianl.org.uk 07535 949 644
Deputy DSL	TBA	
Designated Lead Trustee for Safeguarding	Mohammed Abanur	
Lead for concerns/allegations about staff	Mariam Majeed - Headteacher	Mariam.majeed@ianl.org.uk 07535 949 644

The contact details for the local Safeguarding Boards are:

Barnet : Monday–Thursday 9am to 5.15pm and 9am to 5pm on Fridays.

Multi Agency Safeguarding Hub (MASH): 020 8359 4066

Emergency Duty Team for Outside of these hours: 020 8359 2000

In Barnet you can get advice by contacting the MASH team on: 020 8359 4066

In Barnet the Prevent Coordinator is Liam Foote.

Schools and other key partners are able to seek initial advice around referral thresholds on an anonymised basis. This does not serve a substitute for usual safeguarding procedures and is not

ever appropriate in cases of high risk, but to have an informal discussion around thresholds or for related enquiries. Secure Email: BarnetCST@barnet.gcsx.gov.uk

Police	101 or for emergency: 999
FGM	Police on 101
National Anti-Terrorist Helpline	0800 789 321
Channel Helpline	020 7340 7264
Local Authority Designated Officer for Allegations against staff (LADO)	Initial referrals via MASH above Ongoing cases: 020 8359 4066
Children and Young People with Disabilities	020 8966 6481
Local multi-agency procedures, guidance and Training: Barnet Safeguarding Children Board	https://thebarnetscp.org.uk/bscp
NSPCC	0800 800 5000

Responsibilities:

Trustees:

It is the responsibility of the Trustees to ensure that the Academy complies with its Guidance and has regard to Government Guidance Keeping Children Safe During Community to ensure that the Academy's policies, procedures, and training are effective and compliant.

Designate a lead trustee for child protection and safeguarding who will oversee the Academy's policy and practice and champion safeguarding issues

Ensure that the Academy has a Designated Safeguarding Lead within the SLT

Nominate a member of the Trustees to be responsible in the event of an allegation of abuse made against the Headteacher

Ensure that policies and procedures are in place, and are compliant with relevant guidance.

Ensure that these policies are reviewed annually and staff should be encouraged to contribute to their development

Ensure that all staff and volunteers access appropriate levels of child protection and safeguarding induction and training.

Liaise closely with the Designated Safeguarding Lead and receive regular reports in to monitor procedures and practice and ensure compliance

Ensure that safe recruitment procedure are in place and are applied for all staff and volunteers to ensure suitability to work with children

Ensure that Allegations Management procedures are in place and embedded across the Academy

Ensure that other related procedures are in place and embedded such as Children Missing Education, FGM, anti-bullying, and preventing radicalisation (see other related Safeguarding Policies and Procedures).

Ensure any deficiencies in safeguarding arrangements are remedied without delay · Ensure that staff are equipped to respond to the needs of vulnerable children

Headteacher

Ensure that the policies and procedures adopted by the governing board, particularly concerning referrals of cases of suspected abuse and neglect, are followed by staff.

Provide staff with the appropriate policies and information upon induction.

Report allegations for child protection concerns in cases concerning staff to Barnet's designated officer (LADO).

Designated Safeguarding Lead

The DSL is always a senior member of staff and generally the person to whom anyone working in the school is required to report instances of actual or suspected child abuse or neglect. The following are areas of responsibility for the DSL: Managing Referrals ·

To be responsible for referring cases of suspected abuse or allegations to the local authority of children's social care.

Referrals will be confirmed in writing. ·

To report concerns under Prevent duties to the local prevent team or the Channel programme.

This must be sent by secure email address to: BarnetCST-gcsx@barnet.gcsx.gov.uk (Please insert in the subject box: PREVENT so this can be prioritised.) ·

To inform the Disclosure and Barring Services in cases where a person is dismissed or left due to risk/harm to a child.

To inform the police in cases where a crime may have been committed; this includes reporting cases where FGM (female genital mutilation) appears to have been carried out on girls under the age of 18. ·

To act as a source of support, advice, and expertise to staff within the educational establishment on matters of safety and safeguarding and when deciding whether and when to make a referral by liaising with relevant agencies.

Where there is doubt, advice will be sought from the Lead Officer for Education Services or the Child Support Services Duty Manager. Alternatively, anonymous advice can be obtained from the NSPCC helpline (0800 800 5000) Safeguarding & Child Protection Policy ·

To keep detailed, accurate, secure written records of concerns and referrals.

Staff/Volunteers

To be aware of the contents of the Safeguarding and Child Protection Policy and the identity of the DSL

To set a good example by conducting themselves appropriately and maintaining suitable standards of conversation and interaction with and between pupils

To help pupils understand how to keep themselves safe and manage risk through PSHE discussions and all aspects of school life ·

To foster a culture of trust between adults who work at the school and children who attend it · To undertake training to identify and be alert to possible causes or symptoms of abuse ·

To be aware of specific safeguarding issues, such as peer-on-peer abuse, child sexual exploitation (CSE), child criminal exploitation (CCE)

To reassure victims that they are being taken seriously and that they will be supported and kept safe

To identify children at risk of being drawn into terrorism and to challenge extremist ideas which can be used to legitimize terrorism and are shared by terrorist groups ·

To build pupils' resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremist views ·

To be alert of persistent absenteeism of any pupils and report concerns to the DSL should it be felt there may be safeguarding concerns

To be aware of and act upon the mandatory duty to report cases of FGM to the police ·

To be open, accepting, and ready to listen to a pupil and to follow the procedures outlined in this policy in the event of a disclosure

Safer Recruitment

An enhanced DBS check with barred list information will be undertaken for all staff members engaged in regulated activity. A person will be considered to be in 'regulated activity' if, as a result of their work, they:

- Are responsible daily for the care or supervision of children.
- Regularly work in the school at times when children are on the premises.
- Regularly come into contact with children under 18 years of age

The DfE's DBS Workforce Guides will be consulted when determining whether a position fits the child workforce criteria. The board of trustees will conduct the appropriate pre-employment checks for all prospective employees, including internal candidates and candidates who have lived or

worked outside the UK. The appropriate DBS and suitability checks will be carried out for all governors, volunteers, and contractors.

Managing Referrals

When concerned about a child

All staff and volunteers should be aware that the main categories of abuse include, Physical, Emotional, Sexual Abuse, and Neglect (see Appendix C). Training should equip staff to help identify the indicators of harm, but in general, in an abusive relationship a child may:

Appear frightened of a parent or others in the household e.g. siblings;

Appear frightened of someone outside of the home, including a peer. This includes within the school setting;

Act in a way that is inappropriate to her/his age and development (full account needs to be taken of different patterns of development and cultural backgrounds);

Display an insufficient sense of boundaries or lack stranger awareness; ·

Appear wary of adults and display a 'frozen watchfulness' or appear noticeably withdrawn.

Dealing with a disclosure

If a child discloses that he or she has been abused in some way, the member of staff or volunteer should:

- Listen to what is being said without displaying shock or disbelief, allowing the child to talk
- freely and at their own pace;
- Take what the child says seriously;
- Reassure the child, but do not make promises, particularly about maintaining confidentiality – it might be necessary to refer to other agencies;
- Reassure the child that they are not at fault and they were right to tell someone;
- Listen and only ask questions when it is necessary to obtain clarification;
- Do not criticise the alleged perpetrator;
- Make a written record as soon as possible, using the child's language when relaying what they said;
- Pass the information to the DSL without delay.

Confidentiality when dealing with parents

If a child confides in you and requests that the information is kept secret, it is important to tell the child in a sensitive manner and appropriate to their development that you cannot promise complete confidentiality, but explain what you will do next and that information will only be shared with those who need to know to help

Staff/volunteers who receive sensitive information about children and their families should therefore only share information with appropriate professionals.

Managing allegations against staff and volunteers

Any allegation against a member of staff or volunteer, described below, must be reported to the Headteacher without delay, unless the Headteacher is the subject of the allegation - when the Trustees must be informed.

Where a member of staff or volunteer may have:

- Behaved in a way that has or may have harmed a child;
- Possibly committed a criminal offence against/related to a child;
- Behaved towards a child or children in a way that indicates s/he would pose a risk of harm if they work regularly or closely with children.

The person to whom an allegation is first reported should take the matter seriously and keep an open mind. S/he should not investigate or ask leading questions if seeking clarification.

Confidentiality should not be promised and information is to be shared on a 'need to know' basis only. An immediate written record of the allegations should be made, including the time, date, and place where the alleged incident took place, with brief details of what was said to have happened. This record should be signed and immediately passed on to the Headteacher (or the Director if the allegation is made against the Headteacher).

REPORTING ALLEGATIONS HIERARCHY

The allegation against a member of staff → Report to Headteacher

The allegation against Headteacher → Report to the Director

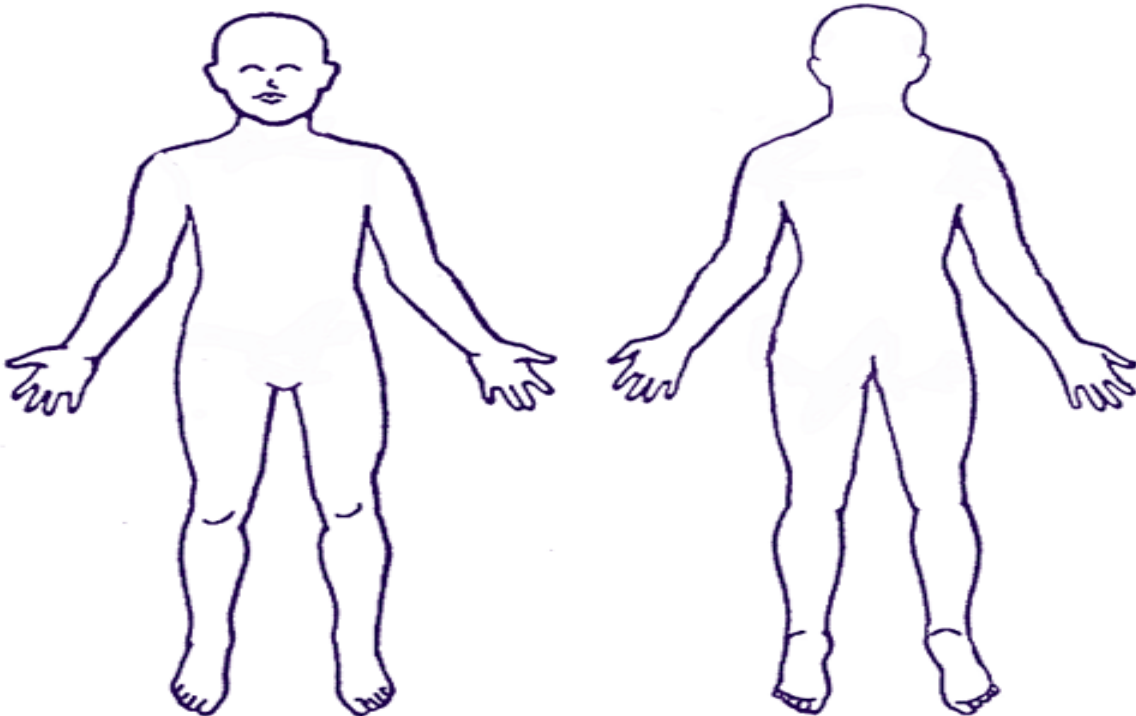
Record of Concern (Safeguarding)

The person recording the concern should complete the details below and submit to a DDSL / DSL.		
Child's Name:	Male/Female	Disability: Y / N
Date and Time of concern:	Ethnic origin:	
Your account of the concern: (what was said, observed, reported and by whom, context of concern/disclosure)		
Your response: (what did you do/say following the concern)		
Your name:	Your signature:	
Your position in school:	Date and time of this recording:	
The person recording the concern should not write below this line:		
Action and response of DSP/Principal:		
Feedback given to member of staff reporting concern:	Information shared with any other staff? If so, what information was shared and what was the rationale for this?	
Name (DSL / DDSL):..... Date:.....		

CHECKLIST FOR DSL

<input type="checkbox"/>	Child clearly identified?
<input type="checkbox"/>	Name, designation and signature of the person completing the record?
<input type="checkbox"/>	Date and time of any incidents or when a concern was observed?
<input type="checkbox"/>	Date and time of written record?
<input type="checkbox"/>	Distinguish between fact, opinion and hearsay
<input type="checkbox"/>	Concern described succinctly?
<input type="checkbox"/>	Child's own words used? (A Disclosure, including; Swear words, insults, or intimate vocabulary should be written down verbatim.)
<input type="checkbox"/>	Record free of jargon or opinion?
<input type="checkbox"/>	Written in a professional manner without stereotyping or discrimination?
<input type="checkbox"/>	The record includes an attached completed body map (if relevant) to show any visible injuries

BODY MAPS:



Child Protection Incident Form

APPENDIX B - CHILD PROTECTION INCIDENT FORM

(To be completed by the Madrassah teacher or other staff in the Madrassah)

Name of child:	
Child's contact details: (Address and telephone number)	
Name of parent(s) / carer:	
Names of other children in the household:	
Names of other adults in the household:	
What has happened, or what was seen, or details of the concern? (Use the child's own words) Continue on a separate sheet of paper if required	
When did incident occur?	
Witnesses at the time of disclosure?	
What was said by those involved?	
Record evidence of possible harm (e.g. bruises, bleeding, changed behaviour)	
Who else has been informed about this incident?	
Who was involved in the incident? (If possible, record in what way)	
Name of person completing this form (Please print)	
Signature:	
Date and Time:	
Signature: (Designated Staff for Child Protection in Madrassah)	
Date and Time:	

Child Protection Referral Form

APPENDIX C - CHILD PROTECTION REFERRAL FORM

(To be completed by the Designated Person for Child Protection in Madrassah)

Name of person at the Children & Families Unit, the Child Protection Unit or the Emergency Duty Service case referred to:	
Date of referral:	
Time of referral:	
How was the case referred to the agency? Telephone? Fax? Email? Other, please state	<input type="checkbox"/> Telephone <input type="checkbox"/> Fax <input type="checkbox"/> Email <input type="checkbox"/> Other, please state _____
What advice was given by the agency?	
Have the parents of the child(ren) been informed?	<input type="checkbox"/> Yes <input type="checkbox"/> No
If the allegation is made against a member of staff, have they been informed?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Has the Chair or Secretary of the Masjid been informed?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Further action if any?	<input type="checkbox"/> Yes <input type="checkbox"/> No (If YES give further details below)
Action Taken (give details)	
Name: (Designated Staff for Child Protection in Madrassah)	
Signature: (Designated Staff for Child Protection in Madrassah)	
Date and Time:	

Abuse & Neglect

For this policy, "abuse" is defined as a form of maltreatment of a child which involves inflicting harm or failing to act to prevent harm. Harm can include ill-treatment that is not physical as well as the impact of witnessing the ill-treatment of others – this can be particularly relevant, for example, concerning the impact on children of all forms of domestic abuse. Children may be abused in a family, institutional or community setting by those known to them or by others, e.g. via the internet. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by one or multiple adults or other children.

For this policy, "physical abuse" is defined as a form of abuse that may involve actions such as hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical abuse can also be caused when a parent fabricates the symptoms of or deliberately induces, illness in a child.

For this policy, "emotional abuse" is defined as the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. This may involve conveying to a child that they are worthless, unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child the opportunities to express their views, deliberately silencing them, or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children, such as interactions that are beyond their developmental capability, overprotection and limitation of exploration and learning, or preventing the child from participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying, including cyberbullying, causing the child to frequently feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, but it may also occur alone.

For this policy, "sexual abuse" is defined as abuse that involves forcing or enticing a child to take part in sexual activities, not necessarily involving violence, regardless of whether the child is aware of what is happening. This may involve physical contact, including assault by penetration, or non-penetrative acts, such as masturbation, kissing, rubbing, and touching outside of clothing. It may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can be perpetrated by people of any gender and age.

For this policy, "neglect" is defined as the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in serious impairment of a child's health or development. This may involve a parent or carer failing to provide a child with adequate food, clothing, or shelter (including exclusion from home or abandonment); failing to protect a child from physical or emotional harm or danger; failing to ensure adequate supervision (including through the use of inappropriate caregivers), or failing to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

All staff will be aware of the indicators of abuse and neglect and understand that children can be at risk of harm inside and outside of the school, inside and outside of the home, and online. All staff will be aware that abuse, neglect, and other safeguarding issues are rarely stand-alone events that can be given a specific label, and multiple issues often overlap with one another; therefore, staff will be vigilant and always raise concerns with the DSL.

Specific Safeguarding Issues

FGM

For this policy, "FGM" is defined as all procedures involving the partial or total removal of the external female genitalia or other injuries to the female genital organs. FGM is illegal in the UK and a form of child abuse with long-lasting harmful consequences. All staff will be alert to the possibility of a pupil being at risk of FGM, or already having suffered FGM. If staff are worried about someone who is at risk of FGM or who has been a victim of FGM, they are required to share this information with MASH and/or the police. The school's procedures relating to managing cases of FGM and protecting pupils will reflect multi-agency working arrangements.

FGM is included in the definition of "'honour-based' abuse (HBA)", which involves crimes that have been committed to defending the honour of the family and/or community. All forms of HBA are forms of abuse and will be treated and escalated as such. Staff will be alert to the signs of HBA, including concerns that a child is at risk of HBA, or has already suffered from HBA, and will consult with the DSL who will activate local safeguarding procedures if concerns arise.

Child-on-child abuse

For this policy, "Child-on-child abuse is defined as abuse between children. The Madrasah has a zero-tolerance approach to abuse, including child-on-child abuse. All staff will be aware of the indicators of child-on-child abuse, how to identify it, and how to respond to reports. All staff will also recognise that even if no cases have been reported, this is not an indicator that child-on-child abuse is not occurring. All staff will talk to speak to the DSL if they have concerns about child-on-child abuse.

Child Sexual Exploitation (CSE)

CSE involves exploitative situations, contexts, and relationships where young people may receive something (e.g. food, accommodation, drugs, alcohol, gifts, or simply affection) as a result of engaging in sexual activities. The perpetrator will not only groom the victim (possibly over a long period) but will always hold some kind of power which increases as the exploitative relationship develops. Sexual exploitation involves a degree of coercion, intimidation, or enticement, including unwanted pressures from peers to have sex, sexual bullying including online bullying (cyberbullying), and grooming. It is important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.

Radicalisation

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism, there is no single way of identifying an individual who is likely to be susceptible to an extremist ideology.

- Staff should have a general understanding of how to identify a child who may be at risk of radicalisation
- Staff should be alert to changes in children's behaviour which could indicate that they may need help or protection.

- Staff should use professional judgement in identifying children who might be at risk of radicalisation and act proportionately
- Staff will undertake training appropriate to their role
- Staff must speak to the DSL if they have concerns
- The DSL must follow LSCB (local safeguarding children board) procedures concerning obtaining advice and/or making a referral to Channel