

مدرسة مسجد عائشة
MASJID AYESHA MADRASAH

Safeguarding & Child Protection Policy

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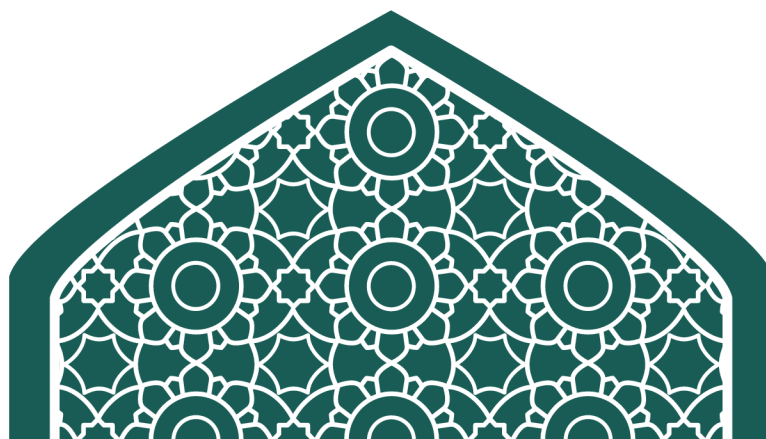
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1. Introduction

This Child Protection and Safeguarding Policy is for all Madrasah staff, parents, volunteers and the wider Madrasah community. It forms part of the safeguarding arrangements for our Madrasah and should be read along with the Madrasah's Safer Recruitment Policy, Staff Code of Conduct, Safer Handling Policy, Anti-Bullying Policy, Behaviour Policy, Health and Safety Policy and Educational Visit Policy.

Our Madrasah is committed to safeguarding children and to create a culture of vigilance in Madrasah. This policy should also be read in conjunction with Keeping Children Safe in Education (DfE, 2019).

Safeguarding and promoting the welfare of children is defined in Keeping Children Safe in Education 2019 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



2. Statutory framework

The development of appropriate procedures and the monitoring of good practice in Bradford are the responsibilities of the The Bradford Safeguarding Children Board (BSCB).

Our Madrasah also works in accordance with the following legislation and guidance:

- Keeping Children Safe in Education (DfE September 2019/2020)
- Working Together to Safeguard Children (HMG, 2018) Education Act 2002
- Counter-Terrorism and Security Act (HMG, 2015)
- The Prevent duty Departmental advice for Schools and childcare providers (DfE 2015) Prevent Duty Guidance for Further Education Establishments in England and Wales (HMG 2015)
- Serious Crime Act 2015 (Home Office, 2015)
- Sexual Offences Act (2003)
- Education (Pupil Registration) Regulations 2006
- General Data Protection Regulations 2018 (GDPR)
- What to do if you're worried a child is being abused (HMG, 2015)
- Searching, screening and confiscation (DfE, 2018)
- Children Act 1989
- Children Act 2004
- Children and Social Work Act 2017 Modern Slavery Act 2015
- The Homelessness Reduction Act 2017
- Information Sharing Advice for practitioners providing safeguarding services to children, young people, parents and carers. (DfE July 2018)



3. Madrasah roles and responsibilities

All adults working with or on behalf of children have a responsibility to protect them and to provide a safe environment that enables them to learn and achieve their full potential. However, there are identified key adults in Madrasahs and in the Local Authority who have specific responsibilities under child protection procedures. The names of those in our Madrasah with these specific responsibilities are shown on the front cover sheet of this policy.

3.1 The Madrasah Management Committee

The Madrasah Committee has a responsibility to ensure that the policies, procedures and professional development and training in our Madrasah are effective and comply with the statutory requirements at all times.

It ensures that all required policies relating to child protection and safeguarding are in place and that the child protection policy reflects statutory and local guidance and is reviewed at least annually.

The Madrasah Committee also ensures there is a named Designated Safeguarding Lead and Deputy Safeguarding Lead in place and that they have their safeguarding role explicitly in the job description and are trained for the role as set out in Keeping Children Safe in Education 2019.

The Madrasah Committee ensures the Madrasah contributes fully to inter-agency working, in line with statutory and local guidance. It ensures that information is stored and shared appropriately and in accordance with the statutory requirements.

The Madrasah Committee monitors to ensure that all staff members and volunteers undergo safeguarding and child protection training at induction and that it is then regularly updated. All staff members receive regular safeguarding and child protection updates, at least annually, to provide them with the relevant skills and up to date knowledge to keep our children safe. The Madrasah Committee will also ensure that staff has the knowledge, skills and understanding of the additional vulnerabilities of looked after and previously looked after children to keep them safe.



The Madrasah Committee ensures that children are taught to keep themselves safe, including online, ensuring that appropriate filters and monitoring systems for online usage are in place in Madrasah. Our children will be taught how to keep themselves safe through teaching and learning.

The Madrasah Committee and Madrasah leadership team are responsible for robust safer recruitment procedures that help to deter, reject or identify people who may abuse children. It adheres to statutory responsibilities to check adults working with children and has recruitment and selection procedures in place. It also ensures that volunteers are appropriately supervised in Madrasah. We will undertake a risk assessment and use our professional judgement when deciding whether to obtain an enhanced DBS certificate for any volunteer undertaking unregulated activity.



3.2 The Designated Safeguarding Lead (and Deputy)

The Designated Safeguarding Lead (DSL) in Madrasah takes the lead responsibility for managing child protection referrals, safeguarding training and raising awareness of all child protection policies and procedures in Madrasah and that everyone in Madrasah, including temporary staff, volunteers and contractors are aware of these procedures and that they are followed at all times. They are a source of advice and support to other staff on child protection matters and make sure that timely referrals to The Bradford Safeguarding Children Board (BSCB).

The Designated Safeguarding Lead (DSL) works with the local authority and other agencies as required. If for any reason the Designated Safeguarding Lead is unavailable, the Deputy Designated Safeguarding Lead will act in their absence.

In addition, in most cases homelessness would be considered in the context of children living with their families, however the Designated Safeguarding Lead (DSL) will be alert that some children may be homeless independently and this will require a different level of intervention and support.

3.3 The Head Teacher

The Head Teacher works in accordance with the requirements upon all Madrasah staff. In addition, the Head teacher ensures that all safeguarding policies and procedures adopted by the Madrasah Committee are followed by all staff.

3.4 All Madrasah staff

Everyone at our Madrasah has a responsibility to provide a learning environment in which our children can feel safe to learn. All staff members are prepared to identify children who may benefit from early help and understand their role and responsibilities within this process. This includes identifying any emerging problems so appropriate support may be provided and in liaison with the Designated Safeguarding Lead (DSL) report any concerns. All staff members are aware of and follow Madrasah processes as set out in this policy and are aware of how to make a referral to the The Bradford Safeguarding Children Board (BSCB)



4. Types of abuse & safeguarding issues

The four main types of abuse referred to in Keeping Children Safe in Education are:

- Physical
- Emotional
- Sexual
- Neglect

Our Madrasah is aware of the signs of abuse and neglect so we are able to identify children who may be in need of help or protection. Within those four main types of abuse there are specific types of abuse that our Madrasah is alert to.

4.1 Peer on Peer abuse

Our Madrasah may be the only stable, secure and safe place in the lives of children at risk of, or who have suffered harm. However, on occasions their behaviour may be challenging and defiant, or they may instead be withdrawn, or display abusive behaviours towards other children.

Child on child abuse can manifest itself in many ways. This may include bullying (including cyber bullying), on-line abuse, gender-based abuse, 'sexting' or sexually harmful behaviour. We do not tolerate any harmful behaviour in Madrasah and will take swift action to intervene where this occurs. We use the curriculum and assemblies to help children understand, in an age-appropriate way, what abuse is and we encourage them to tell a trusted adult if someone is behaving in a way that makes them feel uncomfortable. Our Madrasah understands the different gender issues that can be prevalent when dealing with peer on peer abuse.



4.2 Sexual Violence and Harassment

Sexual violence and harassment can occur between children of any age individually or in groups. Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing, and in all likelihood will adversely affect their educational attainment.

Our Madrasah takes all victims seriously and they will be offered the appropriate support.

Our Madrasah will ensure that sexual violence and sexual harassment is not acceptable in any circumstances. We do not accept that it is 'just part of growing up' or a joke. Our Madrasah will manage such incidences in the same way by considering the need to undertake an immediate risk and needs assessment and as with any other child protection concern, we will follow the same procedures.

This may now 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.

4.3 Children with special educational needs and disabilities

Our Madrasah understands that children with special educational needs (SEN) and disabilities can face additional safeguarding challenges. Our Madrasah 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;
- Children with SEN and disabilities can be disproportionately impacted by things like bullying, without outwardly showing signs
- Communication barriers that make telling an adult difficult and
- The requirement of personal or intimate care



4.4 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. Our Madrasah 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.

4.5 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. Our Madrasah will consider a referral using the Bradford Council pathways or a direct referral using the National Referral mechanism for human trafficking.



4.6 Serious Violence

There are a number of indicators, which may signal that a child is at risk from or involved with serious violent crime. These may include increased absence from Madrasah, 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.

4.7 Honour Based Violence

So-called honour-based violence (HBV) encompasses incidents or crimes which have been committed to protect or defend the honour of the family and/or the community including Female Genital Mutilation (FGM), forced marriage and such practices such as breast ironing.

4.8 Forced marriage

A forced marriage is one that is entered 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.



4.9 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 Madrasahs 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.

It requires Madrasahs to:

- 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.

4.10 Self-Harm and Suicide Risk

Masjid Ayesha Madrasah recognises that mental health is a shared responsibility and is committed to promoting the emotional wellbeing and resilience of all pupils and staff. We understand that some children may experience mental health difficulties, including risks of self-harm or suicide, even if they appear to be progressing well academically. Strong partnership with parents and carers is essential to ensure early identification and appropriate support.

Any concerns relating to self-harm are treated seriously. If a child discloses or is suspected of self-harming, the Designated Safeguarding Lead (DSL) will carefully assess the situation and explore underlying issues. Where necessary, the child will be supported and referred to appropriate local services through the relevant safeguarding pathways.



5. Madrasah Procedures

All staff members, volunteers, and visitors have a duty to identify and respond to suspected abuse or disclosures of harm. Any concerns must be reported immediately to the Designated Safeguarding Lead (DSL) or, in their absence, the Deputy Designated Safeguarding Lead (DDSL).

All action is taken in accordance with:

- Bradford Safeguarding Children Partnership (BSCP) Procedures
- Keeping Children Safe in Education (DfE – 2019)
- Working Together to Safeguard Children (DfE – 2018)

Any safeguarding concern must be referred to the DSL or DDSL without delay. Where there is an immediate risk of harm, a referral will be made to Bradford Children's Social Care or the Police (999 in emergencies). Less urgent concerns may be referred for Early Help support where appropriate.

Where possible, parents or carers will be informed of safeguarding concerns or referrals. However, information will not be shared if doing so could increase risk to the child or interfere with a police investigation. Advice may be sought from Children's Social Care or the Police when necessary.

If a staff member feels that a concern has not been adequately addressed, they must raise it again with the DSL, who will escalate in line with Bradford safeguarding procedures.

If the DSL or DDSL is unavailable, this must not delay action. Safeguarding contact details are clearly displayed within the Madrasah, and any individual may make a direct referral to Children's Social Care if a child is at risk.

All new staff, volunteers, and regular visitors are informed of the safeguarding arrangements, the identity of the DSL and DDSL, and the procedures for reporting concerns.



6. Continuous Professional Development

All staff members, volunteers, and visitors have a duty to identify and respond to suspected abuse or disclosures of harm. Any concerns must be reported immediately to the Designated Safeguarding Lead (DSL) or, in their absence, the Deputy Designated Safeguarding Lead (DDSL).

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- Bradford Safeguarding Children Partnership (BSCP) Procedures
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7. Professional confidentiality

Confidentiality is an issue that needs to be discussed and fully understood by all those working with children, particularly in the context of child protection. A member of staff must never guarantee confidentiality to anyone about a safeguarding concern (including parents / carers or pupils) or promise to keep a secret. In accordance with statutory requirements, where there is a child protection concern, this must be reported to the Designated Safeguarding Lead (DSL) or deputy and may require further referral and subsequent investigation by appropriate authorities.

Information on individual child protection cases may be shared by the Designated Safeguarding Lead (DSL) or deputy with other relevant staff members. This will be on a 'need to know' basis only and where it is in the child's best interests to do so.

8. Record & Information Management

Sharing information quickly and effectively is essential to protect children from harm. While staff must follow the Data Protection Act 2018 and GDPR, these laws do not prevent information sharing for safeguarding purposes. The Madrasah understands the legal conditions that allow safeguarding information to be stored and shared, including without consent if obtaining consent is not possible or would put a child at risk.

Accurate record-keeping is a key part of safeguarding. Any member of staff who receives a disclosure or notices signs of abuse must record the concern as soon as possible, including what was said or observed, along with the date, time, and location (using a body map if necessary).

Once logged, concerns are flagged to the Safeguarding Team using the Safeguarding Concern Form. All records must be dated, signed, and include details of actions taken. The Designated Safeguarding Lead (DSL) or deputy will review the concern, decide on the appropriate action, and record this decision.

Child protection records are kept separately from general pupil files, stored securely and confidentially, and retained for 25 years from the pupil's date of birth, or until they transfer to another educational setting.



9. Allegations About Staff

The aim of our Madrasah is to provide a safe, secure and supportive environment that safeguards the welfare and promotes the best learning outcomes for all children. All staff members and volunteers are made fully aware of the boundaries of appropriate professional behaviour and conduct. These expectations form part of staff induction and are clearly outlined in the Staff Handbook and Code of Conduct.

We recognise, however, that allegations of abuse may sometimes arise. Such situations are distressing and challenging for all involved. We acknowledge that some allegations may be genuine and that, in rare cases, adults may deliberately seek to harm or abuse children. Our Madrasah is fully committed to taking all necessary steps to safeguard children and ensure that all adults working within the Madrasah are suitable and safe to do so.

We will always ensure that procedures outlined within the Bradford Safeguarding Children Partnership (BSCP) guidance are strictly followed. Where required, advice will be sought from the Local Authority Designated Officer (LADO) – Bradford Council within one working day of the allegation being made. The contact details for the LADO in Bradford are 01274 435600 or LADO@bradford.gov.uk.

If an allegation is made or information is received that any member of staff, volunteer, or adult working with children has:

- Behaved in a way that has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child;
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children;
- Behaved in a way in their personal life that raises safeguarding concerns (these concerns do not need to relate directly to a child);

The member of staff receiving the information must inform the Headteacher or Designated Safeguarding Lead (DSL) immediately. This applies to all staff, including agency or supply staff.



10. Whistleblowing

Whistleblowing is defined as ‘making a disclosure in the public interest’ and occurs when a worker (or member of the wider Madrasah community) raises a concern about danger or illegality that affects others, for example pupils in the Madrasah 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 Madrasah’s Code of Conduct and Whistleblowing policy.

We want everyone to feel able to report any child protection or safeguarding concerns. More information is available called Advice for Whistleblowing procedure for maintained schools (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 Madrasah community with concerns can contact the NSPCC general helpline on: 0808 800 5000 (24 hour helpline) or email: help@nspcc.org.uk



Safeguarding Concern Record Form

Child's Details

Full Name: _____ Date of Birth:
Class: _____ Gender: Male Female Other
Address: _____

Person Reporting the Concern

Name: _____ Date of Report:
Role/Position: _____ Time of Report: :
Phone Number: _____

Nature of Concern

- Physical Abuse Neglect Online Safety Concern
 Emotional Abuse Self-harm Radicalisation / Extremism
 Sexual Abuse Bullying Behavioural Concern
 Other (please specify): _____

Details of Concern

Date of Incident/Disclosure:
Time of Incident/Disclosure: : Location: _____

Details account of Incident/Disclosure:



Immediate Action Taken

- Reassured child Reported immediately to DSL First Aid provided
 Emergency services contacted No immediate action required
 Other (Please Specify) _____

Details account of Incident/Disclosure:

Has the Parent/Guardian Been Informed?

- Yes No Not yet (awaiting DSL guidance)

Details:

DSL Use Only

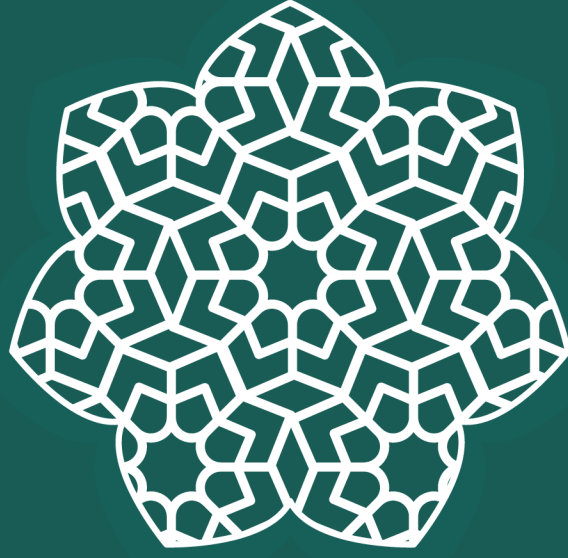
Date form received: Time form received:

- Action taken: Internal monitoring Early Help referral Police referral
 Referral to Bradford Children's Social Care Consultation with Bradford LADO
 Other (Please Specify) _____

Details account of Incident/Disclosure:

DSL Name: _____ Signature:

Date:



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