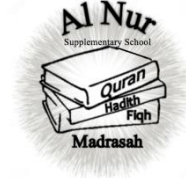


# *Bolton Muslim Welfare Trust Al Nur Supplementary School*



This policy is in line with the Mission Statement of the school:

***Bolton Muslim Welfare Trust Al Nur Supplementary School promotes and encourages the nurturing of Islamic Culture, which permeates all aspects of a Muslim's life through the sound development of conduct, appearance, and morals, which establish the highest ethical nature of Islam. We aim to establish a wholesome environment for female Muslim students, which is conducive to building character and strengthening British and Islamic values. The Supplementary School aims to prepare students to be confident, active and ethical people, serving their communities with a sound understanding of their faith and cultural heritage and fulfilling their roles as successful and responsible citizens in wider society.***

## **Child Protection Policy**

Ratified: 8<sup>th</sup> September 2022

To be reviewed: September 2023

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# Child Protection Policy

## Introduction

The Education Act 2002 section 175 (2) imposes a duty on schools and states that:

*“The governing body of a maintained school shall make arrangements for ensuring that their functions relating to the conduct of the school are exercised with a view to safeguarding and promoting the welfare of children who are pupils at the school.”*

BMWT Al-Nur SS will comply with the Education Act 2002 section 175 (2)

There are two aspects to safeguarding and promoting the welfare of learner. They are:

- Arrangements to take all reasonable measures to ensure that risks of harm to learners' welfare are minimised and removed
- Arrangements to take all appropriate actions to address concerns about the welfare of the learner, working to agreed local policies and procedures in full partnership with other local agencies.

The arrangements that schools have in place need to provide for both these aspects of safeguarding.

Working Together to Safeguard Children (1999) places a general duty on schools to co-operate with other agencies in the protection of learner. It also requires that schools have in place policies and procedures, which should be shared with parents, to address concerns about the safety and protection of learner. These requirements echo the guidance for schools contained in the latest guidance form the DCSF “Safeguarding Children in Education” (2004).

**BOLTON MUSLIM WELFARE TRUST AI-Nur Supplementary School** is concerned that all learners remain safe and free from harm and is committed to playing a full and active part in the multi-agency response to child protection concerns. This document sets out **BOLTON MUSLIM WELFARE TRUST AI-Nur Supplementary School's** position in relation to all aspects of the child protection process.

During supplementary school time the designated teacher responsible for child protection is Mrs Shenaz Patel (Head Apa). In the event of any concern by any member of staff, or if any member of staff is approached by a learner regarding any matter concerning abuse, they must tell the learner that they are bound to pass on the information to Mrs Shenaz Patel.

The learner must **not** be asked leading questions. The person receiving the information should pass it on to as a matter of urgency to Mrs Shenaz Patel to ensure the matter can be dealt with as soon as possible. If Mrs Shenaz Patel is not available the staff member should contact the Mrs Nazreeh Mohmed (Deputy Head Apa).

No learner must be promised that anything they state will be kept confidential if the matter is related to child protection/ abuse. It is helpful if you can tell the learner you will jot down anything they actually say to ensure an exact record as possible is kept for future reference.

## Informing Principles

All learners have an absolute right to a childhood free from abuse, neglect or exploitation.

All learners in whatever setting have an equal right to protection from abuse, neglect or exploitation.

All members of staff involved with learners (teaching and non-teaching) have a responsibility to be mindful of issues related to learners' safety and welfare and a duty to report and refer any concerns.

Parents have a right to be informed about any concerns about a child's welfare or any action taken to safeguard and promote a learner's welfare, providing this does not compromise the learner's safety.

Learners are best protected when professionals work effectively together and share responsibility for protective action.

There is not necessarily a conflict between the school's need to discharge its safeguarding responsibilities and its wish to work in partnership with parents.

Where there are possible concerns about a learner's safety, unconditional confidentiality cannot be guaranteed and should not be offered. When a learner is on the Child Protection Register information about the learner and his/her circumstances should only be shared on a "need to know" basis.

**BOLTON MUSLIM WELFARE TRUST AI Nur** will be proactive and take positive steps to inform learners of their rights to safety and protection and the options available to express their fears or concerns.

**BOLTON MUSLIM WELFARE TRUST AI Nur** has in place systems that deter possible abusers and will manage effectively any allegations or concerns about abuse when they arise.

When learners make allegations about abuse or neglect they should always be listened to, have their comments taken seriously and, where appropriate, thoroughly investigated.

## Partnership

**BOLTON MUSLIM WELFARE TRUST AI Nur** believes that the best outcomes for learners generally are achieved when professionals can work effectively in partnership with parents/carers. This belief holds equally in relation to child protection and other concerns about learners' safety or welfare. **BOLTON MUSLIM WELFARE TRUST** believes in open and honest communication and will always share with parents/carers any information or concerns that they

have about their learners at the earliest opportunity. The only exception to this would be where it was felt that such communication might compromise the learner's safety.

If a learner is felt to be in need of protection and becomes the subject of a child protection plan, parents/carers should regard **BOLTON MUSLIM WELFARE TRUST AI Nur** as a source of help and support.

## Prevention

**BOLTON MUSLIM WELFARE TRUST AI Nur** takes seriously its duty of pastoral care and will be proactive in seeking to prevent learners becoming the victims of abuse or neglect. It will do this in a number of ways:

- Through the creation of an open culture which respects all individuals' rights and discourages bullying and discrimination of all kinds.
- By identifying a member of staff, Mrs Shenaz Patel, who has overall responsibility for child protection matters. They have received training in this field and act as a source of advice and support to other School staff.
- By informing learners of their rights to be free from harm and encouraging them to talk to school staff if they have any concerns.
- Through the study of "Morals and Manner", and an on-going programme of support, at an age appropriate level; which promotes self-esteem and social inclusion and addresses the issue of child protection in the wider context of learner safety in general.

## Responding to Concerns

In all of the following circumstances Madrassah will keep a confidential record of its concerns and actions.

If **BOLTON MUSLIM WELFARE TRUST AI Nur** receives information about a learner which suggests that he/she has been actually abused or neglected or that this is likely, it has a duty to refer these concerns to the Social Services Department or Police. The school has no discretion in this matter. In these circumstances the Multi- Agency Child Protection procedures apply.

However, things may not be clear-cut. In which case staff should use the Child Concern Model and consult with colleagues from an appropriate agency usually, but not always, Social Services. Consultation is a means whereby those working with learners can have ready access to consistent information and advice from suitably qualified and experienced staff, in order to explore a situation and to decide together on an appropriate course of action. It should not be seen as a way of transferring ownership of a "problem", unless this is the agreed outcome of the discussion, when a referral will be made.

In these circumstances the Social Services Department may decide to begin a child protection investigation in which case its procedures will apply. In either case parents will be informed of what has happened at the earliest opportunity consistent with the learner's best interests.

It is important to remember that a referral or consultation with the Social Services Department is an expression of concern about a learner's welfare. It is not an accusation or a presumption of responsibility about a parent/carer.

In the course of an investigation the Social Services Department or Police might wish to speak to a learner, without parental knowledge or consent. The Trust, acting 'in loco parentis' has discretion to agree this, to allow the authorities to explore concerns and determine whether there are grounds for further action. In these cases the Trust will ensure that the learner's welfare is secured and she has access to a trusted adult.

The Trust will not allow a learner to be removed from School premises without either:

- Parental consent;
- An order of the Court or a Police Protection Powers or
- The learner's own consent (providing the learner is of an age and understanding to give informed consent).

To avoid any misunderstandings parents of learners who sustain accidental injuries, which result in cuts/bruises/fractures, should inform School on the next working day.

If **BOLTON MUSLIM WELFARE TRUST AI Nur** has general concerns about a learner's welfare the Head Apa will contact the parents/carers at an early stage in an attempt to work together to remedy the situation. If concerns persist over a period of time, the head Apa may consult with the Social Services Department to discuss a way forward.

## **Allegations against staff**

Regrettably, sometimes allegations of abuse may involve a member of the school staff. In these circumstances the allegation **MUST** be reported to the Head Apa and the Trust immediately.

On receipt of such an allegation the Head Apa or the Trust will contact the Local Education Authority's senior designated person, currently the Safeguarding Officer and report the matter to them and seek advice on the way forward. If the Safeguarding Officer is unavailable a Child Protection Team Manager should be consulted or a senior member of the Social Services Child Protection Unit, the local Social Services Advice & Assessment Team Manager or a police officer at the Family Support Unit. (See below for relevant 'phone numbers.)

If the allegation concerns the Principal / CEO, the member of staff receiving the allegation **MUST** speak immediately to the Safeguarding Officer, a Child Protection Team Manager or, if unavailable, a senior member of the Social Services Child Protection Unit or a police officer at the Family Support Unit. Additionally, the Chair of Governors must be notified.

## **Child/Child Abuse**

In the event of physical or emotional abuse of one learner by another it will be taken seriously and dealt with through the school's anti-bullying policy.

If it emerges that a sibling who may not be a learner is bullying a learner then school, in the first instance, will inform the learner's parents of its concerns. If the problem persists and the learner continues to be the victim of abuse then school will refer its concerns to the Social Services Department.

In all matters of suspected sexual abuse, either victimization or perpetration, school will refer its concerns to the Social Services Department.

## **Staff Recruitment**

As part of its statutory duty to safeguard and promote the welfare of learners, school will ensure that all persons, including volunteers, who come into direct contact with learners, will have undergone an enhanced Disclosure Barring Service (DBS) check and references will be taken up.

## **Useful Telephone Contact Numbers**

- |   |               |
|---|---------------|
| ▪ Education Social Work Service         | 01204 338173  |
| ▪ Social Services Child Protection Unit | 01204 337468  |
| North East District                     | 01204 337667  |
| South East District                     | 01204 337738  |
| West District                           | 01204 337682  |
| Out of Hours Team                       | 01204 337777  |
| ▪ Police Family Support Unit            | 0161 856 7949 |

## Summary

The summary is on a separate page so that it can be copied easily to **all** school staff both permanent and temporary and also any volunteers.

### **Summary of BOLTON MUSLIM WELFARE TRUST (Al-Nur Supplementary School) School's Child Protection Policy**

Any member of school staff hearing an allegation from a learner that abuse has, or may have, occurred should:

#### RECEIVE

- What is said;
- Accept what you are told – you do not need to decide whether or not it is true;
- Listen without displaying shock or disbelief.

#### REASSURE

- The learner;
- Acknowledge their courage in telling;
- Do not promise confidentiality;
- Remind them they are not to blame – avoid criticising the alleged perpetrator;
- Do not promise that “everything will be alright now” (it might not be).

#### REACT

- Respond to the learner but do not interrogate;
- Avoid leading questions
- Clarify anything you do not understand;
- Explain what you will do next i.e. inform Mrs Shenaz Patel, the Designated Teacher for Child Protection.

#### RECORD

- Make notes as soon as possible – during the interview if you can;
- Include:
  - Time;
  - Date;
  - Place;
  - The learner's own words – do not assume – ask e.g. “Please tell me what xxxxx means”.
- Describe observable behaviour;
- Do not destroy your original notes – they may be needed later on.



## SUPPORT

- Consider what support is needed for the learner – you may need to give them a lot of your time;
- Ensure you are supported – such interviews can be extremely stressful and time consuming;
- Talk to your Head Apa/ designated teacher.

## **Categories of Abuse:** (From “Working Together to Safeguard Children” HMSO 1999)

### **Sexual Abuse:**

Involves forcing or enticing a learner to take part in sexual activities, whether or not the learner is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape or buggery) or non- penetrative acts. They may include non contact activities such as involving learners in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging learners to behave in sexually inappropriate ways.

### **Physical Abuse:**

May involve:

Hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a learner. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a learner whom they are looking after.

### **Emotional Abuse:**

The persistent emotional ill-treatment of a learner such as to cause severe and persistent adverse effects on the learner’s emotional development.

It may involve conveying to learners that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on learners. It may involve causing learners frequently to feel frightened or in danger, or the exploitation or corruption of learners.

Some form of emotional abuse is involved in all types of ill-treatment of a learner though it may occur alone.

### **Neglect:**

The persistent failure to meet a learner’s basic physical and /or psychological needs, likely to result in a serious impairment of a learner’s basic health or development.

Failing to provide adequate food, shelter or clothing, failing to protect from physical harm or danger.

Failure to ensure access to appropriate medical care or treatment.

<p style="text-align: center;"><b>BOLTON MUSLIM WELFARE TRUST(AI-Nur Supplementary School)</b> School Child Protection Policy – for parents &amp; carers</p>
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## **Introduction**

The **BMWT AI Nur Supplementary School** is concerned that all learners remain safe, free from harm and is committed to playing a full and active part in the multi-agency response to child protection concerns. Additionally, the school has a legal duty to safeguard and promote the welfare of learners and to have a child protection policy to meet Department for Education and Skills and Department of Health requirements.

Through their day-to-day contact with learners, and direct work with families, education staff have a crucial role to play in noticing indicators of possible abuse or neglect. Parents should be aware therefore that where it appears to a member of staff that a learner may have been abused, the school is required, as part of the local child protection procedures to report their concern to the Social Services Department immediately. To avoid any misunderstandings, parents of learners who sustain accidental injuries which result in cuts/bruises/fractures should inform School immediately.

- **Principles**

Learners have a right to be safe.

Parents have a right to be informed.

Learners are best protected when parents and School can work together.

- **Partnership**

School will inform parents of any concerns about their learners (providing it does not compromise the learner's safety) and will help and support them as necessary.

- **Prevention**

School will take positive action to prevent learners suffering abuse and neglect through the development of an open culture that informs learners of their rights and encourages them to speak about any concerns. The school will also address the issue of learner's safety through the curriculum.

- **Responding to Concerns**

School will refer all allegations or concerns that a learner has been or is likely to be abused or neglected to the Social Services Department.

School will consult with other agencies when it has concerns that a learner may have been abused or neglected.

School will discuss with parents any concerns they have about learners.

Parents will be kept informed of what has happened.

- **Child/Child Abuse**

Physical and emotional abuse of learners by other learners will be dealt with through the school's anti-bullying policy. Parents will be kept informed. All concerns about possible sexual abuse will be referred to the Social Services Department.

- **Child Protection Conferences**

School will attend conferences and provide information about learners and families. This information will be shared with parents beforehand.

- **Confidentiality**

Information from parents about possible child abuse cannot be kept confidential.

Information and records about learners on the Child Protection Register will be given only to those people who need it and will be kept strictly confidential by them.

If parents have concerns about their child, they should contact Mrs Shenaz Patel who is the designated teacher for Child Protection.