tanzeel

Child Safeguarding Policy

Official Statutory Governance Document • London, United Kingdom

Culture of Safety Commitment: Tanzeel is committed to building a 'culture of safety' in which the children in our care are protected from abuse, harm, and radicalisation. Tanzeel will respond promptly and appropriately to all incidents or concerns regarding a child's safety. Tanzeel's child protection procedures comply with all relevant legislation and guidance issued by the Local Authority.

Designated Child Protection Officers (CPO)

A Child Protection Officer (CPO) is always available while Tanzeel is in session. The CPO coordinates child protection issues and liaises with external agencies (e.g. Social Care, LSCB, and Ofsted).

- **Designated CPO:** Head Teacher
- **Deputy / On-call CPO:** Centre Manager

Child Abuse and Neglect

Child abuse is any form of physical, emotional, or sexual mistreatment or lack of care that leads to injury or harm. An individual may abuse or neglect a child directly or by failing to protect them from harm. Forms of child abuse and neglect include:

Emotional abuse: The persistent emotional maltreatment of a child to cause severe and persistent adverse effects on the child's emotional development. It may involve making the child feel worthless, unloved, or inadequate. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Physical abuse: Can involve hitting, shaking, throwing, poisoning, burning, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer feigns the symptoms of or deliberately induces ill health in a child.

Sexual abuse: Involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. This can involve physical contact or non-contact activities, such as showing children sexual activities or encouraging them to behave in sexually inappropriate ways.

Neglect: The persistent failure to meet a child's basic physical and emotional needs. It can involve a failure to provide adequate food, clothing, and shelter, to protect a child from physical and emotional harm, to ensure adequate supervision, or to allow access to medical treatment.

Signs of Child Abuse and Neglect

Signs of possible abuse and neglect may include:

- Significant changes in a child's behaviour
- Deterioration in a child's general well-being
- Unexplained bruising or marks
- Comments made by a child that give cause for concern
- Reasons to suspect neglect or abuse outside the setting, e.g. in the child's home, or that a girl may have been subjected to (or is at risk of) female genital mutilation (FGM) and/or inappropriate behaviour displayed by a member of staff or any other person. For example, inappropriate sexual comments, excessive one-to-one attention beyond the requirements of their role, or inappropriate sharing of images.

If Abuse is Suspected or Disclosed

When a child discloses to a member of staff, that member of staff will:

- **Reassure the child** that they were not to blame and were right to speak out.
- **Listen to the child**, but do not question them.
- **Give reassurance** that the staff member will take action.
- **Record the incident** as soon as possible.

If a member of staff witnesses or suspects abuse, they will record the matter straightaway using the *Logging a Concern* form. If a third party expresses concern that a child is being abused, we will encourage them to contact Social Care directly. If they do not, we will explain that, providing Tanzeel is convinced of abuse, it is obliged to do so, and the incident will be logged accordingly.

Peer-on-Peer Abuse

Children are vulnerable to abuse by their peers. Peer-on-peer abuse is taken seriously by staff and will be subject to the same child protection procedures as other forms of abuse. Staff are aware of the potential uses of information technology for bullying and abusive behaviour between young people.

Staff will not dismiss abusive behaviour as usual between young people. The presence of one or more of the following in relationships between children should always trigger concern about the possibility of peer-on-peer abuse:

- Sexual activity (in primary school-aged children) of any kind, including sexting
- One of the children is significantly more dominant than the other (e.g. much older)
- One of the children is considerably more vulnerable than the other (e.g., in terms of disability, confidence, physical strength)
- There has been some use of threats, bribes, or coercion to ensure compliance or secrecy.
- If peer-to-peer abuse is suspected or disclosed, we will follow the same procedures as set out above for responding to child abuse.

Extremism and Radicalisation (Prevent Duty)

All childcare settings have a legal duty to protect children from the risk of radicalisation and being drawn into extremism. There are many reasons why a child might be vulnerable to radicalisation, e.g.:

- Feeling alienated or alone
- Seeking a sense of identity or individuality
- Suffering from mental health issues such as depression
- Desire for adventure or wanting to be part of a larger cause
- Associating with others who hold extremist beliefs

Signs that a child might be at risk of radicalisation include:

- Changes in behaviour, for example, becoming withdrawn or aggressive
- Claiming that terrorist attacks and violence are justified
- Viewing violent extremist material online
- Possessing or sharing violent extremist material

Suppose a member of staff suspects that a child is at risk of becoming radicalised. In that case, they will record any relevant information or observations on a *Logging a Concern* form and refer the matter to the CPO.

Logging a Concern

All information about suspected abuse, disclosures, or concerns regarding radicalisation will be recorded on the *Logging a Concern* form as soon as possible after the event. The record should include:

- Date of the disclosure, incident, or observation causing concern
- Date and time at which the record was made
- Name and date of birth of the child involved
- A factual report of what happened. If recording a disclosure, you must use the child's own words
- Name, signature, and job title of the person making the record.

The record will be given to Tanzeel's CPO, who will decide on the appropriate action. For concerns about child abuse, the CPO will contact Social Care. The CPO will follow up on all referrals to Social Care in writing within 48 hours. If a staff member thinks the incident has not been dealt with properly, they may contact Social Care directly.

For minor concerns regarding radicalisation, the CPO will contact the Local Safeguarding Children Board (LSCB) or the Local Authority Prevent Co-ordinator. For more serious concerns, the CPO will contact the Police on the non-emergency number (101) or the anti-terrorist hotline on 0800 789 321. For urgent problems, the CPO will contact the Police using 999.

Allegations Against Staff

If anyone makes an allegation of child abuse against a member of staff:

- The allegation will be recorded on an Incident record form. Any witnesses to the incident should sign and date the entry to confirm it.
- The allegation must be reported to the Local Authority Designated Officer (LADO).
- The LADO will advise if other agencies (e.g. police) should be informed, and Tanzeel will act upon their advice. Any telephone reports to the LADO will be followed up in writing within 48 hours.
- Following advice from the LADO, it may be necessary to suspend the member of staff pending a full investigation of the allegation.
- If appropriate, Tanzeel will refer to the Disclosure and Barring Service (DBS).

Promoting Awareness Among Staff

Tanzeel promotes awareness of child abuse and the risk of radicalisation through continuous staff training. Tanzeel ensures that:

- The designated CPO has relevant experience and receives appropriate training in safeguarding and the Prevent Duty, and is aware of the Channel Programme and how to access it.
- Designated person training is refreshed every three years.
- Safe recruitment practices are followed for all new staff.
- All staff have a copy of this Safeguarding (child protection) policy, understand its contents, and are vigilant to signs of abuse, neglect, or radicalisation.
- All staff are aware of their statutory duties concerning the disclosure or discovery of child abuse and concerns about radicalisation.
- All staff receive basic safeguarding training, and safeguarding is a permanent agenda item at all staff meetings.
- All staff receive basic training in the Prevent Duty.
- Staff are familiar with the Safeguarding File, which is kept with the school Administrator.

Tanzeel's procedures align with the statutory guidance in *'Working Together to Safeguard Children (2015)'* and staff are familiar with *'What To Do If You're Worried A Child Is Being Abused (2015)'*.

Use of Mobile Phones and Cameras

- Photographs will only be taken of children with their parent's prior written permission. Only the official Tanzeel camera will be used to take pictures of children at Tanzeel, except with the express permission of the manager.
- Neither staff nor children, nor visitors may use their mobile phones to take photographs at Tanzeel.

Statutory & Emergency Contact Directory

LADO (LOCAL AUTHORITY DESIGNATED OFFICER)
0207 364 0677

MASH (MULTI-AGENCY SAFEGUARDING HUB)
0207 364 4079

POLICE (NON-EMERGENCY / EMERGENCY)
101 / 999

ANTI-TERRORIST HOTLINE
0800 789 321

NSPCC HELPLINE
0808 800 500

OFSTED
0300 123 1231

Enquiries: For all general safeguarding enquiries or verification of procedures, contact Tanzeel School Leadership via email at **info@tanzeel.co.uk**.