

IN THE NAME OF ALLAH, MOST MERCIFUL, MOST KIND

AL-FURQAN COMMUNITY COLLEGE



SAFEGUARDING CHILDREN & SAFER RECRUITMENT POLICY

Al-Furqan Community College

Policy on Safeguarding Children & Safer Recruitment

1 Aims and Objectives

- 1.1 This policy has been developed to ensure that Al-Furqan Community College complies with regulation 3 (2) (b)

“Has the school prepared and implemented written policies to safeguard and promote the welfare of children who are pupils at the school in compliance with DCSF guidance Safeguarding children and safer recruitment in education (2007)?”

- 1.2.1 In drawing up this policy, the College has:
- 1.2.2 followed the guidance published in the Safeguarding Children and Safer Recruitment in Education which came into force in January 2007
- 1.2.3 Child protection procedures of Birmingham Safeguarding Children Board (BSCB).

2 Scope

- 2.1 All young people under the age of 18 years of age who undertake employment, work placement, training or education directly or indirectly with Al-Furqan Community College are covered by the Safeguarding Children and Child Protection Policy.
- 2.2 All staff are expected to embrace the policy and comply with associated procedures. (Refer to section 4 Related Documents).
- 2.3 **Section 157 Education Act 2002:**
- 2.3.1 Section 157 of Education Act 2003 requires independent schools to make arrangements to safeguard and promote the welfare of children who are pupils at the school. Relevant statutory guidance includes: Safeguarding Children & Safer Recruitment in Education (January 2007); Working Together to Safeguard Children (April 2006); What to Do If You're Worried

A Child is Being Abused (issued May 2003 and updated 2006); Work Experience and the Law (2004)

2.3.2 Statutory responsibilities for safeguarding and promoting the welfare of children applies only to learners under the age of 18 years.

2.3.2 These responsibilities are set out below:

i Al-Furqan Community College will ensure that it:

- a) has a child protection policy and procedures in place that are in keeping with locally agreed inter-agency procedures and the policy is made available to students/parents on request;
- b) operates safe recruitment procedures and makes sure that all appropriate checks are carried out on staff and volunteers who will work with children, including Criminal Records Bureau and List 99 checks. This includes following the guidance on Recruitment and Vetting Checks, as detailed in the January 2007 Safeguarding Children and Safer Recruitment in Education publication;
- c) has procedures for dealing with allegations of abuse against members of staff and volunteers that comply with locally agreed procedures.

ii Al -Furqan Community College will ensure that:

- a) a senior member of staff is designated to take lead responsibility for dealing with child protection issues, providing advice and support to other staff, liaising with the LA and working with other agencies. This designated person will have the status and authority within the institution's management structure to carry out the duties of the post, including committing resources to child protection matters and, where appropriate, directing other staff.

NB: Dealing with individual cases may be a responsibility of the student welfare or student support arrangements in institutions, but it is important that a senior member of the College staff takes responsibility for this area of work;

- b) in addition to basic child protection training, the designated person undertakes training in inter-agency working that is provided by a LA and refresher training at two yearly intervals to keep his/her knowledge and skills up-to-date.

- iii The Principal will ensure that:
- a) the policies and procedures adopted are fully implemented and followed by staff;
 - b) all staff (including the Principal) who work with children undertake training to equip them to carry out their responsibilities for child protection effectively and are kept up-to-date by refresher training at three yearly intervals;
 - c) temporary staff and volunteers who work with children are made aware of the institutions' arrangements for child protection and their responsibilities;
 - d) sufficient time and resources are allocated to enable the designated person to fulfil their responsibilities, including attending any inter-agency meetings;
 - e) all staff and volunteers feel able to raise concerns about poor or unsafe practice in accordance with an agreed whistle blowing policy and procedure.
- iv The College remedies any deficiencies or weaknesses in regard to child protection arrangements that are brought to its attention without delay.
- v The College undertakes an annual review of its policies and procedures and how the above duties have been discharged.

3 Policy

3.1 Policy Statement

- 3.1.1 Al-Furqan Community College has a duty to provide a positive and secure learning environment in which students can fulfil their potential.
- 3.1.2 The College will ensure that arrangements are in place to take all reasonable measures to ensure that risks of harm to young people are minimised and procedures are in place to take all appropriate actions to address concerns about the welfare of young people, working to agreed local policies.
- 3.1.3 The College seeks to fulfil these requirements by providing a safe environment for students and by responding to, or identifying, young people who may be suffering significant harm and taking appropriate actions.

3.2 Principles Underpinning the Policy

3.2.1 The following principles underpin the policy:

- The welfare of the young person is paramount;
- Delay in taking action will often be prejudicial to the young person's welfare;
- The duty of confidentiality is secondary to the duty to protect the young person from abuse;
- Primary responsibility and investigation for child protection is the duty of Social Services and the Police. The role of the College is to identify, refer and support the young person and the agencies as appropriate;
- Accurate recording is essential. Records must be dated, signed and fully reflect the situation at the time;
- All staff have a responsibility to follow the policy and procedures throughout the Process.

3.3 The Strategy for Safeguarding and Protecting Children

3.3.1 The College will develop and implement procedures that:

- prevent unsuitable people working with young people;
- promote safe practice and challenge poor and unsafe practice;
- identify instances where there are grounds for concern about a young person's welfare and initiate actions to keep them safe;
- contribute to effective partnership working with all those involved in providing services for young people;
- ensure that staff receive appropriate training and support.

3.4 Monitoring and Reporting

3.4.1 Compliance with procedures will be monitored through the usual management arrangements.

4. **Review of the Policy**

4.1 This Policy will be reviewed December 2011