

Every member of staff has a duty of care to safeguard our children.

Contact us immediate action if you have any concerns



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Principal



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Head of Year 7



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Head of Year 8



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Assistant  
Head of Year 9



**Pamela Raj**  
Assistant  
Head of Year 10



**David Harilal**  
Assistant  
Head of Year 11

## Safeguarding Procedure What you should do:

- Immediately report any concerns to the Designated Safeguarding Lead (DSL) or Designated Deputy
- Record what has been noted or said and sign and date it. Give this to the DSL
- Keep what has happened confidential to as few as people as possible, who need to know
- It is not your job to investigate concerns about a child or talk to parents. The DSL will lead on this

### If a child tells you about abuse:

- Treat what the child tells you seriously
- Reassure the child they have done the right thing by telling you
- Do not question the child or give suggestions, ideas or words
- Do not promise to keep what they have said a secret
- Tell the child you will pass on what they have said to one of the safeguarding team
- Do not speak to the child's parents.
- Immediately report the information to the DSL or deputy
- Record what the child has said, in their own words as far as possible, date it and give it to the DSL or send an email

### What happens next?

- The DSL will gather information and decide on the next course of action and provide you with some feedback

[safeguarding@rushey-tmet.uk](mailto:safeguarding@rushey-tmet.uk)



**RUSHEY MEAD**  
ACADEMY

# Safeguarding Information



#### SAFEGUARDING – RUSHEY Rs

Staff are required to email any concerns immediately to the relevant DSL, as per protocol.

**RECEIVE** – listen, respect, note.

**REASSURE** – Alleviate guilt. Do not promise confidentiality (share on a need to know basis).

**REACT** – Open questions only, no repetition, explain protocol

**RECORD** – via email or written down (sign and date)

**REMEMBER** – to follow Rushey policy

**REFLECT** – seek support/feedback

## Emotional

The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development.

It may involve;

- Conveying to a child that they are worthless, unloved inadequate, or valued only in so far as they meet the needs of another person
- Not giving the child opportunities to express their views, deliberately silencing them, or 'making fun' of what they say and how they communicate
- Seeing or hearing the ill-treatment of another
- Interactions that are beyond limitation of exploration and learning, or preventing the child participating in normal social interaction
- Serious bullying (including cyber bullying), causing children to frequently feel frightened or in danger, or the exploitation or corruption of children

# Indicators of Child Abuse

Should you think that any child in our school is a victim of any form of abuse, then please inform the DSL immediately, or email

[safeguarding@rushey-tmet.uk](mailto:safeguarding@rushey-tmet.uk)

## Physical

A form of abuse which may involve hitting, shaking, throwing, poisoning, burning, scalding, suffocating or otherwise causing physical harm to a child.

Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness of a child

## Neglect

Neglect is the persistent failure to meet a child's physical, psychological and/or basic emotional needs, likely to result in the serious impairment of the child's health or development.

Neglect may involve a parent or carer failing to:

- Provide adequate food, clothing and shelter (including exclusion or abandonment)
- Protect a child from physical and emotional harm or danger
- Ensure adequate supervision (including the use of inadequate care-givers)
- Ensure Access to appropriate medical care or treatment

## Sexual

Forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening.

Activities may involve:

- Physical contact, including penetration (e.g. rape or oral sex) or non- penetrative acts such as masturbation, kissing, rubbing and touching the outside of clothing.
- Non-contact activities, including children looking at, or in the production of sexual images and watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet)

Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

