

SAFEGUARDING POLICY

Jan 2025

Introduction

Tunbridge Wells Islamic & Cultural Association is committed to ensuring the safety and well-being of all children, young people, and vulnerable adults who engage with the mosque's activities. This Safeguarding Policy outlines our approach to safeguarding and child protection, aiming to provide a safe and supportive environment for all members of our community.

Purpose of the Policy

This policy aims to:

- Protect children and vulnerable adults from harm, abuse, and neglect.
- Provide clear guidelines for staff, volunteers, and members on how to recognize and respond to concerns of abuse or neglect.
- Ensure that all members of the mosque are aware of their roles and responsibilities in safeguarding.
- Foster an environment where children and vulnerable adults feel respected, valued, and safe.

Scope

This policy applies to:

- All staff, volunteers, and contractors working with children and vulnerable adults within the mosque.
- All activities involving children and vulnerable adults, including educational programmes, events, and trips.

All members of the mosque community.





TUNBRIDGE WELLS
ISLAMIC AND CULTURAL ASSOCIATION

SAFEGUARDING POLICY

Jan 2025

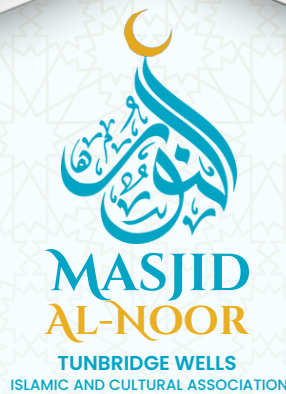
Key Principles

1. **Safeguarding is Everyone's Responsibility:** We believe that safeguarding is a shared responsibility. Everyone at the mosque, including staff, volunteers, and members, has a role in ensuring the safety and protection of children and vulnerable adults.
2. **Children's Rights:** We are committed to upholding the rights of children and young people as outlined in the UN Convention on the Rights of the Child.
3. **Zero Tolerance for Abuse:** Any form of abuse or harm, whether physical, emotional, sexual, or neglect, is unacceptable and will not be tolerated.
4. **Confidentiality and Transparency:** We will handle all safeguarding concerns with the utmost confidentiality, sharing information only with those who need to know in order to protect individuals or prevent harm.

Safeguarding Responsibilities

- **Designated Safeguarding Lead (DSL):** The mosque has appointed a Designated Safeguarding Lead who is responsible for ensuring the implementation of this policy, managing safeguarding concerns, and liaising with external agencies where necessary.
 - Name: Amenur Abdussamad
 - Contact Details: 07970 768632
- **Deputy Designated Safeguarding Lead (DDSL):** In the absence of the DSL, the Deputy Designated Safeguarding Lead will assume responsibility for safeguarding matters.
 - Name: Said Bouamra
 - Contact Details: 07956 969732





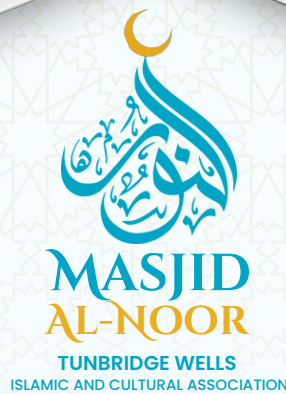
SAFEGUARDING POLICY

Jan 2025

Safeguarding Procedures

1. **Recognising Abuse:** Staff and volunteers are trained to identify the signs of abuse, which include but are not limited to:
 - Physical signs of injury or neglect.
 - Emotional or behavioural changes.
 - Unexplained absences from mosque activities.
 - Disclosure by a child or vulnerable adult of abuse or harm.
2. **Reporting Concerns:** If any staff member, volunteer, or community member has concerns about a child or vulnerable adult's safety or well-being, they must report it immediately to the DSL or DDSL. Concerns will be taken seriously and responded to promptly.
 - **Reporting Steps:**
 - Record the concern accurately, including the date, time, and nature of the concern.
 - Report the concern to the DSL or DDSL as soon as possible.
 - If necessary, the DSL will escalate the concern to local authorities or safeguarding agencies.
3. **Responding to Allegations:** If an allegation of abuse is made against a member of staff, volunteer, or another individual at the mosque, the following steps will be taken:
 - The DSL will conduct a thorough and confidential investigation.
 - If necessary, external authorities such as the police or social services will be contacted.
 - The individual against whom the allegation is made will be informed of the concern and the process being followed.





SAFEGUARDING POLICY

Jan 2025

Staff and Volunteer Training

All staff and volunteers at the mosque who work with children or vulnerable adults must undergo safeguarding training to ensure they understand:

- The safeguarding policy and procedures.
- How to recognise signs of abuse and neglect.
- How to report safeguarding concerns.

Training will be provided on an annual basis or as required.

Code of Conduct

All staff and volunteers are expected to adhere to the following code of conduct:

- Treat all children, young people, and vulnerable adults with respect, dignity, and care.
- Avoid situations where they are alone with a child or vulnerable adult.
- Not engage in any form of physical, emotional, or sexual abuse.
- Maintain appropriate boundaries at all times.

Safer Recruitment

The mosque follows a robust recruitment process to ensure that all staff and volunteers are suitable to work with children and vulnerable adults:

- All applicants must undergo an enhanced Disclosure and Barring Service (DBS) check.
- References will be taken up for all staff and volunteers.
- All staff and volunteers will receive safeguarding training.





TUNBRIDGE WELLS
ISLAMIC AND CULTURAL ASSOCIATION

SAFEGUARDING POLICY

Jan 2025

Monitoring and Review

This policy will be reviewed annually by the mosque's Safeguarding Committee to ensure that it remains up-to-date and effective. Any necessary amendments will be made to reflect changes in legislation, best practices, or mosque activities.

Contact Details

For more information on safeguarding at Tunbridge Wells Islamic & Cultural Association or to report a concern, please contact:

- Designated Safeguarding Lead (DSL): 07970 768632
- Deputy DSL: 07956 969732
- Local Authority Safeguarding Contact: 03000 411 111 (text relay: 18001 03000 411 111) or contact the KCC Social Services Team online

