

Islamic

Educational & Recreational Institute

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Safeguarding Children

Policy

1. INTRODUCTION

The Islamic Context

The model for human behaviour and interaction has been given to us by Islam and the Prophet Muhammad (peace be upon him).

In the Qur'an (the holy book in Islam) the Almighty Lord has stated:

"The (faithful) servants of the Beneficent are those who walk upon the earth modestly." (Al Furqaan 25:63).

The following are some of the Hadeeth (narrations) of the Prophet (PBUH):

"(On the Day of Resurrection) there will be nothing heavier in the scale than good character (and polite manners)."

"I have been sent (by the Lord, as a Messenger) for the perfection of human conduct."

"The true believer is one from whom people are safe with their lives and wealth."

"He is not from amongst us who doesn't show respect to his elders and does not show care towards his youngsters."

"Show mercy (be kind) to those on earth and He who is in the heavens will have mercy upon you".

Safeguarding is defined as:

- Protecting children from maltreatment;
- Preventing impairment of children's health or development;
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care; and
- Taking action to enable all children to have the best life chances.

The mosque is committed to safeguarding and promoting the welfare of all its users. We believe that:

- All children have the right to be protected from harm;
- Children need to be safe and to feel safe in the mosque;
- Children need support which matches their individual needs, including those who may have experienced abuse;
- All children have the right to speak freely and voice their values and beliefs;
- All children must be encouraged to respect each other's values and support each other; • Mosques can and do contribute to the prevention of abuse, victimisation, bullying, exploitation, extreme behaviours, discriminatory views and risk taking behaviours; and • All staff and visitors have an important role to play in safeguarding children and protecting them from abuse.

Safeguarding is everyone's responsibility:

Child protection is a part of safeguarding and promoting welfare. This refers to the activity which is undertaken to protect specific children who are suffering or are at risk of suffering significant harm. As adults and/or professionals or volunteers, everyone has a responsibility to safeguard children and promote their welfare.

Safeguarding and promoting the welfare of children – and in particular protecting them from significant harm - depends upon effective joint working between agencies and professionals that have different roles and expertise.

Individual children, especially some of the most vulnerable children and those at greatest risk of social exclusion, will need co-ordinated help from health, education, children's social care, and quite possibly the voluntary sector and other agencies, including youth justice services.

For those children who are suffering, or at risk of suffering significant harm, joint working is essential, to safeguard and promote welfare of the child(ren) and – where necessary – to help bring to justice the perpetrators of crimes against children. All agencies and professionals should:

- be alert to potential indicators of abuse or neglect;
- be alert to the risks which individual abusers, or potential abusers, may pose to children;
- share and help to analyse information so that an assessment can be made of the child's needs and circumstances;
- contribute to whatever actions are needed to safeguard and promote the child's welfare;
- take part in regularly reviewing the outcomes for the child against specific plans; and
- work co-operatively with parents unless this is inconsistent with ensuring the child's safety.

Definitions of abuse and neglect:

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting; by those known to them or, more rarely, by a stranger. They may be abused by an adult or adults or another child or children.

Physical abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, 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 in a child.

Emotional Abuse

Emotional abuse is 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 children 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 children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (eg: rape, buggery or oral sex) or non-penetrative acts.

They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to provide adequate food and clothing, shelter including exclusion from home or abandonment, failing to protect a child from physical and emotional harm or danger, failure to ensure adequate supervision including the use of inadequate care-takers, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Staff awareness

All staff will be made aware of this policy as part of their initial induction process and there will be regular briefings and updates for all staff.

Where necessary or possible, staff will be encouraged to attend appropriate training courses.

Reviewing the Policy and Procedure

This policy and procedure will be reviewed every year, this will include checking telephone numbers, accuracy of personnel details, and any updates required by a change in local or national policy.

Procedures

What to do if you have concerns about a child (to be read in conjunction with Appendix 1):

You may have concerns about a child because of something you have seen or heard, or a child may choose to disclose something to you. If a child discloses information to you, you should:

- Do not promise confidentiality, you have a duty to share this information and refer to Children's Social Care Services.
- Listen to what is being said, without displaying shock or disbelief.
- Accept what is said.
- Reassure the child, but only as far as is honest, don't make promises you may not be able to keep eg: 'Everything will be alright now', 'You'll never have to see that person again'.
- Do reassure and alleviate guilt, if the child refers to it. For example, you could say, 'You're not to blame'.
- Do not interrogate the child; it is not your responsibility to investigate.
- Do not ask leading questions (eg: Did he touch your private parts?), ask open questions such as 'Anything else to tell me?'

- Do not ask the child to repeat the information for another member of staff.
- Explain what you have to do next and who you have to talk to.
- Take notes if possible or write up your conversation as soon as possible afterwards.
- Record the date, time, place any non-verbal behaviour and the words used by the child (do not paraphrase).
- Record statements and observable things rather than interpretations or assumptions.

Whatever the nature of your concerns, discuss them with a senior member of staff or management. See the diagram on the next page for the process to follow.

If you still have concerns, you or your manager should make a referral to the appropriate safeguarding organisation (e.g. Local Authority social services department):

Ealing Safeguarding Children Board

Phone: 020 8825 8000

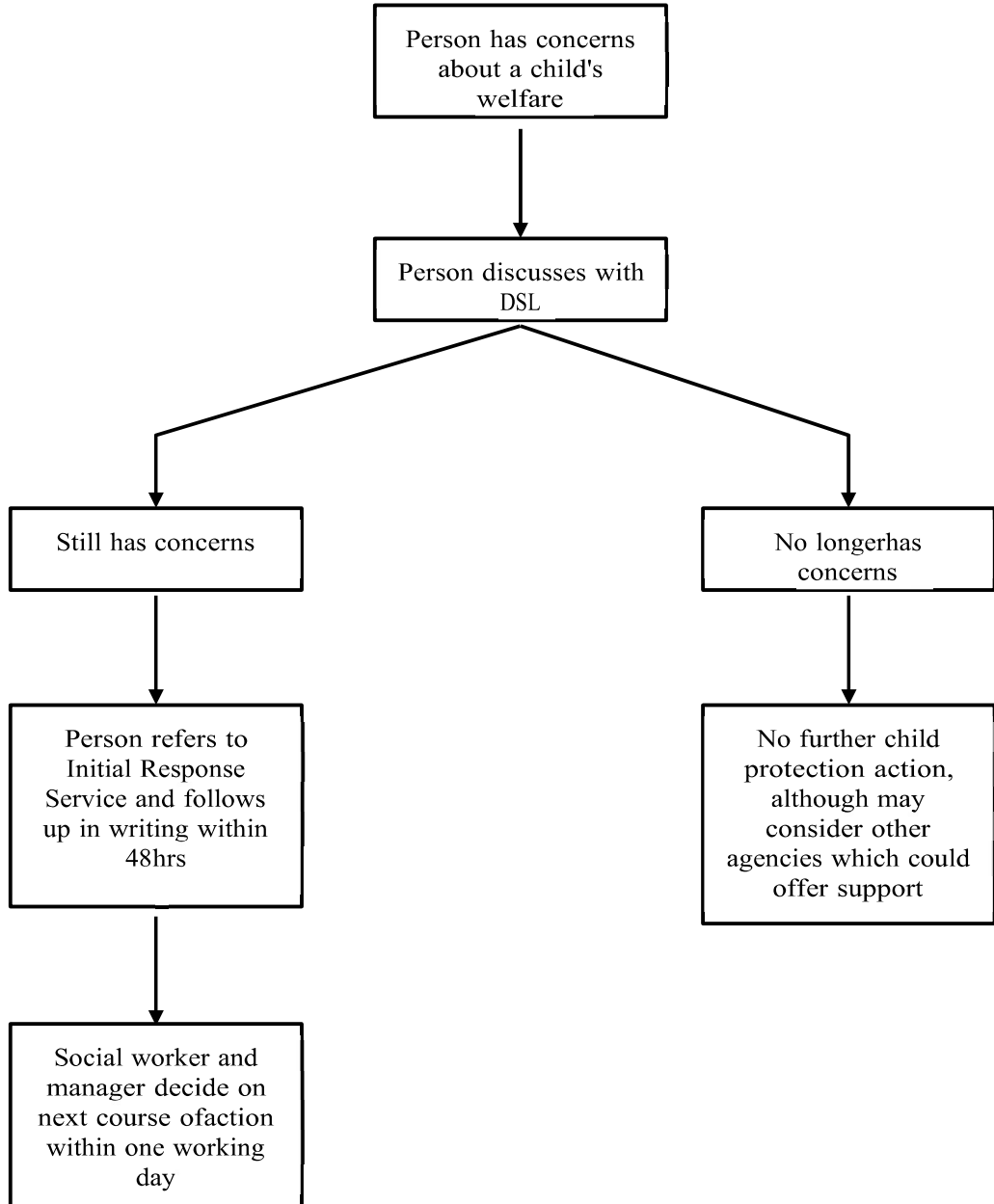
What information will you need when making a referral?

You will be asked to provide as much information as possible. Such as the child's full name, date of birth, address, school, GP, languages spoken, any disabilities the child may have, details of the parents.

Do not be concerned if you do not have all these details, you should still make the call.

You should follow up the verbal referral in writing, within 48hrs

Process Chart Where There Are Concerns About A Child's Welfare



Allegations Involving a Members of Staff / Volunteer (to be read in conjunction with Appendix 2)

Abu Bakr Mosque is committed to having effective recruitment and human resources procedures, including checking all staff and volunteers to make sure they are safe to work

with children and young people. Where appropriate, key staff involved in recruitment processes will undertake Safer Recruitment Training.

However, there may still be occasions when there is an allegation against a member of staff or volunteer. Allegations against those who work with children, whether in a paid or unpaid capacity, cover a wide range of circumstances.

All allegations of abuse of children by those who work with children or care for them must be taken seriously. All reports of allegations must be submitted within one working day to The Designated Safeguarding Lead (DSL).

The following procedure should be applied in all situations where it is alleged that a person who works with children has:

- Behaved in a way which has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child;
- Behaved towards a child or children in a way which indicates that he/she is unsuitable to work with children.

The allegations may relate to the persons behaviour at work, at home or in another setting.

The DSL will discuss the matter to determine what steps should be taken and where necessary obtain further details of the allegation and the circumstances in which it was made. The discussion should also consider whether there is evidence/information that establishes that the allegation is false or unfounded, whether a referral is required and/or whether disciplinary action is appropriate.

Some allegations will be so serious as to require immediate referral to the Local Authority and/or the Police, but common sense and judgement must be applied in reaching a decision about what action to take.

If the allegation is not patently false and there is cause to suspect that a child is suffering or is likely to suffer Significant Harm, the DSL will immediately make a referral and ask for a Strategy Discussion/Meeting to be convened straight away.

Some allegations may be less serious and at first sight might not seem to warrant consideration of a police investigation or enquiries by the Local Authority. However, it is important to ensure that even apparently less serious allegations are followed up and examined objectively by someone independent of the Mosque. Consequently, the DSL should be informed of all allegations that come to the Mosque's attention and appear to come within

the scope of this procedure so that he or she can consult Police and social care colleagues as appropriate.

Where such allegations are made, consideration must be given to the following three strands:

- 1) The police investigation of a possible criminal offence;
- 2) Enquiries and assessment by Children's Social Care Services as to whether the child is in need of protection or in need of services;
- 3) Consideration by an employer of disciplinary action in respect of the individual.

THE DESIGNATED SAFEGUARDING LEAD

Our Designated Safeguarding Lead (DSL) on the senior leadership team is Hafiz Bhatti. The DSL has lead responsibility and management oversight and accountability for child protection supported by Mohammed Asghar as Deputy Designated Safeguarding Lead

(DDSL) and, with the DSL, will be responsible for co-ordinating all child protection activity. The DSL and DDSL will keep updated with safeguarding issues by having updated training annually. In the absence of the DSL then the DDSL will act as the Lead for safeguarding purposes.

The DSL will lead regular case monitoring reviews of vulnerable children. These reviews must be evidenced by minutes and recorded in case files.

When the mosque has concerns about a child, the DSL will decide what steps should be taken.

Where the need arises to contact outside agencies we will act at the earliest possible time by contacting the LADO and will work with their advice and guidance provided to ensure all relevant agencies are contacted if needed e.g. social services, police, etc.

Child protection information will be dealt with in a confidential manner. Staff will be informed of relevant details only when the DSL feels their having knowledge of a situation will improve their ability to deal with an individual child and / or family. A written record will be made of what information has been shared with whom, and when.

Child protection records will be stored securely in a central place.

Access to these records by staff other than by the DSL will be restricted, and a written record will be kept of who has had access to them and when.

Parents will be aware of information held on children and kept up to date regarding any concerns or developments by the appropriate members of staff. General communications with parents will be in line with any relevant policies and give due regard to which adults have parental responsibility.

Do not disclose to a parent any information held on a child if this would put the child at risk of significant harm.

When the DSL resigns their post or no longer has child protection responsibility, there should be a full face-to-face handover/exchange of information with the new post holder.

In exceptional circumstances when a face-to-face handover is unfeasible, the outgoing DSL will ensure that the new post holder is fully conversant with all procedures and case files.

The Trustees

The Trustees are the accountable body for ensuring the safety of children at all times

The Trustees will ensure that:

- The mosque has a safeguarding policy in accordance with the procedures of Ealing Safeguarding Children Board;
- The mosque operates, “safer recruitment” procedures and ensures that appropriate checks are carried out on all new staff and relevant volunteers;
- At least one senior member of the mosque’s leadership team acts as a Designated Safeguarding Lead;
- The Designated Safeguarding Lead attends appropriate refresher training every two years;
- All staff who work with children undertake training annually.
- Temporary staff and volunteers are made aware of the mosque’s arrangements for child protection and their responsibilities;
- The mosque remedies any deficiencies or weaknesses brought to its attention without delay; and

- The mosque has procedures for dealing with allegations of abuse against staff/volunteers.

The Trustees reviews its policies/procedures annually

The Nominated Trustee for child protection at the mosque is Mr. Hafiz Bhatti. The Nominated Trustee is responsible for liaising with the Designated Safeguarding Lead over all matters regarding child protection issues. The role is strategic rather than operational – they will not be involved in concerns about individual children. The Nominated Trustee will liaise with the Designated Safeguarding Lead to produce an annual report for Trustees. The Chairman of the Trustees is responsible for liaising with the local authority and other partner agencies in the event of allegations of abuse being made against the Head teacher.

Risk reduction

The mosque Trustees and the Designated Safeguarding Lead will assess the level of risk within the school and put actions in place to reduce that risk.

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APPENDIX 1
DEALING WITH A DISCLOSURE OF ABUSE

Action quick reference guide for staff, Trustees and volunteers

All cases of suspected child abuse (physical, sexual, emotional or neglect) should be given the highest priority. The following sequence of actions should be adhered to.

ACT Immediately if a child arrives in the mosque needing urgent medical treatment. Take the child to the mosque's first aid person, who will consult the appropriate medical professionals to arrange treatment.

LISTEN To what the child has to say Keep calm.
Be accessible and receptive.
Do not interrupt. Do not prompt. Do not over-question. Do not investigate.
Be aware of your non-verbal messages.
If you need to ask a question to clarify your understanding, pose the question in an open manner, in order to avoid leading the child in any way. Do not give undertakings of confidentiality to the child.
Let the child know that you will have to tell someone to get help for the child.
Do not promise that you will sort everything out.
Reassure the child that he/she is right to have told you.

REPORT Orally immediately to the Designated Safeguarding Lead (DSL) (If a child is in immediate danger or is at risk of harm a referral should be made to children's social care and/or the police immediately.
Anybody can make a referral.

APPENDIX 2

ALLEGATIONS ABOUT A MEMBER OF STAFF, TRUSTEE OR VOLUNTEER

1. Inappropriate Behaviour by staff/volunteers could take the following forms:

- Physical

For example the intentional use of force as a punishment, slapping, use of objects to hit with, throwing objects or rough physical handling.

- Emotional

For example intimidation, belittling, scapegoating, sarcasm, lack of respect for children's rights, and attitudes that discriminate on the grounds of race, gender, disability or sexuality.

- Sexual

For example sexualised behaviour towards students, sexual harassment, sexual assault and rape.

- Neglect

For example failing to act to protect a child or children, failing to seek medical attention or failure to carry out an appropriate risk assessment.

2. If a student makes an allegation about a member of staff, Trustee, visitor or volunteer the DSL should be informed immediately. The DSL should carry out an urgent initial consideration in order to establish whether there is substance to the allegation. The DSL should not carry out the investigation himself/herself or interview children.

3. The DSL must exercise, and be accountable for, their professional judgment on the action to be taken, as follows:

- If the actions of the member of staff, and the consequences of the actions, raise credible child protection concerns the DSL will notify the ESCB. The ESCB will advise about action to be taken and may initiate internal referrals within children's social care to address the needs of children likely to have been affected.

- If the actions of the member of staff, and the consequences of the actions, do not raise credible child protection concerns, but do raise other issues in relation to the conduct of the member of staff or the child, these should be addressed through the mosque's own internal procedures.

- If the DSL decides that the allegation is without foundation and no further formal action is necessary, all those involved should be informed of this conclusion, and the reasons for the decision should be recorded on the child protection file.

4. Where an allegation has been made against the DSL, then the Chair of the Trustees takes on the role of liaising with the ESCB team in determining the appropriate way forward.

APPENDIX 3

INDICATORS OF VULNERABILITY TO RADICALISATION

1. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

2. Extremism is defined by the Government in the Prevent Strategy as:

❖ Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. ❖ We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

3. Extremism is defined by the Crown Prosecution Service as:

The demonstration of unacceptable behaviour by using any means or medium to express views which:

- Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
- Seek to provoke others to terrorist acts;
- Encourage other serious criminal activity or seek to provoke others to serious criminal acts; or
- Foster hatred which might lead to inter-community violence in the UK.

4. There is no such thing as a “typical extremist”: those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.

5. Children may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that school staff are able to recognise those vulnerabilities.

6. Indicators of vulnerability include:

- Identity Crisis – the child is distanced from their cultural / religious heritage and experiences discomfort about their place in society;
- Personal Crisis – the child may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging;
- Personal Circumstances – migration; local community tensions; and events affecting the child's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy;
- Unmet Aspirations – the child may have perceptions of injustice; a feeling of failure; rejection of civic life;
- Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement / reintegration;
- Special Educational Need – children may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

7. However, this list is not exhaustive, nor does it mean that all young people experiencing the above are at risk of radicalisation for the purposes of violent extremism.

8. More critical risk factors could include:

- Being in contact with extremist recruiters;
- Accessing violent extremist websites, especially those with a social networking element;
- Possessing or accessing violent extremist literature;
- Using extremist narratives and a global ideology to explain personal disadvantage;
- Justifying the use of violence to solve societal issues;
- Joining or seeking to join extremist organisations; and
- Significant changes to appearance and / or behaviour;

- Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis.

APPENDIX 4

PREVENTING VIOLENT EXTREMISM - ROLES AND RESPONSIBILITIES OF THE SINGLE POINT OF CONTACT (SPOC)

The SPOC for the mosque is Hafiz Bhatti, who is responsible for:

- Ensuring that staff of the mosque are aware that you are the SPOC in relation to protecting children from radicalisation and involvement in terrorism;
- Maintaining and applying a good understanding of the relevant guidance in relation to preventing children from becoming involved in terrorism, and protecting them from radicalisation by those who support terrorism or forms of extremism which lead to terrorism;
- Raising awareness about the role and responsibilities of ASGS in relation to protecting children from radicalisation and involvement in terrorism;
- Raising awareness within the mosque about the safeguarding processes relating to protecting children from radicalisation and involvement in terrorism;
- Acting as the first point of contact within the mosque for case discussions relating to children who may be at risk of radicalisation or involved in terrorism;
- In Prevent priority areas, the local authority will have a Prevent lead who can also provide support.
- Collating relevant information from in relation to referrals of vulnerable children into the Metropolitan Counter- Terrorism Unit (MCTU)
 - attending MCTU meetings as necessary and carrying out any actions as agreed;
 - Reporting progress on actions to the MCTU Co-ordinator; and
 - Sharing any relevant additional information in a timely manner.

Metropolitan Counter- Terrorism Unit and it aims to:

- Establish an effective multi-agency referral and intervention process to identify vulnerable individuals;
- Safeguard individuals who might be vulnerable to being radicalised, so that they are not at risk of being drawn into terrorist-related activity; and
- Provide early intervention to protect and divert people away from the risks they face and reduce vulnerability

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