



Islamic

Educational & Recreational Institute

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Safeguarding Vulnerable Adults

Policy

Safeguarding is everyone's responsibility:

This policy applies to all employees; volunteers and attendees of the Mosque and also the Trustees who come into contact with vulnerable adults in the Mosque or in the community at large.

This document contains the policy for safeguarding vulnerable adults in the Mosque and also extends to the situations when the Trustees or employees/volunteers involved in the Mosque interact with vulnerable adults.

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

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

Some of the most vulnerable adults and those at greatest risk of social exclusion, will need co-ordinated help from health, education, social care, and quite possibly the voluntary sector and other agencies, including justice services.

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

Ensure that we have a designated person responsible for safeguarding vulnerable adults

Ensure that appropriate training for all people involved in the running and management of the Mosque and the Ayesha Siddiqua Girls' school is given so that they are able to identify and gain a basic awareness of signs and symptoms of abuse. The Department of Health defines Abuse as a violation of an individual's human and civil rights by any other person or persons and Abuse includes:

- Discriminatory practices: targeting a person's disability or racist, homophobic, sexist in nature
- Domestic abuse which includes not only physical violence but also financial emotional and psychological abuse not only by the spouse/partner but also from other members of the extended family.
- Financial abuse which includes intimidating them into handing over assets, misappropriation of property by forcing them to sign documents transferring interests in assets for the benefit of the abuser or at the direction of the abuser,
- Institutional abuse where individuals are treated with little respect and a dismissive attitude by those in authority who routinely use disrespectful language and an uncaring attitude
- Neglect which includes poor personal hygiene, denying access to medical/clinical or social care.
- Physical abuse – for instance hitting, slapping, kicking, pushing, punching, misuse of medicines prescribed or using inappropriate methods to restrain an individual which undermines their basic dignity.
- Psychological or emotional abuse which is often expressed verbally for instance by making belittling comments , by being hyper-critical or patronising , intimidating an individual by words or looks or physical gestures or by isolating them – keeping them imprisoned at home and denying them contact with others and access to medical or physical care
- Sexual abuse which includes inappropriate touching, grooming by exposing

individuals to indecent or pornographic material, indecent assault, and obviously sexual assault which includes rape

As Trustees we have a duty to ensure that everyone involved in the running and management of the Mosque and the School are appropriately equipped to understand and identify potential safeguarding concerns which includes being

- ✓ alert to potential indicators of abuse or neglect;
- ✓ alert to the risks which individual abusers, or potential abusers, may pose to vulnerable adults and to recognise that abusers do not belong to any social class or come from any particular race or background. They can be illiterate or highly educated, they can be close friends or relatives or people of significant social standing- in short they can be anyone;
- ✓ share and help to analyse information so that an assessment can be made of the individual's needs and circumstances;
- ✓ contribute to whatever actions are needed to safeguard and promote the individual's welfare which includes taking active steps to ensure the safety of the individual identified as needing help by calling an ambulance or the Police and to report the matter of the person designated responsible for safeguarding vulnerable adults.;
- ✓ take part in regularly reviewing the outcomes for the individual against specific plans; and
- ✓ work co-operatively with parents/ adult family members and/or other carers unless this is inconsistent with ensuring the individual's safety.

The Trustees are therefore committed to the following:

- (i) They will take the welfare of all vulnerable adults who enter the premises very seriously including those adults who are involved in the activities of the Mosque and also those vulnerable adults in the local community.
- (ii) The Trustees aim to ensure that vulnerable adults are welcomed into a safe, caring environment and experience a happy and friendly atmosphere.

- (iii) The Trustees recognise that it is the responsibility of each one of its staff, paid and unpaid, to prevent the neglect, physical, sexual , financial or emotional abuse of vulnerable adults and to report any abuse discovered or suspected to the designated person

The Trustees recognise their responsibility to implement, maintain and regularly review procedures, which are designed to prevent and to be alert to such abuse.

The Trustees are committed to supporting, resourcing and training those who work with vulnerable adults and to ensure that everyone involved in the Mosque are familiar with this policy and safeguarding procedures.

The Trustees are committed to maintaining confidentiality wherever possible and information concerning vulnerable adults will be shared only with those who need to know and that information that is recorded will comply with data protection requirements.

The Trustees will ensure that any allegations made against a fellow Trustee or a member of staff or volunteer or attendee will be investigated and dealt with swiftly

The Trustees are committed to maintaining good links with the statutory social services authorities and the Police. Where a fellow Trustee or member of staff or volunteer is thought to have committed a criminal offence the Police and/or Social Services will be informed as the Trustees acknowledge that the safety of the individual is of paramount concern. A risk assessment will be undertaken to determine the level of risk and whether it is safe for them to continue in their role whilst the investigation is being undertaken.

Procedures

For reasons of consistency and practicality, the mosque's procedures for safeguarding vulnerable adults will be the same as those for safeguarding children and young people except where the law, or the specific circumstances of an individual's need dictate otherwise.

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Reviewed: