

DATED

December 2020

CHILD PROTECTION AND SAFEGUARDING POLICY

Wycombe Islamic Mission and Mosque Trust Limited (WIMMT)



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1. Purpose

- 1.1 This policy applies to all staff and the board of trustees, paid staff, volunteers and sessional workers, agency staff, students or anyone else working on behalf of and representing WIMMT
- 1.2 The purpose of this policy is:
 - 1.2.1 To protect children and young people who receive services from WIMMT. This includes children of adults who use any of our services or attend our events.
 - 1.2.2 To provide staff and volunteers with the overarching principles which guide our approach to safeguarding.
- 1.3 WIMMT believes that a child or young person should never experience abuse of any kind. As an organisation and individuals, we have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practice in a way that protects all children and young people from harm.

2. Definition

- 2.1 The Charity Commission defines safeguarding as:
 - protecting children from maltreatment
 - preventing impairment of children's health and development
 - ensuring that children grow up in circumstances consistent with the provision of safe and effective care and
 - taking action to enable all children to have the best outcomes

3. Legal Framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely:

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Sexual Offences Act 2003
- Children Act 2014
- Protection of Freedoms Act 2012
- Relevant government guidance on safeguarding children.

4. Policy

- 4.1 We recognise that:
 - 4.1.1 The welfare of children is paramount, as enshrined in the Children Act 1989.

- 4.1.2 All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation have a right to equal protection from all types of harm and abuse.
- 4.1.3 Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- 4.1.4 Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.
- 4.2 We will seek to keep children and young people safe by:
 - 4.2.1 Valuing them, listening to and respecting them.
 - 4.2.2 Adopting child protection practices through procedures and a code of conduct for staff and volunteers.
 - 4.2.3 Developing and implementing an effective e-safety policy and related procedures.
 - 4.2.4 Providing effective management for staff and volunteers through supervision, support and training.
 - 4.2.5 Recruiting staff and volunteers safely, ensuring all necessary checks are made.
 - 4.2.6 Sharing information about child protection and good practice with children, parents, staff and volunteers.
 - 4.2.7 Sharing concerns with agencies that need to know and involving parents and children appropriately.

We are committed to reviewing our policy and good practice annually.

Policy Review

Last review date: December 2020

Next scheduled review date: December 2021

JOHNS & SAGGAR LLP