

**DATED**

**April 2025**

**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**

Next scheduled review date: April 2026