

KMWA Safeguarding Policy

ADULT AND CHILD

We are committed to safeguarding children and vulnerable adults. Our team accepts and recognises our responsibilities to develop an awareness of the issues which may cause children and vulnerable adults harm.

Safeguarding Female Lead: Rizwana Shelley, Mobile: 07857 196560

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Safeguarding Male Lead: Ajaib Hussain, Mob: 07824 445346 Email: a-hussain@GMX.de

Health & Safety + First Aid (Mosque School Teacher): Hafiz Asaudur Rahman

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Fire & Rescue: Agha Naeem Khan, Mob: 07525 190585 Email: aghanaeem@hotmail.com

(Both Safeguarding members serve as coordinators for the Board of Trustees and represent KMWA at the Independent Police Advisory Group (IPAG). They are authorised to take up reporting on behalf of Kent Police from the Gillingham Mosque which is registered as a Hate Crime Reporting Hub. Hafiz Asadur Rahman has renewed his NHS approved training recently. Agha Naeem Khan is a trustee/Director suitably experienced with handling fire equipment).

We endeavour to safeguard children and vulnerable adults by:

- Promoting awareness of and adopting safeguarding guidelines through our procedures and policies.
- Establishing a code of conduct for the teachers/Imams and other members of the Board of Trustees and volunteers involved in provision of services.
- Making the community aware that we take child and vulnerable adult protection seriously and respond to all concerns.
- Sharing information about concerns with agencies should that become necessary and also who need to know involving parents, spouses or children as the case may demand
- Following carefully the staff recruitment and selection procedures and, where appropriate, requesting enhanced criminal records checks.
- Providing effective management for staff by ensuring access to supervision, support and training.

This policy is underpinned by the following principles:

- Individuals are supported to make their own decisions and given any information to help them. **Unless provided for otherwise by law, no-one can give or withhold consent on behalf of another adult.**
- Information held about individuals by the organisation is managed appropriately and all members of the team understand the need for **confidentiality**.
- The needs of each individual are respected.

- The background and culture of all individuals are respected.
- Procedures ensure the safety of individuals at all times.
- Recruitment and selection procedures by the organisation are followed routinely and ensure that all required checks are carried out.

Other policies relevant to this safeguarding policy include:

- Confidentiality policy
- Consent policy
- Equal opportunities policy
- Equality and diversity policy
- H & Safety policy (Hafiz Asadur Rahman shall lead H & S for children. He has recently renewed his Children Health & Safety training from an agency approved by NHS.
- Recruitment policy

Individuals should be kept safe from harm and danger. All members of the team should know what to do to keep people safe and what action to take if they think that someone is being harmed. This policy is their guidance. We follow the guidelines provided by local authorities and from the training provided by statutory and voluntary organisations to our designated members within Medway and Kent.

Definitions

- A child is anyone who has not yet reached their 18th birthday¹.
- A vulnerable adult is a person aged 18 years or over who is, or may be, in need of community care services or is resident in a continuing care facility by reason of mental or other disability, age or illness or who is, or may be, unable to take care of him or herself or unable to protect him or herself against significant harm or exploitation.

Signs of abuse

Members of the team may observe the signs of abuse or neglect or hear something that causes them concern about a child or vulnerable adult. Each team member should be aware of the local procedures for child protection.

If abuse or neglect is suspected

It is uncommon for team members to see individuals showing signs of abuse, but where they have concerns about someone who may have been abused and there is no satisfactory explanation, prompt action is important.

- Team members should discuss their concerns with a colleague or the leads.
- **It is the responsibility of each team member to report any concerns they may have about a colleague which may put individuals at risk.**
- **All staff and volunteers to report promptly to the senior management** If they suspect abuse or neglect of anyone within the organisation or anyone concerned or served by the KMWA.

Where there is serious physical injury arising from suspected abuse:

- Refer the individual to the nearest hospital A&E department, with the consent of the person having parental responsibility or care of the child.

A&E Medway Maritime Hospital, Windmill Road, Gillingham ME7 5NY 01634 830000

Records

All complaints shall be recorded and processed in accordance with KMWA Complaints Procedures, a policy document annexed to the KMWA Safeguarding Policy.

Dr Craig Kennett (aka Azeem Nader)
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