SAFEGUARDING POLICY

1. Policy Statement

Havering Islamic Cultural Centre (HICC) acknowledges its legal and moral duty to safeguard and promote the welfare of all children and young people. We are committed to building a culture of safety and trust, where all children feel protected, respected, and valued, in line with both UK safeguarding law and Islamic principles.

This policy statement applies to anyone working on behalf of Havering Islamic Cultural Centre, including managers, paid staff, volunteers, sessional workers, agency staff and students.

2. Aims of This Policy

- Protect children and young people receiving services from HICC.
- Outline our safeguarding responsibilities to staff, parents, and the wider community.
- Provide clear procedures to respond to safeguarding concerns, including abuse, bullying, and radicalisation.

3. Key Safeguarding Principles

We believe that:

- All children have the right to protection from abuse, harm, neglect, exploitation, and radicalisation.
- The welfare of the child is paramount.
- Safeguarding is everyone's responsibility.
- Children of all backgrounds, abilities, and identities must be treated equally.
- Effective safeguarding requires partnership with families, external agencies, and the wider community.

4. Safeguarding Measures

HICC will:

- Appoint a Designated Safeguarding Lead (DSL) and several Deputy DSL's.
- Ensure all staff and volunteers receive regular safeguarding and Prevent training.
- Implement a clear system for reporting concerns or disclosures.
- Maintain confidential, accurate records of all safeguarding concerns.
- Promote a safe and positive environment, free from abuse, bullying, or radicalisation.
- Respond to concerns involving children, staff or volunteers in line with local safeguarding and LADO procedures.
- Comply with safer recruitment procedures and carry out appropriate DBS checks.

5. The Prevent Duty (Protecting Against Radicalisation and Extremism)

In line with the Counter-Terrorism and Security Act 2015, HICC has a legal duty to "have due regard to the need to prevent people from being drawn into terrorism."

We recognise that radicalisation is a form of harm and a safeguarding concern. Children can be exposed to extremist ideologies through:

- Social media and online platforms
- Peer or community influence
- Political or ideological rhetoric

Our Prevent Approach:

- Staff are trained to spot early signs of radicalisation, including sudden changes in behaviour, withdrawal, or expressions of extreme views.
- Any concerns are reported to the DSL, who will assess and, where necessary, refer to the Local Prevent Co-ordinator.
- We foster a culture of critical thinking, dialogue, and Islamic moderation to challenge hate, intolerance, and extremism.
- Children are taught about British values (e.g. tolerance, democracy, rule of law) in harmony with Islamic principles of peace, justice, and mutual respect.
- Online safety is promoted to help protect children from harmful digital content.

Prevent is not about spying on children. It is about early safeguarding and protecting them from all forms of harm — including extremist influence.

6. Anti-Bullying Commitment

HICC adopts a zero-tolerance approach to bullying of any kind. We will:

- Promote respectful Islamic behaviour and kindness
- Monitor interactions and create safe reporting channels.
- Intervene early in bullying cases and provide support to victims and perpetrators.
- Educate children and staff on the harms of bullying and the value of brotherhood/sisterhood.

7. Working in Partnership with Parents

- Parents are made aware of our safeguarding and Prevent responsibilities at the time of enrolment.
- We maintain open communication with parents and carers and encourage early discussion of any concerns.
- Parents are involved appropriately when concerns arise, unless this would increase risk to the child.
- Information sessions may be offered to raise parental awareness of safeguarding, online safety, and radicalisation.

8. Designated Safeguarding Contacts

DSL (Designated Safeguarding Lead): F Ali

Deputy DSL's: T Shaker, X Rizahi, S Shafiq

9. Key Safeguarding Contacts

Havering MASH (Safeguarding Hub)	01708 433 222
Out-of-Hours Social Care	01708 433 999
Local Authority Designated Officer Lisa Kennedy	01708 431 653
Prevent Co-ordinator Emily Knight	01708 433 082
Police (non-emergency)	101
Police (emergency)	999
Anti-Terrorism Hotline	0800 789 321
NSPCC Child Protection Helpline	0808 800 5000

10. Policy Review

This policy is reviewed annually or whenever there are changes in safeguarding legislation or local guidance. All updates will be communicated to staff, parents, and trustees.