

Voluntary **Action** Islington

Community Buildings Project Case Study

Finsbury Park Mosque

About the organisation	The new building was opened in 1994 to help the community thrive and to build, strengthen and sustain individual family and community life. Since February 2005, a new Board of Trustees has been working to use the Mosque as a place of worship, religious learning and social interaction. It runs training, advice services and youth activities as well as social activities.
Their Building	The mosque is a four and a half storey building with two multi-purpose halls and kitchen available for hire
Numbers of staff	8
Address	7 – 11 St. Thomas's Road London, N4 2QH
Contact	www.finsburyparkmosque.org Tel 020 7424 5252
Type of Organisation	Company Limited by Guarantee and a Registered Charity
Annual Income	£279,000 (July 2011)

Why the Finsbury Park Mosque needed the Buildings Project

The mosque knew that as a Community centre they needed to ensure that they reached a benchmark for ensuring that they were running the building professionally and to ensure that their practices were up to date. They were referred to the Buildings Project by Islington Council and started the process of securing the VISIBLE standard - the main accreditation for buildings run and managed by community organisations.

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How the Buildings Project helped Finsbury Park Mosque

VISIBLE is a standard which covers all aspects of running a community building – from health and safety procedures and staffing to procedures and policies used by Trustees or a management committee to run the organisation

As the Mosque wanted to achieve the standard the Building Project provided a wide range of support including a **referral to a specialist provider in Human Resources** to make sure that **all the mosques policies in relation to employing staff – contracts, disciplinary procedures and job descriptions were in place and up to date.**

In addition the Mosque was supported to ensure that **all the policy and practice on health and safety were covered to ensure legal compliance.** This is a very important part of the VISIBLE standard to manage risks to building users and employees and includes elements like **Food Hygiene practice and the Control of Hazardous substances.**

Many community buildings like the Mosque run activities for children and vulnerable people. As a result **safeguarding** of these users is an important activity where organisations often need support. In addition to supporting the development of policy, the Building Project **linked the Mosque to other networks of support and training** through the Islington Safeguarding Board.

To comply with the law all organisations must operate within their rules/constitution. The Building Project **helped the Mosque to fully understand these governance responsibilities** and comply with their constitution. To help Trustees to do this the Building Project supported the organisation to develop policies on managing **data protection, conflicts of interest and a trustee induction pack** so that all future Trustees had access to guidance.

What Finsbury Park Mosque said about the help they got from the Buildings Project

“We have benefitted because we know now that everything is in order and that this will help us to make funding applications and provide professional hiring services to communities”

“It has helped us to develop a full understanding of our responsibilities particularly for staff, safeguarding children and health and safety for everyone who uses the Mosque”

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“We thought that we were very good then we started VISIBLE and realised that things needed to be reviewed and changed from time to time “

“We did not know that we needed some policies, so having help as part of working towards achieving VISIBLE standards was good for us”

“We think that lots of organisations could benefit from this support – especially small organisations from migrant communities - and it is important that this advice is available to organisations”

“The project provided help for us to work through the standard via referrals to others for some things and visits and e mail. We were very happy with our support and built a relationship so we can get help in the future. It is important to know about the advice that is available”