



CRC Child Safeguarding Statement

Child Safeguarding: ensuring safe practice and appropriate responses by staff and volunteers to concerns about the safety or welfare of children, should these arise. Child safeguarding is about protecting the child from harm, promoting their welfare and in doing so creating an environment which enables children and young people to grow, develop and achieve their full potential.

1. Name of service: CRC

2. Nature of service: CRC is a national voluntary organization working for the past 66 years with children and adults with disabilities and their families. CRC provides medical, therapy, family support, educational and specialist services for children 0-18 years with a range of disabilities on a national, regional and local basis.

3. Principles to safeguard children from harm:

- CRC is committed to protecting and safeguarding the welfare of all children. The safety, welfare and protection of children is of paramount importance and concern.
- CRC is committed to preventing abuse, neglect and harm happening to children or young people in its service. The CRC is mindful that children with disabilities are more vulnerable to abuse and that their safety and well-being is of paramount importance.
- Children have a right to be protected and treated with respect. Of particular importance is that children are listened to, are heard and have their views taken into consideration.
- CRC is aware that parents/guardians have the primary responsibility for the welfare of their children. Support, encouragement and respect for parents are a key feature. Parents should be consulted and involved in matters that concern their family and a proper balance must be struck between protecting children and respecting the rights and needs of parents/carers and families. Where there is conflict, the child's welfare must come first.
- CRC aims to promote a culture that fosters the welfare of children and the prevention of abuse and harm. Our policy declaration applies to all Staff, Volunteers, Board members and Students on work placements within CRC. Safeguarding and promoting children's welfare in the CRC is everyone's responsibility.
- Our policy and procedures to safeguard children and young people reflect national policy and legislation and are underpinned by Children First: National Guidance for the Protection and Welfare of Children 2017, the Tusla's Children First –Child Safeguarding Guide 2017: A Guide for Policy, Procedure and Practice & 'Child Protection Procedures for Primary & Post-Primary Schools 2017' and the Children's First Act 2015.

4. Risk Assessment

In accordance with the Children’s First Act 2015, CRC has carried out an assessment of any potential for harm to a child while availing of our services. Below are a list of the areas of risk identified and the list of procedures for managing these risks.

1	Risk identified	Category	Procedure in place to manage risk identified	Who is Responsible?
	Children with disabilities are especially vulnerable to abuse. Research has found that children with disabilities were 3.4 times more likely to be abused or neglected than non-disabled children **	High	<p>Child and Adult Protection & Welfare Committee established .in CRC</p> <p>CRC have appointed a ‘Relevant person for child protection under the Child Care Act 2015.</p> <p>Staff and volunteers attend mandatory training in Child Protection Awareness once every three years and all complete Children First on line module</p> <p>CRC provides Social Work and psychology services and family centred supports and recognise the increased risk of abuse to children with disabilities</p> <p>Future Action:</p> <ul style="list-style-type: none"> ✓ CRC Child Protection & Welfare Policy – to be updated in accordance with ‘<i>Children First: National Guidance for the Protection and Welfare of Children (2017)</i>’ 	<p>QSLT</p> <p>Child&Adult Protection & Welfare Committee</p> <p>Relevant person identified</p> <p>Managers</p> <p>All staff and volunteers</p> <p>Child&Adult Protection & Welfare Committee</p>

**‘Sullivan & Knutson (2000)’ & ‘Children First: National Guidance for the Protection and Welfare of Children (2017)’

2	Risk identified	Category	Procedure in place to manage risk identified	Who is Responsible?
	Risk of abuse not recognized	High	<p>Key features of the mandatory training in Child Protection Awareness are signs and indicators of abuse and the identification of the occurrence of harm to a child</p> <p>In addition the HSE e-Learning programme ‘<i>An Introduction to Children First</i>’ is completed by all staff and volunteers.</p> <p>Future Action:</p> <ul style="list-style-type: none"> ✓ Volunteers to complete training ✓ CRC Child Protection & Welfare Policy – to be updated in accordance with ‘<i>Children First: National Guidance for the Protection and Welfare of Children (2017)</i>’ 	<p>QSLT</p> <p>Child&Adult Protection & Welfare Committee Managers</p> <p>All staff and volunteers</p> <p>HR Dept.</p>

3	Risk identified	Category	Procedure in place to manage risk identified	Who is Responsible?
	Suspected Abuse not reported - Staff member unsure of who to go to?	Medium	<p>Key features of the mandatory training is how to Recognise, Report and Record a child protection concern</p> <p>Designated Liaison Persons (DLP's) are established in CRC services & schools</p> <p>Staff are informed of the relevant DLP's and DLP's names, and contact details are displayed as appropriate in all CRC premises</p> <p>CRC DLP Group is established to provide support, discuss best practice and keep updated.</p> <p>Mandated Persons as defined in the Children's First Act 2015 are identified in CRC and training provided on their statutory obligations.</p> <p>Future Action:</p> <ul style="list-style-type: none"> ✓ Photos of DLP's displayed ✓ Individual letters and information to be sent to Mandated Persons 	<p>QSLT</p> <p>Child&Adult Protection & Welfare Committee</p> <p>Managers</p> <p>Social Work Dept</p> <p>Child&Adult Protection & Welfare Committee</p>
4	Risk identified	Category	Procedure in place to manage risk identified	Who is Responsible?
	<p>Risk of child not been listened to or taken seriously.</p> <p>Risk of a child not being understood or having the capacity or mode to communicate related to their disability</p>	Medium	<p>A culture of listening to children is promoted and highlighted in CRC staff induction</p> <p>Mandatory Child Protection Awareness training for all staff emphasizes listening to the child's voice –Includes staff training re communication with clients with disability and awareness of who to contact in an instance of difficulties understanding communicating with a client</p> <p>Assessment & Support is provided by SW and Psychology depts. and Home Support service</p> <p>Code of Behaviour Best Practice Guidelines CRC Challenging Behavioral Policy identifies listening to the child</p> <p>Listening to children and young people is actively promoted on an on-going basis by the CEO, SMT and all Department Managers & School Principal.</p>	<p>HRDept</p> <p>QSLT</p> <p>Child&Adult Protection & Welfare Committee</p> <p>SW Dept & Psychology Dept</p>

			<p>Future Action:</p> <ul style="list-style-type: none"> ✓ Staff Induction material to be updated in accordance with <i>Children First: National Guidance for the Protection and Welfare of Children, 2017</i> 	HR Dept
5	Risk identified	Category	Procedure in place to manage risk identified	Who is Responsible?
	Recruiting a person with a history of harming children	Low	<p>Ensuring that there are appropriate checks and procedures in place for all staff and volunteers is of paramount importance. Compliance with HR recruitment process includes:</p> <ul style="list-style-type: none"> • 3 references, • Garda vetting for all new staff <p>Future Action:</p> <ul style="list-style-type: none"> ✓ CRC policy on Garda Vetting and re-vetting of staff to be developed in accordance with the National Vetting Bureau Act 2012. This policy will outline specific factors which would exclude applicants from working in CRC ✓ Volunteer Policy on the recruitment and management of volunteers to be updated in accordance with <i>Children First: National Guidance for the Protection and Welfare of Children, 2017</i> 	<p>HR Dept</p> <p>QSLT</p> <p>Child&Adult Protection & Welfare Committee</p> <p>HR Dept</p> <p>HR Dept</p>
6	Risk identified	Category	Procedure in place to manage risk identified	Who is Responsible?
	Allegation of abuse by a Staff member of Volunteer	Low	<p>Reporting procedure in place in respect of the child and follow up - DLP</p> <p>Reporting procedure in place in respect of staff member or volunteer -Trust in Care</p>	<p>Managers DLP's</p> <p>HR Dept</p>
7	Risk identified	Category	Procedure in place to manage risk identified	Who is Responsible?
	An identified child welfare /protection concern and a child remaining in an abusive situation due to lack of follow up	Low	<p>A Child Protection Database with Restricted access is in place</p> <p>Designated liaison persons in place in all services Mandated Persons identified</p>	Designated Liaison persons

SAFEGUARDING & PROMOTING CHILD WELFARE IN CRC

Procedures and Frameworks in place to Safeguard children

CRC Child Protection & Welfare Policy

CHILD SAFEGUARDING STATEMENT

Staff Code of Behavior Best Practice Guidelines

CRC Child & Adult Protection Welfare Committee

Child Protection Awareness Training Staff & Volunteers

Culture of Listening to Children

Designated Liaison Persons Identified in all CRC Locations



Procedure for Reporting Allegations/ Suspicions of Abuse or Harm

Mandated Persons Identified

Relevant Person Appointed for Child Protection

Stay Safe Programme in CRC Schools

SPHE Social, Personal, Health Education, Relationship, Sexuality & Education (RSE)

5. Procedures

CRC has frameworks in place to ensure that children's safety and well-being is of paramount importance. Key components of the framework are:

- **CRC Child and Adult Protection & Welfare Committee**

established in 2015 to oversee overall governance for safeguarding children in CRC services and to ensure that all legislative and national policies are in place and translated into practical guidelines for full effectiveness for the protection of children and adults. The Committee reports to the CRC Quality, Safety, Leadership Team (QSLT) on a quarterly basis

- **CRC Child Protection and Welfare Policy**

sets out the framework for the management of child protection and welfare concerns in the CRC. This policy actively promotes an environment where children are listened to, procedures are followed and that staff are supported to report concerns and/ or suspicions of abuse.

- **Child Protection Awareness Training**

is provided for all staff and volunteers so that employees know how to recognize signs and indicators of abuse and harm and how to report their concerns. In addition the HSE e-Learning programme 'An Introduction to Children First' is completed by all staff and volunteers

- **School based Training**

Programmes such as Relationship, Sexuality & Education (RSE), Social, Personal, Health Education (SPHE) and the Stay Safe Programme are delivered in CRC Schools and are designed to increase the child's own knowledge, self-awareness and resilience.

- **Designated Liaison Persons (DLP)**

DLP's for child protection concerns have been appointed in all CRC services. All issues / concerns raised by staff are followed up by the relevant DLP and if appropriate referred to TUSLA (Child and Family Agency) and /or to the Gardaí

- **Child Protection Database**

with restricted access - Collates nature of all welfare concerns, referrals to TUSLA and follow up and ages of child, gender, location in service

- **Mandated Persons**

are identified in all CRC services and their role is clearly outlined and communicated

- **HR Recruitment Policy**

Robust HR procedures include effective recruitment and selection procedures, Garda vetting of all staff and volunteers and compliance with Garda Vetting legislation

Our Child Safeguarding Statement has been developed in line with requirements under the Children First Act 2015, the *Children First: National Guidance for the Protection and Welfare of Children 2017*, and Tusla's *Child Safeguarding : A Guide for Policy, Procedure and Practice & 'Child Protection Procedures for Primary & Post-Primary Schools 2017'*. In addition to the procedures listed in our risk assessment, the following procedures support

our intention to safeguard children while availing of services in CRC

- Procedure for Dealing with Allegations of Abuse or Neglect or misconduct against workers/ volunteers of a child availing of our service – Trust in Care Policy, Disciplinary Policy (if allegation is upheld)
- Procedure for the safe recruitment and selection of workers and volunteers to work with children – HR Recruitment Policy
- Procedure for provision of and access to child safeguarding training and information including the identification of the occurrence of harm
- Procedure for the reporting of child protection or welfare concerns to Tusla – DLP Structure
- Procedure for maintaining a list of mandated persons
- Procedure for appointing a relevant person

All procedures listed are available upon request

6. Implementation

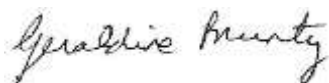
We recognize that implementation is an ongoing process. CRC is committed to the implementation of the Childs Safeguarding Statement and the procedures that support our intention to keep children safe from harm while availing of our service. This Child Safeguarding Statement will be reviewed on 11/03/2020, or as soon as practicable after there has been a material change in any matter to which the statement refers

Signed



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For queries, please contact



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Relevant Person under the Children First Act 2015