

Document Name	Safeguarding Policy
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1.0 Safeguarding Policy

- 1.1 While HIBERNIAN are not typically in contact with children as part of their core business it is recognised that this may occur from time to time and that a robust policy is in place to ensure the protection of children at all times.

2.0 Guiding principles

- 2.1 It is recognised that there are key principles for the protection of children as outlined in Children first: National Guidance for the Protection and Welfare of Children.
- 2.2 HIBERNIAN Ltd will seek to ensure that no child is disadvantaged or treated differently because of background.
- 2.3 We are committed to protecting and promoting the rights of children, including their right to be protected, treated with respect and listened to.
- 2.4 The key principles central to HIBERNIAN safeguarding policy are:
 - 2.4.1 The safety and welfare of children is everyone's responsibility
 - 2.4.2 The best interests, welfare and safety of any child should be paramount
 - 2.4.3 Children have a right to be heard, listened to and taken seriously
 - 2.4.4 We are committed to upholding the rights of every child who attends our service, or is in contact with us in any way, including the right to be kept safe.
 - 2.4.5 Our guiding principles apply to everyone in our organisation. Agencies and professionals must work together in the interests of children.
 - 2.4.6 HIBERNIAN Ltd is committed to compliance with national legislation and policy
- 2.5 Our guiding principles apply to all management and administration staff, faculty and any person on a work placement with us. All staff and faculty are required to sign up to our safeguarding procedures.

3.0 Relevant person

- 3.1 The relevant person to manage all safeguarding issues, including the maintenance of this policy, is the managing director.

4.0 Responding to and reporting child protection or welfare concerns

- 4.1 All staff and faculty have a responsibility to safeguard children and to report any concerns they have
- 4.2 As advised in *Children First: National Guidance for the Protection and Welfare of Children* there are a number of reasonable grounds for concern regarding a child's welfare or safety:
 - 4.2.1 Evidence that is consistent with abuse and is unlikely to have been caused in any other way
 - 4.2.2 Any concerns about possible sexual abuse
 - 4.2.3 Consistent signs that a child is suffering from emotional or physical neglect
 - 4.2.4 A child saying or indicating by other means that he or she has been abused
 - 4.2.5 Admission or indication by an adult or a child of an alleged abuse they committed
 - 4.2.6 An account from a person who saw a child being abused
- 4.3 Where it is apparent that an adult in contact with a staff or faculty member is suffering from an issue (such as mental health difficulties) and there is a child welfare issue, this should also be reported, even where the identity of the child may not be known.
- 4.4 Child welfare or safety concerns may be reported directly to Tusla or to an Garda Síochána

5.0 Working safely with children and young people

- 5.1 The recruitment policy will take account of a faculty member's suitability to work with children/young people.
- 5.2 Faculty will receive training on child safeguarding
- 5.3 Activities involving children will be managed to ensure safe conduct
- 5.4 A code of behaviour is in place for faculty which specifies acceptable and unacceptable behaviour
- 5.5 The responsibility to report any concerns about another colleagues practice is clearly stated. Any such behaviour should be reported to the Managing Director without delay.
- 5.6 Faculty members and staff are subject to full disciplinary procedures for breaches of the guidelines.
- 5.7 A risk assessment of HIBERNIAN Ltd activities indicates that the risk of child welfare/safety issues is extremely low.
- 5.8 One to one tuition between an instructor and child is strictly prohibited.
- 5.9 The only acceptable touching permitted is that which is required to demonstrate a particular skill and must adhere to the procedure for demonstrating that skill.
- 5.10 All staff and faculty must subject themselves to Garda Vetting on receiving an offer of employment.
- 5.11 Where we are working with another organisation or agency, agreement will be reached on who's policies and procedures will apply and who is responsible for reporting.
- 5.12 Under no circumstances are staff or faculty permitted to film, take photography or post on social media any information relating to a child or young person.

6.0 Implementation and review

- 6.1 All faculty and staff will be given a copy of this policy and procedure document
 - 6.2 Training on child safeguarding will be provided
 - 6.3 The policy will be reviewed annually to ensure it is robust and fit for purpose. In addition, any changes in national guidelines or legislation will be incorporated.
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