

## ENABLE IRELAND CHILD SAFEGUARDING STATEMENT

### 1. NAME OF SERVICE AND ACTIVITIES PROVIDED

Our aim is to provide a safe, welcoming environment, free from harm where children can be themselves, play and develop at their own pace, supported by skilled staff.

Enable Ireland at large is compliant with the Children First Act 2015 and the Children First National Guidance for the Protection and Welfare of Children 2017.

Enable Ireland's Children's Disability Network Team works with children aged 0-18 with complex needs arising from their disability. We have a multi-disciplinary team inclusive of Psychologists, Speech and Language Therapists, Occupational Therapists, Physiotherapists, Social Workers, Liaison Nurses and therapy assistants. Typical activities include centre based individual and group and clinical therapy sessions for children and their parents/carers; school and home visits and occasionally therapy or education sessions in community-based settings.

We are committed to safeguarding children and young people and providing a safe environment for them when engaging in our services. We recognise the right of children to be protected from harm, treated with respect, listened to and have their views taken into consideration in matters that affect them.

Enable Ireland will endeavour to safeguard children and young people by having a clear written policy and procedure to support staff to recognise, respond and report concerns about child protection and welfare. This applies to all children and young people under 18 years of age.

Enable Ireland ensures all staff undergo specific mandatory training in child protection.

### 2. COMMITMENT TO SAFEGUARD CHILDREN FROM HARM

We will seek to safeguard children in the following ways:

#### **In relation to staff, volunteers and students by:**

- Having robust recruitment practices ensuring all required Garda/Police vetting, professional registration, and reference checks are made.
- Following the recruitment and selection policy and procedures laid out for the organisation
- Ensuring that all staff, volunteers and students undertake mandatory training in Children First and the Role of the Mandated Person (where applicable). Organising and ensuring all staff, volunteers and students engage in regular reviews of child protection issues and processes through in-services training sessions to provide a shared understanding of child protection issues that inform planning and practice. We prioritise that all staff, volunteers and students keep their Children First training up to date.

- Providing regular clinical and line management supervision and support for all staff, volunteers and students who are in contact with children.
- Having clearly defined roles for all staff within the organisation including those that are mandated to report under Children First.
- Nominating a Designated Liaison Person who will support all staff through any stage of the safeguarding process with clearly defined roles and responsibilities.
- Having clear protocols for recording and storing information on child protection and welfare concerns.
- Ensure all staff /volunteers/students read and familiarise themselves with the Protocol for the Protection and Welfare of Children Policy.

**In relation to children/ young people and parents/guardians by:**

- Providing information for families about child protection and good practice throughout their time with our service in writing and verbally
- Supporting children who have difficulty communicating concerns where needed
- Having clear guidelines for staff around communication with parents, regarding specific concerns relating to their child.
- The safety and well-being of the child must always take priority
- Having a clear written protocol available and displayed in all centres with a list of Designated Liaison Persons and Deputy (DLPs) attached.
- Having child safeguarding posters displayed in waiting rooms and throughout the building which includes the phone number for Tusla duty Social Worker.

**In relation to working with other agencies by:**

- **Sharing information and concerns with TUSLA directly and via the Tusla Portal using a standard report form by the DLP/relevant mandated person and other relevant agencies and providing assistance as required.**
- Ensuring clear protocols are in place for all staff where services are delivered in partnership with other agencies

### 3. RISK ASSESSMENT

In accordance with the *Children First Act 2015*, the CDN/DOS has carried out an assessment of any potential for harm to a child while attending the service or participating in service activities.

A written assessment setting out the areas of risk identified and the service procedures for managing those risks is summarised below:

RISK	PROCEDURES/CONTROLS
<b>Risk of harm to a child by a member of staff</b>	<ul style="list-style-type: none"><li>- Robust recruitment criteria, as set in the Enable Ireland Recruitment and Selection policy</li><li>- Garda vetting every 3 years</li><li>- Mandatory Children's First Training is in place for all staff with refresher training every three years</li><li>- A zero tolerance ethos as regard child safety forms part of the child protection training</li><li>- Staff read and understand policies relevant to child safeguarding</li><li>- Staff supervised regularly in line with the staff support and supervision policy</li><li>- Child safety discussed regularly</li><li>- Staff to report and record any interactions that do not meet acceptable standard also included in child protection training</li><li>- Trust in Care Policy is in place to address any concerns around alleged staff abuse.</li></ul>
<b>Risk of harm to a child by another child</b>	<ul style="list-style-type: none"><li>- Adequate supervision, as per the child's needs assessment</li><li>- Mix of children in groups is done sensitively to foster positive interactions</li><li>- Interactions are monitored and concerning interactions are documented and reported (if required), if needed acted upon by increasing the adult (clinician) to child numbers in a group.</li></ul>

	<ul style="list-style-type: none"> <li>- Staff trained to recognise negative interactions and report them to reflect the accident/incident reporting, analysis and investigation policy</li> <li>- Informal and formal consult with TUSLA available where required</li> </ul>
<b>Risk of harm to a child by a visitor (construction worker, student on placement, another parent)</b>	<ul style="list-style-type: none"> <li>- Student/volunteers are Garda vetted in line with the Enable Ireland Volunteer Policy and the Enable Ireland Third Level Student Placement Policy</li> <li>- Children are supervised at all times by a clinician/parent.</li> <li>- A child would never be left unsupervised with a visitor to the building</li> </ul>
<b>Risk of harm due to lack of supervision</b>	<ul style="list-style-type: none"> <li>- All children are supervised by a parent/caregiver or a clinician at all times while attending any sessions in the premises for the CDNT Central Meath (Navan/Slane)</li> <li>- Fob release doors have been installed at the front door and throughout the building to reduce the risk of a child absconding without supervision</li> <li>- Parents/caregivers are always asked to remain on premises during the intervention sessions or groups or to join the group</li> </ul>
<b>Risk of harm to a child when being supported to access the community by a member of staff/volunteer.</b>	<ul style="list-style-type: none"> <li>- Adequate supervision and support provided on assessed need</li> <li>- Outings planned and risk assessed in line with the Enable Ireland's Lone Working Policy and the Enable Ireland's day trips policy</li> <li>- Staff aware of their environment through planning and experience</li> <li>- Staff know the children, their needs and individual abilities through care planning and communication</li> </ul>

	<ul style="list-style-type: none"> <li>- Parents/caregivers are always asked to remain on premises during the group or to join the group</li> </ul>
<p><b>Risk of harm to a child by being overly directed and not being offered choice or being offered enough information to make a choice</b></p>	<ul style="list-style-type: none"> <li>- All children aged above the age of 10 are invited to participate in setting their own goals as part of the IFSP (Individual Family Service Plan)</li> <li>- If required a child will be referred to the Speech and Language Therapist/for an Assistive Technology assessment to ensure they can communicate their need and wants.</li> <li>- Clinicians follow Enable Ireland's Person Centred Services policy and Enable Ireland's Pathways of Service Delivery for children and families- code of practice</li> </ul>
<p><b>Risk of poor communication with children and parents/guardians for whom English is not their first language</b></p>	<ul style="list-style-type: none"> <li>- Ensuring access to interpreter services as required</li> <li>- The Children Services Referral form which is completed for all children asks if an interpreter is required.</li> <li>- Information provided to parents/carers in writing as well as verbally so they have the option of translating the information if they feel they require it</li> <li>- Sourcing training information for parents in a language they best understand if this is deemed necessary</li> <li>- Enable Ireland's Pathways of service delivery for children and families- code of practice</li> </ul>
<p><b>Risk of poor communication with parents &amp; guardians – lack of parental knowledge of what constitutes a cause for concern</b></p>	<ul style="list-style-type: none"> <li>- Ensuring all parents are given information on Enable Ireland's Child Protection and Welfare policy and procedures if required.</li> <li>- Child Safeguarding statement and child protection posters are placed around the building in visible locations.</li> <li>- Ongoing support for staff will be required regarding process for communicating effectively with parents and guardians.</li> </ul>

	<ul style="list-style-type: none"> <li>- An interpreter will be sourced if required to ensure parents have the best opportunity to understand information provided</li> </ul>
<b>Risk of harm from use of photos/videos during therapy sessions</b>	<ul style="list-style-type: none"> <li>- All staff are Garda Vetted</li> <li>- All staff have completed Children's First</li> <li>- Written consent is requested from parents/guardians on every occasion that photos/videos are to be taken during therapy sessions</li> <li>- Parents/Caregivers are always present while photos/videos are taken</li> <li>- Staff adhere to a number of policies regarding the use and storage of these such as GDPR and Information Management</li> </ul>

#### 4. PROCEDURE FOR THE NOMINATION OF THE DESIGNATED LIAISON PERSON (DLP)

The Director of Services will appoint the DLP

Requirements for appointment of the DLP/**relevant person**:

- Relevant experience and knowledge
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- DLP training

#### 5. MANDATED PERSONS

Mandated persons are people who have contact with children and/or families who, by virtue of their qualifications, training and experience, are in a key position to help protect children from harm. **A list of mandated persons is maintained and appointed by the service and reviewed every year.**

## 6. CHILD SAFEGUARDING POLICIES AND PROCEDURES

As by the *Children First Act 2015* and *Children First National Guidance for Protection and Welfare required of Children, 2017* the following safeguarding policies/procedures/measures are in place:

- Protocol for the Protection and Welfare of Children
- Pathways of Service Delivery for Children and Families Code of Practice
- Person Centres Services Policy
- Information Management (including confidentiality)
- Protected Disclosures Policy
- Data Protection Policy
- Protocol for the Application of Trust in Care Policy In Enable Ireland
- Guardianship & Consent Policy
- Recruitment & Selection Procedure
- Garda Vetting & Garda Re-Vetting Policies
- Codes of Standard and Behaviour
- Lone Working Policy
- Guidelines for working together effectively (Children's Services)
- Intimate Care Policy
- Guidelines on Dealing with Bullying Incidents Relating to Children and Young People
- Staff supervision and support policy
- Complaints Policy
- Accident/Incident Reporting, Analysis and Investigation Policy
- Social Media Policy

- Responding to Service Users that self-harm Policy & Procedure
- Policy & Guidelines for Providing Positive Services and Supports in response to Behaviours that Challenge
- Services Division Risk Management Policy & Procedure
- Mobile Phone & Smart Device Policy
- Restraint/Restrictive Practice Policy and Procedure (Children's Services)
- Training and Development Policy
- GDPR Policy

Note 1:

- *The above is not intended as an exhaustive list. All policies and procedures listed are available on request.*

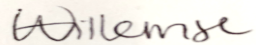
Note 2:

- All staff are required to complete the HSE/TUSLA eLearning module – *Introduction to Children First.*
- *Staff have access to regular Supervision and Support in line with the service policy.*

## 7. IMPLEMENTATION AND REVIEW

- We recognise that implementation and review are an ongoing process. Our service is committed to the implementation of this Child Safeguarding Statement and the accompanying child safeguarding policies and procedures that support our intention to keep children and young people safe from harm while availing of our service.
- This Statement will be reviewed every two years or as soon as practicable after there has been a material change in any matter to which the statement refers.
- This statement is displayed in the service and will be published on the service website when it has been finalised. It has been provided to all staff, volunteers and any other persons involved with the service. It is readily accessible to parents and guardians on request. A copy of this statement will be made available to TUSLA if requested.

Signed:



Date: 03/05/23



**Review date:** 03/05/2025

<b>Enable Ireland Children's Disability Network Team Central Meath (Navan/Slane)</b>				
Unit 13 Mullaghboy Industrial Estate, Navan, Co. Meath C15 C927	Designated Liaison Person	Anine Willemse	CDNT Central Meath	046 909 2530 or 087 2076230
	Deputy	Tracy White Emma Byrne	CDNT Central Meath	046 909 2530 or 0872955745

**For further information on this Statement, contact Relevant Person**

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