Child Safeguarding Statement

Townhall Arts Centre Cavan and Ramor Arts Centre operate as direct functions of Cavan County Council. Both theatres aim to connect, inspire and enrich the lives of all the people in our communities, through accessible, inclusive and engaging cultural spaces. This is done by presenting a varied program of performances by professional artists in all the art forms together with encouraging and facilitating professional theatre companies, youth arts, community based amateur groups and individual artists to develop projects and showcase them in each venue.

Our programme, of touring theatre, dance and music is complimented by a steadfast community focused programme. At Ramor & Townhall Arts Centre's we recognise the importance of working with the local community to actively involve people of all ages in the arts.

We are committed to providing a safe environment and positive experience for all children and young people with whom we interact, a place where the welfare of the young person is of paramount importance. We have developed policies and procedures to ensure this commitment is enshrined in all aspects of our work with children and young people.

This Welfare and Child Protection Policy gather all policies and procedures that relate to work with young people and adheres to *Children First Act 2015*, and the *Children First: National Guidance*, and Tusla's *Child Safeguarding: A Guide for Policy, Procedure and Practice*.

We have committed to reviewing our policies and procedures every two years.

PRINCIPALS TO SAFEGUARD CHILDREN FROM HARM

Below are the principles which will be observed to ensure, as far as possible, that a child is safe from harm while availing of our services at Ramor & Townhall Arts Centres.

- The safety and wellbeing of each child is our primary concern.
- Each child and young adult is unique. We treat all children and young adults equally and with respect.
- All staff, and any artists/facilitators engaged to work with children, are Garda vetted.
- All staff have undertaken Tusla online Child Protection Training – Children First E-Learning.
- We endeavor to create and encourage a friendly, welcoming and positive atmosphere at all times.
- All child protection or welfare concerns will be reported to Tusla/Gardaí in a timely manner.
- Children are always accompanied by a parent/guardian, teacher or member of staff while in the venue.
- When the theatre is open to the public there is always a member of staff on duty in reception to record all those entering the building.
- A child in need of personal support because of illness, physical needs or any form of distress, shall be referred in the first place to his/her parent/guardian or teacher. In the absence of a guardian, the staff member who is working with or supervising that activity will provide such support.
- A parent/guardian or teacher should inform a member of staff if there are any specific needs required during a child's participation at an event.

RISK ASSESSMENT

We have carried out an assessment of any potential for harm to a child while availing of our services. Below is a list of the areas of risk identified and the list of procedures for managing these risks.

	Risk identified	Procedure in place to manage risk identified
	Non-compliance with the venue's Child Protection Policy	All staff, facilitators and volunteers are provided with the Child Safeguarding Statement and a copy of the venues Child Protection and Welfare Policy and Procedures. Any breach of the Child Safeguarding procedures will be reported to the relevant line manager. The Child Safeguarding Statement will be reviewed every 2 years.
	Risk of harm not being recognised by staff and risk of harm not being reported properly and promptly by staff	All staff, facilitators and incoming organisations working with children are provided with a copy of the venue's *Child Safeguarding Statement* A copy of the venues Child Protection and Welfare Policy and Procedures is made available to all staff and facilitators who are required to adhere to same. All staff have undertaken Tusla online Child Protection Training – Children First E-Learning and the venue maintains records of all staff and board member training.
	Delay in making referrals to Tusla	All staff, facilitators and regular volunteers are trained and supported to ensure they can act promptly and not delay in contacting the Designated Liason Person or Tusla when they deem a referral may be required.
	Receipt of complaints of alleged child abuse where a staff member is the alleged perpetrator.	The venue adheres to the requirements of the Garda vetting legislation in relation to directly employed persons. All staff know the procedures to make a referral to the Designated Liason Person or directly to Tusla.

	Risk identified	Procedure in place to manage risk identified
		Internal disciplinary processes are in place where the issue concerns an employee.
	Receipt of complaint of alleged child abuse where a parent, guardian or teacher is the alleged perpetrator.	All staff know the procedures to make a referral to the Designated Liason Person or directly to Tusla. All incoming organisations working with children are provided with a copy of the venue's Child Safeguarding Statement and are asked to provide a copy of their Child Safeguarding Statement
	Risk of harm due to inadequate supervision of children on the premises	The venue has a minimum ratio of supervising adults/children outlined in its contracts with incoming organisations who have children involved in their shows to ensure appropriate supervision of children during their time at the venue.
	Risk of in appropriate use of video/photography/other media to record children's activities	All staff and incoming organisations working with children are informed of the following: Parents must be informed in advance that photography is not permitted during performances. Cameras, camera phones or other recording devices are not permitted in the dressing room/backstage areas. If a school/organisation is making an official recording of the performance, they must secure the permission of all parents and must also notify the Technical Manager in advance of any plans to record the performance.
	Child makes a disclosure to a member of staff	All staff and facilitators know the procedures to make a referral to the Designated Liason Person or directly to Tusla.
	A suspicion of child abuse is determined by a member of staff.	All staff and facilitators know the procedures to make a referral to the Designated Person or directly to Tusla.

PROCEDURES

Our Child Safeguarding Statement has been developed in line with requirements under the Children First Act 2015, *Children First: National Guidance for the Protection and Welfare of Children* (2017), and Tusla's *Child Safeguarding: A Guide for Policy, Procedure and Practice*. In addition to the procedures listed in our risk assessment, the following procedures support our intention to safeguard children while they are availing themselves of our service:

- Children First: National Guidance and Children First Act 2015
- Recruitment and the Selection of Staff
- Managing and supervising Staff
- Code of behavior for Staff
- Code of behavior for Participants
- Reporting of suspected or disclosed abuse
- Allegations of Misconduct or Abuse by Staff
- Involvement of primary carers
- Confidentiality
- Health and Safety
- Complaints and comments
- Child and Family (Tusla) and An Garda Síochána Contacts

All procedures listed above are available on request

IMPLEMENTATION

We recognise that implementation is an ongoing process at Ramor & Townhall. Our service is committed to the implementation of this Child 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 every two years.

Signed

Padraic McIntyre
Designated Liason Person under the Children First Act 2015.

NAME AND CONTACT DETAILS

For queries in relation to this Child Safeguarding Statement, please contact:

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