



St. Joseph's Foundation

Child Safeguarding Statement



(To be read in conjunction with the HSE Child Protection and Welfare Policy, 2017)

Policy Statement.

•St. Joseph's Foundation, as far as is reasonably practical, is committed that a child, while availing of its services, is kept safe from harm. Harm as defined by the Children First Act (2015) in relation to a child means, 'assault, ill-treatment or neglect of the child in a manner that seriously affects or is likely to seriously affect the child's health, development or welfare, or sexual abuse of the child, whether caused by a single act, omission or circumstance or a series or combination of acts, omissions or circumstances or otherwise'.

•The safety and well-being of our service users is paramount.

•Each child must be protected, treated with dignity and respect, listened to and have their views taken into account.

•It is the policy of St. Joseph's Foundation that parents/guardians/carers are made aware of this Statement and the HSE Child Protection and Welfare Policy (2017) and how to access it, when a child begins to avail of our services.

•Staff of St. Joseph's Foundation are committed to safeguarding the well-being of children who use its services. St Joseph's Foundation services to children include the following: Multi-Disciplinary Assessment and Intervention, Respite, Residential, Specialised Pre-school, Hydrotherapy, Equine therapy, Home Support, Home from Home, and Pre-school facilitation.

•All staff must adhere to the HSE Child Protection and Welfare Policy (2017).

•Where staff fail to adhere to the contractually agreed standards, the disciplinary procedure may be invoked.

•While child protection is everyone's responsibility, some staff who are mandated persons will have additional legal obligations under Children First Act (2015) which has been fully commenced in December 2017.

•Mandated Persons will have two legal obligations under the Children First Act:

1.To report the harm of a child to TUSLA, Child and Family Agency.

2.To assist TUSLA, if requested, in assessing a concern which has been the subject of a mandated report.

Risks

A risk assessment has been carried out outlining the risk of harm to children attending our service. This risk assessment includes identified risk, impact of risks and the controls in place to mitigate the risk.

The risk owner is the Children's Services Manager/PIC and this risk is on their Risk Register. The status is "monitored" and is therefore reviewed every three months and more often if required, as per Risk Management Policy and Procedure.

A summary of the controls identified includes:

- Adhering to Staff Recruitment Standards
- "Introduction to Children First", e-learning training programme.
- Staff Training and Supervision
- St Joseph's Foundation Policies and Procedures
- The HSE Child Protection and Welfare Policy (2017)
- Management of Adverse Incidents and Events policy and procedures.
- Ongoing Risk Assessments, Management and monitoring.
- Children First National Guidance for the Protection and Welfare of Children(2017)

Staff Recruitment

St. Joseph's Foundation operates recruitment practices, in line with legislative requirements and best practice, including:

- Advertising/publicising prospective positions as widely as possible providing job and role descriptions.
- Providing an Application Form
- Seeking Garda vetting and the completion of a Declaration Form for all applicants.
- Excluding prospective candidates with convictions against children or adults.
- Identification through photographic I.D., signed name, and address.
- Interview undertaken by a minimum of two representatives of St. Joseph's Foundation and using an agreed set of criteria.
- Rigorous checking of a minimum of three written references, not from a family member.
- Contract agreed between St. Joseph's Foundation and the new staff member, including their agreement to comply with the HSE Child Protection and Welfare Policy (2017).
- There is a probationary period of nine months.
- All staff, when commencing with St. Joseph's Foundation, participate in an Induction

Process to include:

- Familiarising with Policies/Procedures and Guidelines
- Mandatory training including training on Safeguarding Vulnerable Adults and "Introduction to Childrens First",-e learning training programme.

Staff

- All staff within St. Joseph's Foundation have a responsibility to report all concerns to Designated Liaison Person and staff who are "Mandated Persons" can make a report or a joint report with the DLP to Tusla.
- All Staff must complete "An Introduction to Children First", e-learning module on HSE land.
- All St. Joseph's Foundation staff are responsible for promoting the general welfare, health, development and safety of children in their care.
- All staff must be alert to the possibility that, children with whom they are in contact, may be suffering from abuse or neglect.
- Where there is concern, staff must report it to the Designated Liaison Person (DLP).
- Safeguarding within St. Joseph's Foundation is everyone's responsibility which means that should staff have a concern about the safety or well-being of a child they are obliged to report it to the Designated Liaison Person (DLP).
- When a Mandated person has reasonable grounds for concern that a child is being harmed, has been harmed or is at risk of being harmed, he or she are legally obliged to report that to the Designated Liaison Person. Where a child makes a disclosure to a mandated person that he or she believes that he or she is being harmed, has been harmed or is at risk of being harmed, that mandated person shall, as soon as practicable, report that disclosure to the Designated Liaison Person or TUSLA.
- When an investigation is initiated by TUSLA or Gardaí, St Joseph's Foundation will participate fully in the investigation.

Reasonable Grounds for Concern

If there is reasonable grounds for concern that a child may have been, is being or is at risk of being abused or neglected a report is sent to TUSLA.

Reasonable grounds for a child protection or welfare concern include:

- Evidence, for example an injury or behaviour, that is consistent with abuse and is unlikely to have been caused in any other way
- Any concern about possible sexual abuse
- Consistent signs that a child is suffering from emotional or physical neglect
- A child saying or indicating by other means that he or she has been abused.
- Admission or indication by an adult or a child of an alleged abuse they committed
- An account from a person who say the child being abused

(Children First National Guidance for the Protection and Welfare of Children 2017)

Staff member has a Child Protection or Welfare Concern

Concern Arises

Community Setting

- Staff immediately ensure safety of child
- Staff informs Line Manager/DLP
- Contact Garda Síochána as appropriate
- Staff outlines in writing all relevant information and send it to the DLP.
- Inform parents/guardians unless doing so increases the risk to the child or creates an acute of risk to life.

Line Manager /DLP will ensure that the preliminary screening is undertaken and all necessary actions are taken

Service Setting

- Staff immediately ensure safety of child
- Staff informs Line Manager/DLP
- Contact Garda Síochána as appropriate
- Line manager assess need for intervention
- Inform parents/guardians unless doing so increases the risk to the child or creates an acute of risk to life.
- Staff outlines in writing all relevant information and send it to the DLP.

Line manager, Service Manager and DLP will meet to ensure that the Preliminary screening is undertaken and all actions are taken

If Designated Centre, PIC will give notice in writing to the Chief Inspector (HIQA) within 3 days if reasonable grounds for concerns

Preliminary Screening

No grounds for further investigation

Lessons for clinical /care service

Additional information required
i.e. Strategy meeting /
Safeguarding Forum

Immediate safety issues addressed

Reasonable grounds for concern exist. Immediate safety issues addressed

Referral to TUSLA

An Garda
Síochána

TUSLA Assessment

Internal
Enquiry

Independent
Enquiry

Staff within St. Joseph's Foundation must inform the Designated Liaison Person of their concerns.

The Designated Liaison Person will be responsible to report concerns to TUSLA and will be available to support Mandated persons in making a report, see details provided:

Contact Details;

Designated Liaison Person: Joanne Jenks (Principal Social worker): 063 89252/086 3839587.

Email: safeguarding@stjosephsfoundation.ie

Deputy Designated Liaison Person: (Social Work Team Leader): 063-89252.

Where the Designated Liaison Person and Deputy Designated Liaison Person are unavailable, then the Senior Social Work Practitioner will deputise.

TUSLA Duty Social worker:

- Mallow:

TUSLA Child and Family Agency, 134 Bank Place, Mallow, Co. Cork.

Tel. No: 022 54100

Office Hours: 9.00 a.m. to 5.00 p.m.

- Limerick

Limerick Duty Social Work Team, TUSLA Child and Family Agency, Child Protection and Welfare, Rixtown Health Centre, Old Clare St, Limerick.

Tel. No: 061 483098

Office Hours: 9:00a.m. to 5:00 pm.

An Garda Síochána:

- Contact your local Garda Station, or
- Regional HQ, Anglesey Street, Cork: 021 4522000.
- An Garda Síochána, Special Protection Unit, Henry St. Garda Station, Henry Street, Limerick 061 212400.
- Also visit Garda.ie for a further list of stations.