



CIVIC THEATRE, TALLAGHT
CHILD SAFEGUARDING POLICY

Updated: September 2018
Review date: September 2019

Child Safeguarding Policy

It is the policy of The Civic to make sure that Children and Young People are protected and kept safe from harm and abuse (definitions below) while they are with staff/volunteers and outside facilitators/groups in our theatre. In line with the Children First Act 2015 and our statutory obligation to providing a safe environment with regards the services we deliver to children.

We do this by:

- Being child centered.
- Showing respect and understanding for children's rights, safety and welfare.
- Giving parents, children and workers information about what we do.
- Making sure that our staff, facilitators and volunteers are carefully selected, trained and supervised.
- Letting parents and children know how to voice their concerns or complain if there is anything they are not happy about.

"harm" means, in relation to a child —

- (a) 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
- (b) sexual abuse of the child, -- Children First Act (page 6)

Legal Definition of a Child in Ireland

Under the Child Care Act 1991 a child is defined as "a person under the age of 18 years, excluding a person who is or has been married".

Definitions of Abuse: Neglect, Emotional, Physical and Sexual

Neglect: An omission, where the child suffers significant harm or impairment of development by being deprived of food, clothing, warmth, hygiene, intellectual stimulation, supervision and safety, attachment to and affection from adults, medical care.

Emotional: When a child's need for affection, approval, consistency and security are not met. Emotional abuse is normally to be found in the relationship between a caregiver and a child.

Physical: A form of non-accidental injury or injury which results from wilful or neglectful failure to protect a child.

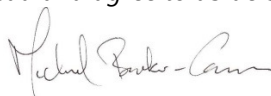
Sexual: When a child is used by another person for his or her gratification or sexual arousal or for that of others.

In accordance with this policy, the staff of The Civic have implemented and will continue to implement the guidelines contained therein, and will ensure that external persons contracted by us to work with children and young people in our theatre abide by the policy guidelines hereunder including:

- code of behaviour for staff and all adults working with children and young people;
- code of behaviour for children and young people;
- reporting procedures in cases of suspected or disclosed abuse;
- confidentiality policy;
- involvement of primary carers;
- recruitment procedures;
- managing and supervising successful applicants and staff;
- staff allegations procedure;
- complaints procedure;
- accidents procedure.

The Mandated and Designated person for child protection is the artistic director; the deputy designed person is the general manager. This policy will be reviewed in September 2019 and in that month annually.

I have read and agree to abide by The Civic Child safeguarding Statement.

Signed: 
Artistic Director of The Civic

Dated: 04/09/2018

Code of Behaviour - Adults

For staff/volunteers, contracted facilitators and outside group leaders working with children and young people in The Civic

- All adults working with children and young people under the auspices of The Civic must have read, understood and signed a copy of The Civic Child Safeguarding Policy.
- Be child centered: create an environment in which children are listened to, valued, encouraged and affirmed, have their rights respected and are treated as individuals.
- Involve children in decision-making, as appropriate.
- Always seek the child's permission before engaging in work that requires touch. Be open and governed by the age and developmental stage of the child.
- Adopt the safest possible practices to minimise the possibility of harm or accidents happening to children and protect yourself from the risk of accusations of abuse or neglect.
- All accidents must be recorded in the Incident Book.
- All concerns, disclosures and complaints must be recorded in the Incident Book and a confidently report given to the designated person immediately.
- Be open with parents in consulting with them about everything that concerns their children.
- Don't spend excessive amounts of time alone with children away from others.
- Don't take children alone in a car journey, however short, or alone to your home.
- Never engage in sexually provocative games, allow or engage in inappropriate touching of any form.
- Never make sexually suggestive comments about or to a child.
- Never tell jokes of a sexual nature in the presence of children.
- Never do things of a personal nature for children that they can do for themselves.
- Never let allegations made by a child go unchallenged or unrecorded.

Signed: _____ Dated: _____

Please tick: Staff Volunteer Outside group leader/facilitator Parent

Witnessed by: _____ Dated: _____
(The Civic Management)

Code of Behaviour - Children and Young People

For children and young people attending workshops and events in The Civic

- Staff/volunteers, facilitators and visitors are treated with dignity and respect.
- The Civic property both inside and out is treated with respect. Any damage to property will be brought to the attention of a member of staff or adult.
- Children will value, encourage and respect the rights of other children taking part in activities.
- Everyone will respect the personal space, safety and privacy of individuals.
- Any threatening, violent or degrading behaviour towards other children or adults will be reported to the designated person and parents. Children will be put on a probation period. If behaviour continues and the child has been warned three times they will be asked to leave the activities and parents informed.
- All participants will be sensitive to the fact that some children are more vulnerable and have special needs.
- Report cases of bullying to either the designated person, facilitator or a staff member of their choice.
- Avoid prejudice and encourage respect for difference in relation to religion, race, class, gender or ability.
- Avoid using inappropriate language and swear words.
- Respect another child's body as their own property.
- Help other children to be safe, happy, learn and have as much fun as possible.

I have read and agree with the above, and have discussed this document with my child who is attending activities at The Civic with my permission.

Signed by parent/guarding: _____ Dated: _____

Signed by young person: _____ Dated: _____

Witnessed by: _____ Dated: _____
(The Civic Management)

REPORTING PROCEDURE

Any person who suspects that a child is being abused, or is at risk of abuse, has a responsibility to report their concerns to Tusla – The Child and Family Agency.

The Mandated and Designated Person for Child Protection at The Civic is
Michael Barker-Caven.

The Deputy Designated Person is **Niamh Ferry.**

Contact at: 01 4627477 or 086 1700 734 Michael.

The Civic's Designated Person for Child Protection (DP), and the Deputy (DDP), are to be contacted should you have an issue or concern about any aspect of a child's or young person's safety and welfare while at The Civic or participating in any activities governed by The Civic.

It is the responsibility of the DP and DDP to support and advise all our staff and contracted facilitators about our policy in regard to child protection.

It is the DP and DDP's responsibility to ensure that procedures are followed as outlined in The Civic Child Safeguarding Policy document and Child Safeguarding Statement.

It is the DP and DDP's responsibility to liaise with Tusla – The Child and Family Agency and/or An Garda Siochana where appropriate.

Any reasonable grounds for concern should be immediately reported to the Mandated/Designated Person or Deputy Designated Person; it is their role to contact Tusla – The Child and Family Agency or An Garda Siochana.

REASONABLE GROUNDS FOR CONCERN include:

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

**REPORTING PROCEDURE: The initial response to a disclosure is crucial.
It is important to be aware of your own emotional reaction.
Hearing a disclosure is likely to be distressing.**

Dealing with Disclosure:

THE ONE THING YOU MUST NOT DO IS NOTHING.

- React calmly
- Listen carefully and attentively
- Take the child seriously
- Reassure the child that they have taken the right action in talking to you
- Do not promise to keep anything secret

- Explain the difference between keeping something a secret and keeping something confidential. Giving information to others for the protection of a child does not constitute a breach of confidentiality. The requirement to report to the designated person, and through them to the authorities, must be explained in a supportive manner to the child.
- Ask questions for clarification only. Do not ask leading questions
- Check back with the child that what you have heard is correct and understood
- Do not express any opinions about the alleged abuser
- Ensure that the child understands the procedures that will follow
- Make a written record of the conversation as soon as possible, in as much detail as possible
- Treat the information confidentially, subject to the requirements of this policy and legislation.
- Don't start to investigate - that is only the role of Tusla and An Garda Síochána. You have a supportive not investigative role. Judgment about abuse must be left to the professionals.
- Need to know basis - any information provided to Tusla and An Garda Síochána will remain confidential. The official policy is that those receiving such information will only disclose it where the welfare of the child requires it and then only to those with a legitimate "need to know basis".

How to Report Your Concerns or a Disclosure:

To help Tusla staff assess your reasonable concern they need as much information as possible about the child and his/her home circumstances and the grounds for concern. A confidential report should be given to the DP/DDP and could include:

- The child's name, address and age
- Names and addresses of parents or guardians
- Names, if known, of who is allegedly harming the child or not caring for them appropriately
- A detailed account of your grounds for concern (e.g. details of the allegation, dates of incidents, and descriptions of injuries)
- Names of other children in the household
- Name of school the child attends
- Your name, contact details and relationship to the child

While it is possible to report a concern without giving your name, it may make it difficult for Tusla to access your concern. If you are a mandated person you cannot submit a report anonymously.

The Protection for Persons Reporting Child Abuse Act, 1998, provides immunity from civil liability to persons who report abuse 'reasonably and in good faith to Tusla or An Garda Síochána'. This means that, even if the reported suspicion of child abuse proves unfounded, a plaintiff who took an action would have to prove that the reporter had not acted reasonably and in good faith in making the report.

Who to report to at The Civic

- Inform the Mandated/designated person (DP – Michael Barker-Caven) of all details including the date, time and people involved and the facts. Ensure that details recorded are as you have outlined them to the DP. Any opinions should be supported by facts.
- The Mandated/DP will discuss the concerns with primary caregivers of the child or young person involved. Parents, caregivers or responsible adults should be made aware of a report to Tusla unless it is likely to put the child or young person at further risk.
- The Mandated/DP may contact Tusla's social worker for an informal consultation prior to making a report.
- Information shared will be strictly on a "need to know" basis (see our confidentiality policy).
- If there are reasonable grounds for concern, the Mandated/DP will contact the duty social worker for our area using the standard reporting Tusla form without delay.
- If the DP or DDP is not available, contact the local duty social worker of Tusla directly. Contact information is included with this policy.
- In case of emergencies outside of Tusla's social work department hours, contact the Gardaí. In situations where the immediate safety of a child or young person is threatened, it may be necessary for the DP, DDP or the person reporting concerns to immediately contact the Gardaí.

Children First: National Guidance for the Protection and Welfare of Children (Dept. of Children and Youth Affairs, 2017) recommend that the following procedure is followed where reasonable grounds exist for the reporting of suspected or actual child abuse.

This forms the basis of The Civic's policy for reporting:

- A report can be made to Tusla in person, by telephone or in writing. Reports must be made **using the Tusla reporting form**. Each region has a social worker on duty for a certain number of hours each day. The duty social worker is available to meet with, or talk on the telephone, to persons wishing to report child protection concerns. Contact information for the nearest officers is retained at The Civic and available within this Policy Document.
- The mandated/DP/DDP who has been approached with concerns or allegations of child abuse, or who has concerns regarding a child at The Civic, will make personal contact with the duty social worker. They will facilitate the social worker in gathering as much information as possible about the child and his or her situation. It is likely that the social worker will wish to speak to the person who first witnessed the incident, received the disclosure, or felt the concern. The mandated/DP/DDP will assist with making contact as required.
- In the event of an emergency, or the non-availability of Tusla staff; the report will be made to An Garda Síochána.
- Under no circumstances will a young person be left in a dangerous situation pending the intervention of the authorities.
- According to guidelines any professional who suspects child abuse should inform the family if a report is likely to be submitted to Tusla or An Garda Síochána, unless doing so is likely to endanger the child. Co-operation with the family is essential in order to ensure the safety of the child. Mandated/DP/DDP will strike a balance between showing respect for families and using authority appropriately.

CONTACT INFORMATION

The Civic: 01 4627477

Designated Person for Child Protection (DP): Michael Barker-Caven 087 1700 734

The Civic is located in the Tusla area of Dublin South West. Dublin South West comprises of Dublin South West, Kildare and West Wicklow. The duty social work office covering Dublin South West is located in Kildare.

Child and Family Agency, St. Mary's, Craddockstown Road, Naas, Co. Kildare. Tel: (045) 920000

An Garda Siochana:

Tallaght Station: 01 666 6000

Confidentiality Statement

We at The Civic recognize the need for confidentiality in all matters regarding child safeguarding and will at all times adhere to the guidelines laid out in both our own Child Safeguarding Policy and that of the Department of Children and Youth Affairs.

Confidentiality Policy for Staff, Volunteers, Youth Facilitators and Group Leaders:

- "Need to know" basis - any information provided to Tusla and An Garda Síochána will remain confidential. The official policy is that those receiving such information will only disclose it where the welfare of the child requires it and then only to those with a legitimate "need to know" basis.
- Primary caregivers, children and young people have a right to know if personal information is being shared with Tusla, unless doing so could put the child at further risk.
- Images of any child or young person participating in activities organised by The Civic will not be used for any reason without the consent of the parent/caregiver (however we cannot guarantee that cameras/videos will not be used at public performances and events).
- Records and information are kept in a safe and confidential manner. Access to The Civic Incident Book is through The Civic staff only, under the authorisation of the DP and DDP, and is not accessible to the general public. Information about health issues and special needs of children participating in any youth programme at the Civic are also confidential. Staff and facilitators have access to these records under the authorisation of the Artistic Director (DP) only, however staff on duty during classes, and facilitator(s), can and must access this information as appropriate. All staff and facilitators abide by the Child Safeguarding Policy guidelines of The Civic including this confidentiality policy.

Recruitment Procedures

Safe practice starts with safe recruitment procedures and involves:

- Always applying thorough selection procedures, no matter who the applicant happens to be;
- Judging the suitability of applicants in relation to a broad range of matters;
- Taking all reasonable steps to eliminate people who are not suitable for working with children; and
- Providing training.

Process to follow when recruiting workers:

- **Clear definition of the role of the employee:** clarify and agree expectations regarding the role, identify the minimum level of personal qualities and skills required to fill the post.
- **Application form:** will have a clear job description and information about the organisation. The form will collect all relevant information about the applicant, including past experience of working with children.
- **Declaration:** all applicants will be required to sign a declaration stating that there is no reason why they would be unsuitable to work with children and young people, and declaring any past criminal convictions or cases pending against them. It is The Civic policy to exclude applicants who would be deemed "a risk" to children. Some reasons for exclusion could include any child-

related convictions, a refusal to comply with recruitment procedures and paperwork requirements, insufficient documentation or references, or concealing any information regarding the applicant's suitability to working with children.

- **Interview:** all applicants will be interviewed by the Artistic Director and if possible one other representative of The Civic. Interviewers will explore the information stated on the application form and assess the applicant's suitability for the post. The information supplied by the applicant and any other information supplied on their behalf will only be seen by persons directly involved in the recruitment procedure.
- **References:** an applicant will be expected to supply the names of two referees (not family members) who will testify as to their character, suitability to the role of employee, or any other issues which may affect their ability to perform the tasks required of them. At least one referee should have first-hand knowledge of the applicant's previous work or contact with children. All references will be received in writing and later confirmed by telephone, letter or personal visit.
- **Identification:** the identity of the applicant must be confirmed against some documentation (ID card, driving license, passport or long birth certificate) which gives his/her full name and address together with a signature and photograph. This will be compared with the written application.
- **Garda Clearance:** candidates must consent to Garda vetting, and Garda Clearance will be verified by The Civic DP/DDP before employment is confirmed.

Successful Applicants/ Managing and Supervising Staff

When a successful candidate takes up a post at The Civic working with children or young people, or when a new staff member is recruited, the following procedures shall be followed:

Induction: When an applicant is accepted they will be required to undertake an induction course. Induction will be a planned programme that enables workers to get to know The Civic, their colleagues and their job. It will also cover expectations, conditions and procedures for dealing with discipline, grievances and allegations, and will include a detailed discussion of The Civic Child Safeguarding Policy including the role of the Designated Person and Deputy for Child Protection, reporting procedures, and codes of behaviour.

Child Safeguarding Policy: The Artistic Director (DP) will discuss with new staff their role(s) in terms of children and young people's programming and activities at The Civic, and any aspects of the policy that are unclear to new staff will be explained during induction sessions. All staff and contracted facilitators will be provided with a copy of The Civic Child Safeguarding Policy during induction, and will be expected to confirm in writing that they have read and understood, and agree to abide by, this policy in all areas.

Child Safeguarding Training: DP will undertake to participate in training in Child Safeguarding provided by the Arts Council, Tusla or others, as required to ensure best practice and procedures are maintained and updated on an ongoing basis. All staff and contracted facilitators will be updated on any changes to the child safeguarding policies and procedures, and kept informed of important information and reporting procedures.

Trial Period: Appointment will be conditional on the successful completion of a trial period, the length of which will be decided at the outset. This gives an opportunity to assess the suitability of a new worker to work with children and his/her commitment to The Civic policies on safe practices.

Records: Details of selection and induction will be recorded, along with notes on any matters arising during any part of the process.

Additional Training: To maintain quality standards and good practice, training will be encouraged on an ongoing basis for all workers.

Staff Meetings: Will be held on an ongoing basis to ensure clear communication between all staff and facilitators working with children and young people at The Civic, to allow for any grievances or concerns, or lack of clarity on policy or procedures, to be aired and worked out, and to ensure the environment for children and young people remains safe and monitored at all times.

Annual Review: To assess general performance and review any changes that have happened or that needs to be made, staff and facilitators will be supervised and receive annual reviews of their work practices.

Involvement of Primary Carers

It is the policy of The Civic to be open with and respectful of all parents and other primary carers of young people and children participating in activities at our theatre.

We do this by:

- Ensuring that all primary carers are aware of our Child Safeguarding Policy (a copy is available at the box office of The Civic and on our website)
- Making sure primary carers are informed of our current and potential activities for children and young people including content, schedules, adult supervision and age-appropriateness of the activities
- Providing appropriate consent forms, collecting signatures, and gathering necessary information from caregivers prior to engaging children in any activities
- Complying with health and safety practices (a copy of The Civic Health and Safety Statement is available to all caregivers on our website or at box office)
- Reviewing and if necessary updating our Child Safeguarding Policy on a regular basis
- Adhering to stringent recruitment guidelines on staff hiring and contracting youth-work facilitators, and ensuring staff and people working with young people and children are properly vetted, trained and supervised
- Encouraging the involvement of parents and caregivers in activities for children and young people, when possible

If any caregiver has concerns about the welfare of children and young people in the context of activities organised by The Civic, we undertake to:

- Listen to any concerns brought to the attention of the Artistic Director (DP) and act according to our Child Safeguarding Policy
- Respond to the needs of children and young people, and act according to Child Safeguarding Policy
- When obliged to, we will pass on any child safety concerns to the authorities (An Garda Síochána and/or Tusla) in cases where concerns have been expressed regarding the welfare or safety of any child participating in activities under the auspices of The Civic
- In the event of a complaint against any member of staff or an external facilitator contracted by The Civic, we will immediately follow Child Safeguarding Policy procedures to ensure the safety of the child/young person, and inform primary carers as appropriate

It is the policy of The Civic to make sure that Children and Young People are protected and kept safe from harm and abuse while they are with staff/volunteers and outside facilitators/groups in our theatre.

To that end we will:

- Act on any child protection/welfare concern by contacting Tusla or Gardaí when necessary and in accordance with our policy guidelines
- Encourage primary caregivers to be familiar with our policy guidelines, and work with us to ensure the safety of every child participating in our programmes
- Make sure caregivers are provided with the appropriate forms to ensure the children/young people in their care are properly covered for participation in activities at The Civic
- Make known the contact person(s) for Child Safeguarding at The Civic (this information is on display in the lobby) and ensure their availability to caregivers

Staff Allegations Procedure

If allegations of abuse are made against employees it is important to note that there are two procedures to be followed:

- The reporting procedure in respect of the child
- The procedure for dealing with the employee

In general it is recommended that the same person should not have responsibility for dealing with both the reporting issues and the employment issues, therefore:

The Designated Person (DP) for Child Protection is Artistic Director Michael Barker-Caven

The DP has responsibility for dealing with any issues relating to the welfare of a child or young person at The Civic.

The Board of Directors of The Civic are: Cllr. Breeda Bonner, Fintan Warfield, Bernadette Fennell, Rob Russell, Jack Martin, Liam Morrissey, and Eddie Conroy.

The Chairman of the Board has responsibility for any issues relating to allegations of child abuse made against members of staff. In the event of their unavailability or where appropriate, the other board members will be deemed to have responsibility in dealing with any such issues involving The Civic staff members. Contact information for all board members is available at The Civic.

Staff/volunteers may be subjected to erroneous or malicious allegations. Therefore any allegations of abuse should be dealt with sensitively and support provided for staff including counselling where necessary. However, the primary goal is to protect the child while taking care to treat the employee fairly.

Agreed procedures to address situations where allegations of child abuse are made against an employee:

- Senior management will inform the employee that an allegation has been made against him/her.
- Senior management will inform the employee of the nature of the allegation.
- The employee should be afforded the opportunity to respond. The employer should note the response and pass on this information when making the formal report to Tusla.
- Senior management will follow the standard procedure for reporting allegations to Tusla without delay.
- The chairperson will be informed as soon as possible.
- Action should be guided by the agreed procedures stated in the Child Safeguarding Policy document, by referral to Tusla guidance, and the applicable employment contract.
- The first priority will be to ensure that no child is exposed to unnecessary risk. Senior management will as a matter of urgency take any necessary protective measures. These measures will be proportionate to the level of risk and will not unreasonably penalise the employee, financially or otherwise, unless necessary to protect children. Where protective measures do penalize the employee early consideration will be given to the case.

- Any action following an allegation of abuse against an employee will be taken in consultation with Tusla and An Garda Siochana. Senior management will maintain a close liaison with these authorities to achieve this.
- After these consultations referred to above and when pursuing the question of the future position of the employee, senior management will advise the person accused of the allegation and the agreed procedures will be followed.
- Children and/or their primary caregivers will be informed by management or the board of any allegations made against The Civic staff concerning them, so long as it is in accordance with our Child Safeguarding Policy guidelines for reporting and confidentiality, and taking into consideration the age of the child and any specifics of the alleged incident(s), always taking the welfare of the child as the primary concern.

Complaints Procedure

When a complaint is made against The Civic, a member of staff or an outside group working in the centre:

Always:

- Record the complaint in the incident book and make a confidential report of the complaint immediately to senior staff.

Procedure for senior staff:

- Where possible meet and talk to the person making the complaint face to face.
- Confirm all the details recorded in the incident book are accurate, record further details if necessary
- If the situation involves a complaint against the property, it should be addressed immediately; if this is not possible then the Board of Directors should be informed and the problem rectified.
- If the situation involves a complaint against a person, that person should be informed immediately.
- If the situation involves more than the person making the complaint, where possible, organise a meeting with all parties so everyone can discuss what happened and an outcome agreeable to all can be reached.
- If disciplinary action has to be taken against a member of staff or person from an outside group, allow them the opportunity to be present at the meeting, and action should be guided by the agreed procedures as outlined in The Civic Child Protection Policy and the applicable employment contract.

Accidents Procedure

Good practices in The Civic to keep children and staff safe.

If an accident occurs always:

- Stay calm, listen and act quickly
- Seek medical attention immediately if required.
- Record the accident in the Incident Book.
- Inform the parents and Designated Person.

Know the location of our First Aid box (kitchen)

Good Practices to avoid or monitor accidents

Know the children:

- We have defined codes of behaviour for adults and young people.
- We have a registration system for each child.
- We keep a record on each child, including medical details, any special needs and emergency contact telephone numbers.

Keep records of:

- Attendance
- Accidents - accident records should be reviewed regularly and any unusual patterns reported to senior management
- Consents given for various activities
- Any complaints or grievances

Pay attention to health and safety matters making sure that:

- Any buildings being used are safe and meet required standards
- There is sufficient heating and ventilation
- Toilets, showers areas and washing facilities are up to standard
- Fire precautions are in place
- First aid facilities and equipment are adequate
- There is access to a phone - emergency numbers are displayed in the lobby
- Equipment is checked regularly
- Insurance cover is adequate

It is important to ensure that:

- Children are not left unattended
- Adequate numbers of workers of both sexes are available to supervise the activities
- Workers know at all times where children are and what they are doing
- Any activity using potentially dangerous equipment has constant adult supervision
- Dangerous behaviour is not allowed

If the activities involve staying away from home overnight, attention should be paid to the following:

- Safe methods of transport
- Adequate insurance, to cover all aspects of the trip
- Parental consent is recorded

It is important to ensure that:

- Any information about children which may be relevant to staying away overnight, like allergies, medical problems, or special needs, is furnished to supervising adults
- Appropriate and well-supervised sleeping arrangements are made
- Respect for the privacy of children and young people in dormitories, changing rooms, showers and toilets is maintained by all.

Discipline and challenging behaviour:

- More than one person should be present when challenging behaviour is being dealt with
- A record is kept in the Incident Book describing what happened, the circumstances, who was involved, any injury to a person or to property and how the situation was resolved

Provide training, including:

- Induction training for all staff
- Particular skills training to fit in with the nature of the organization
- Child safeguarding training to raise awareness and provide information about how to respond to suspicions or incidents of child abuse

Supervising workers:

- Focus on the work to be done, always acknowledging the positive tasks that have already been carried out
- Provide opportunities for discussing concerns and training needs
- Hold a review at the end of the trial period to confirm the workers in post, to extend his/her probation period or to determine his/her services
- Have an annual review or staff appraisal to assess general performance and review any changes that have happened or that you need to make.

Declaration Form

Declaration from all staff, volunteers and outside workers working with children and young people in The Civic.

Surname: _____ First Name: _____

Any other name/previously known as: _____

Date of Birth: _____ Place of Birth: _____

1. Have you been convicted of a criminal offence or been the subject of a Caution or of a Bound Over Order?

YES NO

If yes, please state below the nature and date(s) of the offence(s):

Nature of Offence:	Date of Offence:
_____	_____
_____	_____
_____	_____

2. Are there reasons you might be considered unsuitable to work with children and young people?

YES NO

If yes, please state why:

Signed: _____ Dated: _____
(Staff members/volunteer/contracted facilitator)

Signed: _____ Dated: _____
(Senior Manager at The Civic)