

The Civic Child Safeguarding Statement 2019

The Civic is a creative space for artists, performers and audiences. We provide child-centred activities such as performances, workshops and summer camps for children and young people of all ages and all abilities. We are committed to a child led approach to our work with children and young people. We undertake to provide a safe environment and experience where the welfare of the child and young person is paramount.

Policies and Procedures

We will adhere to the recommendations of Children First: National Guidelines for the Protection and Welfare of Children, published by the Department of Health and Children(2017)and the Child First Act (2015) in line with Tusla's Child Safeguarding: A Guide for Policy, Procedure and Practice.

Our policy declaration applies to all board members, paid staff, facilitators both in-house and external, commissioned artists, artists on residencies, volunteers, and students on work placement within our organisation. All of the above must sign up to and abide by the policies, procedures and guidance encompassed by this statement declaration and our child safeguarding policy and accompanying procedures. We want The Civic to be a safe, inviting, open, inclusive, professional place for everyone.

Review

We will review our child safeguarding statement and accompanying child safeguarding policies and procedures every year or sooner if necessary, due to service issues or changes in legislation or national policy.

We believe that the welfare of all children and young people is paramount. All children and have the equal right to protection from abuse, neglect, exploitation and violence. Everyone should be treated with respect and dignity and everyone has a responsibility for safeguarding children.

This policy applies to all children and young people at The Civic as:

- Audiences to our music, theatre, film and visual arts programme
- Performers and artists
- Participants in our workshops
- Participants on school / community group visits
- Volunteers
- Student placements
- Outreach work, which we deliver outside of the building.
- Venue Hire, where sole charge is the responsibility of the hirer.

Risk Assessment in accordance with the Children First Act 2015.

The Board of Management 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 identified	Procedure in place to manage identified risk
1.	Risk of harm not noted by The Civic Personnel: board members, staff members, workshop facilitators, board of management.	Introduce all board/staff to The Civic Child Safeguarding Policy; roles, reporting procedures and codes of behaviour. Provision of child safeguarding training provided by The Civic as part of induction.
2.	Risk of harm not being reported properly or in good time by The Civic Staff or facilitators.	Staff and facilitators are aware of the role of the Mandated Person (artistic director), and receive training in child safeguarding concerns and levels of concern for reporting.
3.	Risk of young person being harmed by The Civic staff or facilitators.	Safe recruitment procedures involves: Taking all reasonable steps to eliminate people who are not suitable for working with children; and insisting all staff are Garda vetted. Provide training on our child safeguarding policy. All staff/facilitators to read and sign our code of behaviour policy for adults. Children and young people never to be left alone with an adult in the building, two adult policy in place when children are in the building.
4.	Risk of harm due to bullying of a young person.	Our policy outlines what constitutes bullying and harassment, who to make a complaint to and what action the company will take in dealing with an offence of this nature.
5.	Risk of harm due to inadequate supervision of young people.	Always having two adults present during events. 12+ children will be supervised by an increased ratio of adult's. Parents/guardians must always drop/collect their children inside the building.
6.	Risk of harm due to inappropriate relationship/ communications between adult staff members and facilitators and a young person.	Adults will never be alone with a child either in the building or to give a lift to a child in a car.
7.	Risk of harm caused by staff/facilitators communicating with young people in an inappropriate manner via social media, texting, digital device or other manner.	Adults will NEVER communicate on a 1-1 basis with a child either by text, email or social media.
8.	Risk of harm due to inappropriate use of images of	Images of any child or young person participating in activities organised by The Civic will not be used for

	young people.	any reason without the consent of the parent/caregiver.
9.	Risk of harm due to inappropriate use of young people's personal data.	No data is disclosed to any third party and remains confidential.

Implementation

We recognise that implementation is 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 safe from harm while availing of our service.

This statement has been published on our website and is displayed in our reception. It has been provided to all board, staff, volunteers and facilitators. It is readily accessible to parents and guardians on request. A copy of this Statement will be made available to Tusla if requested.



Signed:

Artistic Director, The Civic

Date: 07/09/2020