



Child Safeguarding Statement

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Policy group: Safeguarding

Responsible person(s): Safeguarding Committee

Policy Details

Approval

Signature	
Name	Liz Maher
Role	Manager
Date	27/07/2021
Version	1

Related Policies

1.	Accident, Incident and Near Miss Policy
2.	Bullying and Harassment Policy
3.	Child Protection and Welfare Policy
4.	Code of Standards and Behaviour
5.	Comments, Compliments and Complaints Policy
6.	Consent Policy
7.	Data Protection and Confidentiality Policy
8.	Financial Governance Policy
9.	Good Faith Reporting Policy
10.	Participant Code of Conduct
11.	Participant Private Property Policy
12.	Positive Behaviour Support Policy
13.	Protected Disclosures Policy
14.	Safeguarding Vulnerable Persons Policy



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1. Child Safeguarding Statement

1.1 Nature of service and principles to safeguard children from harm

Inspired provides education, employment and transition supports for young adults with mild to low-moderate intellectual disabilities. We are committed to promoting and protecting the safety and wellbeing of all participants who attend our service. Inspired has a Safeguarding Vulnerable Persons Policy which is closely aligned with the National Policy and Procedures for Safeguarding Vulnerable Persons at Risk of Abuse¹.

As a recipient of funding from the Health Service Executive (HSE), Inspired adheres to the HSE Child Protection and Welfare Policy. In accordance with the Children First Act 2015, Inspired is required to complete a Risk Assessment in relation to the potential risks of harm to a child or young person while attending our service. This Child Safeguarding Statement outlines the policies and procedures which are in place to manage the risks that have been identified.

1.2 Risk Assessment

Inspired has carried out an assessment of any potential for harm to a child while availing of our services, including the area of online safety when accessing the internet. The list of the identified risks and procedures for managing these risks is provided in appendix 1.

1.3 Procedures

This 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 *Child Safeguarding: A Guide for Policy, Procedure and Practice*, issued by Tusla. Safeguarding is everyone's responsibility at Inspired, it is embedded in our day-to-day work, and always a priority for staff and management. Children First is a mandatory training for all staff and volunteers at Inspired. In addition to the procedures listed in our risk assessment, Inspired has many policies in place that support our intention to safeguard children while they are availing of our service:

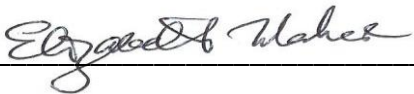
- Accident, Incident, Near Miss Policy
- Bullying and Harassment Policy
- Child Protection and Welfare Policy
- Code of Standards and Behaviour
- Data Protection and Confidentiality Policy
- Financial Governance Policy
- Garda Vetting Policy
- Good Faith Reporting Policy
- Participant Code of Conduct
- Participant Disciplinary Policy
- Participant Private Property Policy
- Personal Intimate Care Policy
- Positive Behaviour Support Policy
- Protected Disclosures Policy
- Recruitment Policy
- Safeguarding Vulnerable Persons Policy
- Staff Disciplinary Policy
- Volunteer Policy

As required by the Children First Act 2015, Inspired has one Relevant Person, who is the first point of contact in respect of this Child Safeguarding Statement. The Relevant Person is also the Designated Officer and therefore a Mandated Person, as described in Schedule 2 of the Act. The Mandated Person has two main legal obligations; to report the harm of children at or above a defined threshold to Tusla, and to assist Tusla, if requested in assessing a concern which has been the subject of a mandated report.

1.4 Implementation

Inspired recognise that implementation is an ongoing process. 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 on every two years, or as soon as practicable after there has been a material change in any matter to which the statement refers.

Signed: _____
Manager


Relevant Person under the Children First Act 2015:

Liz Maher, Manager

Liz.maher@inspired.ie

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Appendix 1. Risk Assessment

 Risk Assessment	
Activity	Child Safeguarding
Location	Inspired, both at Brandon Court and in the community
Date of Assessment	26.07.2021
Risk Assessor(s)	Geraldine McGettigan, Liz Maher
Unique ID	CHI_2021

HAZARD 1: PHYSICAL ABUSE (CHI_2021_01)				
RISK	EXISTING CONTROL MEASURES	ADDITIONAL CONTROLS REQUIRED	ACTION OWNER	DEADLINE
Harm, injury or death of a child	Policies: <ul style="list-style-type: none"> • Accident, Incident, Near Miss Policy • Bullying and Harassment Policy • Child Protection and Welfare Policy • Code of Standards and Behaviour • Data Protection and Confidentiality Policy • Garda Vetting Policy • Participant Code of Conduct • Participant Disciplinary Policy • Personal Intimate Care Policy • Positive Behaviour Support Policy • Recruitment Policy • Safeguarding Vulnerable Persons Policy • Staff Disciplinary Policy • Volunteer Policy 	<ul style="list-style-type: none"> • Develop a Good Faith Reporting Policy • Develop a Protected Disclosures Policy 	Geraldine McGettigan, Quality and Compliance Officer	Q4 2021

	<p>Procedures:</p> <ul style="list-style-type: none">• All staff and volunteers are Garda Vetted before commencing work with Inspired.• Staff supervise participants according to their needs and level of independence.• Volunteers are not permitted to provide any personal intimate care to participants, only staff can do this.				
Initial Risk			Risk Status		
Impact	Likelihood	Initial Risk Rating	Open	Monitor	Closed
(Rate from 1 to 5, using tool below as guidance)		(Impact x Likelihood)	(Please ✓)		
5	3	15	✓		

HAZARD 2: SEXUAL ABUSE (CHI_2021_02)				
RISK	EXISTING CONTROL MEASURES	ADDITIONAL CONTROLS REQUIRED	ACTION OWNER	DEADLINE
Harm or injury to a child	Policies: <ul style="list-style-type: none"> • Accident, Incident, Near Miss Policy • Bullying and Harassment Policy • Child Protection and Welfare Policy • Code of Standards and Behaviour • Data Protection and Confidentiality Policy • Garda Vetting Policy • Participant Code of Conduct • Participant Disciplinary Policy • Personal Intimate Care Policy • Positive Behaviour Support Policy • Recruitment Policy • Safeguarding Vulnerable Persons Policy • Staff Disciplinary Policy • Volunteer Policy 	<ul style="list-style-type: none"> • Develop a Good Faith Reporting Policy • Develop a Protected Disclosures Policy • Develop and Online Safety Policy for Participants 	Geraldine McGettigan, Quality and Compliance Officer	Q4 2021

	<p>Procedures:</p> <ul style="list-style-type: none"> • All staff and volunteers are Garda Vetted before commencing work with Inspired. • Staff supervise participants according to their needs and level of independence. • Volunteers are not permitted to provide any personal intimate care to participants, only staff can do this. 				
Initial Risk			Risk Status		
Impact	Likelihood	Initial Risk Rating	Open	Monitor	Closed
(Rate from 1 to 5, using tool below as guidance)		(Impact x Likelihood)	(Please ✓)		
4	3	12	✓		

HAZARD 3: PSYCHOLOGICAL ABUSE (CHI_2021_03)				
RISK	EXISTING CONTROL MEASURES	ADDITIONAL CONTROLS REQUIRED	ACTION OWNER	DEADLINE
Psychological harm or upset	Policies: <ul style="list-style-type: none"> • Accident, Incident, Near Miss Policy • Bullying and Harassment Policy • Child Protection and Welfare Policy • Code of Standards and Behaviour • Data Protection and Confidentiality Policy • Garda Vetting Policy • Participant Code of Conduct • Participant Disciplinary Policy • Personal Intimate Care Policy • Positive Behaviour Support Policy • Recruitment Policy • Safeguarding Vulnerable Persons Policy • Staff Disciplinary Policy • Volunteer Policy 	<ul style="list-style-type: none"> • Develop a Good Faith Reporting Policy • Develop a Protected Disclosures Policy • Develop an Online Safety Policy for Participants 	Geraldine McGettigan, Quality and Compliance Officer	Q4 2021

	<p>Procedures:</p> <ul style="list-style-type: none"> • All staff and volunteers are Garda Vetted before commencing work with Inspired. • Staff supervise participants according to their needs and level of independence. • Volunteers are not permitted to provide any personal intimate care to participants, only staff can do this. 				
Initial Risk			Risk Status		
Impact	Likelihood	Initial Risk Rating	Open	Monitor	Closed
(Rate from 1 to 5, using tool below as guidance)		(Impact x Likelihood)	(Please ✓)		
4	3	12	✓		

HAZARD 4: FINANCIAL OR MATERIAL ABUSE (CHI_2021_04)				
RISK	EXISTING CONTROL MEASURES	ADDITIONAL CONTROLS REQUIRED	ACTION OWNER	DEADLINE
Financial or material harm to a child	Policies: <ul style="list-style-type: none"> • Accident, Incident, Near Miss Policy • Child Protection and Welfare Policy • Code of Standards and Behaviour • Data Protection and Confidentiality Policy • Financial Governance Policy • Garda Vetting Policy • Participant Code of Conduct • Participant Disciplinary Policy • Participant Private Property Policy • Positive Behaviour Support Policy • Recruitment Policy • Safeguarding Vulnerable Persons Policy • Staff Disciplinary Policy • Volunteer Policy 	<ul style="list-style-type: none"> • Develop a Good Faith Reporting Policy • Develop a Protected Disclosures Policy 	Geraldine McGettigan, Quality and Compliance Officer	Q4 2021

	<p>Procedures:</p> <ul style="list-style-type: none"> • Staff do not manage participant finances • The use of cash to pay for Inspired services is discouraged, direct debit if preferred • If participants wish to pay with cash for occasional activities (such as day trips), the Office Administrator handles this in accordance with the Participant Private Property Policy and Financial Governance Policy. No other staff are involved in this process. 				
Initial Risk			Risk Status		
Impact	Likelihood	Initial Risk Rating	Open	Monitor	Closed
(Rate from 1 to 5, using tool below as guidance)		(Impact x Likelihood)	(Please ✓)		
3	3	9	✓		

HAZARD 5: NEGLECT (CHI_2021_05)					
RISK	EXISTING CONTROL MEASURES		ADDITIONAL CONTROLS REQUIRED	ACTION OWNER	DEADLINE
Harm, injury or death of a child	<p>Policies:</p> <ul style="list-style-type: none">● Accident, Incident, Near Miss Policy● Child Protection and Welfare Policy● Safeguarding Vulnerable Persons Policy <p>Procedures:</p> <ul style="list-style-type: none">● All staff and volunteers are required to complete Children First training before commencing work with Inspired.● Inspired has a Designated Officer who is a Mandated Person and will follow reporting processes if staff become concerned that a participant is at risk of neglect		<ul style="list-style-type: none">● Develop a Good Faith Reporting Policy● Develop a Protected Disclosures Policy	Geraldine McGettigan, Quality and Compliance Officer	Q4 2021
Initial Risk			Risk Status		
Impact	Likelihood	Initial Risk Rating	Open	Monitor	Closed
(Rate from 1 to 5, using tool below as guidance)		(Impact x Likelihood)	(Please ✓)		
4	3	12	✓		

HSE RISK ASSESSMENT TOOL

HSE Integrated Risk Management Policy, 2017

1. IMPACT TABLE

	Negligible	Minor	Moderate	Major	Extreme
Harm to a Person	Adverse event leading to minor injury not requiring first aid. No impaired Psychosocial functioning.	Minor injury or illness, first aid treatment required <3 days absence < 3 days extended hospital stay Impaired psychosocial functioning greater than 3 days less than one month	Significant injury requiring medical treatment e.g. Fracture and/or counselling. Agency reportable, e.g. HSA, Gardaí (violent and aggressive acts). >3 Days absence 3-8 Days extended hospital Stay Impaired psychosocial functioning greater than one month less than six months	Major injuries/long term incapacity or disability (loss of limb) requiring medical treatment and/or counselling Impaired psychosocial functioning greater than six months.	Incident leading to death or major permanent incapacity. Event which impacts on large number of service users or member of the public Permanent psychosocial functioning incapacity.
Service User Experience	Reduced quality of service user experience related to inadequate provision of information	Unsatisfactory service user experience related to less than optimal treatment and/or inadequate information, not being talked to & treated as an equal; or not being treated with honesty, dignity & respect - readily resolvable	Unsatisfactory service user experience related to less than optimal treatment resulting in short term effects (less than 1 week)	Unsatisfactory service user experience related to poor treatment resulting in long term effects	Totally unsatisfactory service user outcome resulting in long term effects, or extremely poor experience of care provision
Compliance (Statutory, Clinical, Professional & Management)	Minor non-compliance with internal PPPG's. Small number of minor issues requiring improvement	Single failure to meet internal PPPG's. Minor recommendations which can be easily addressed by local management	Repeated failure to meet internal PPPG's. Important recommendations that can be addressed with an appropriate management action plan.	Repeated failure to meet external standards. Failure to meet national norms and standards / Regulations (e.g. Mental Health, Child Care Act etc). Critical report or substantial number of significant findings and/or lack of adherence to regulations.	Gross failure to meet external standards Repeated failure to meet national norms and standards / regulations. Severely critical report with possible major reputational or financial implications.
Objectives/Projects	Barely noticeable reduction in scope, quality or schedule.	Minor reduction in scope, quality or schedule.	Reduction in scope or quality of project; project objectives or schedule.	Significant project over – run.	Inability to meet project objectives. Reputation of the organisation seriously damaged.
Business Continuity	Interruption in a service which does not impact on the delivery of service user care or the ability to continue to provide service.	Short term disruption to service with minor impact on service user care.	Some disruption in service with unacceptable impact on service user care. Temporary loss of ability to provide service	Sustained loss of service which has serious impact on delivery of service user care or service resulting in major contingency plans being involved	Permanent loss of core service or facility. Disruption to facility leading to significant 'knock on' effect
Adverse Publicity/ Reputation	Rumours, no media coverage. No public concerns voiced. Little effect on staff morale. No review/investigation necessary.	Local media coverage – short term. Some public concern. Minor effect on staff morale / public attitudes. Internal review necessary.	Local media – adverse publicity. Significant effect on staff morale & public perception of the organisation. Public calls (at local level) for specific remedial actions. Comprehensive review/investigation necessary.	National media/ adverse publicity, less than 3 days. News stories & features in national papers. Local media – long term adverse publicity. Public confidence in the organisation undermined. HSE use of resources questioned. Minister may make comment. Possible questions in Dail. Public calls (at national level) for specific remedial actions to be taken possible HSE review/investigation	National/International media/ adverse publicity, > than 3 days. Editorial follows days of news stories & features in National papers. Public confidence in the organisation undermined. HSE use of resources questioned. CEO's performance questioned. Calls for individual HSE officials to be sanctioned. Taoiseach/Minister forced to comment or intervene. Questions in the Dail. Public calls (at national level) for specific remedial actions to be taken. Court action. Public (independent) Inquiry.
Financial	0.33% of budget deficit	0.33 – 0.5% of budget deficit	0.5 – 1.0% budget deficit	1.0 – 2.0% of budget deficit	> 2.0% of budget deficit
Environment	Nuisance Release.	On site release contained by organisation.	On site release contained by organisation.	Release affecting minimal off-site area requiring external assistance (fire brigade, radiation, protection service etc.)	Toxic release affecting off-site with detrimental effect requiring outside assistance.

2. LIKELIHOOD SCORING

Rare/Remote (1)		Unlikely (2)		Possible (3)		Likely (4)		Almost Certain (5)	
Actual Frequency	Probability	Actual Frequency	Probability	Actual Frequency	Probability	Actual Frequency	Probability	Actual Frequency	Probability
Occurs every 5 years or more	1%	Occurs every 2-5 years	10%	Occurs every 1-2 years	50%	Bimonthly	75%	At least monthly	99%

3. RISK MATRIX

	Negligible (1)	Minor (2)	Moderate (3)	Major (4)	Extreme (5)
Almost Certain (5)	5	10	15	20	25
Likely (4)	4	8	12	16	20
Possible (3)	3	6	9	12	15
Unlikely (2)	2	4	6	8	10
Rare/Remote (1)	1	2	3	4	5