



COMHLÁMH'S CHILD SAFEGUARDING POLICY

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1 Policy

1.1 Policy Statement

Comhlámh recognises it has a duty of care and is fully committed to the safeguarding of children in order to ensure that no child or young person is harmed or placed at risk of harm as a result of their association with us. We believe that all children have a right to protection against all forms of abuse and harm; that the welfare and protection of all children is paramount, and that child safeguarding is everybody's responsibility. Comhlámh seeks to create a safe environment for all children and young people. We believe that all children, including children seeking asylum and within refugee and migrant families; children from ethnic minority groups, children with disabilities, LGBTIQ youth and those living in poverty, have a right to be heard, listened to and taken seriously; have self-agency and the right to participate in as active global citizens contributing to decisions that affect their lives as well as to their own communities and wider society.

1.2 Aim and Purpose of Policy:

The purpose of this policy to ensure safeguarding of all children from neglect, emotional, physical, or sexual abuse or harm in the process of our work, involving all Comhlámh personnel, programmes, and operations. Comhlámh personnel includes Board members, Comhlámh members, staff, students/interns, and volunteers. This policy is accompanied by Comhlámh's Code of Behaviour with Children (Appendix 1).

This policy aims to:

- Create a safe environment for children in order to prevent abuse or harm.
- Ensure all Comhlámh personnel understand the importance of child safeguarding and know their responsibilities.
- Provide guidance on how to recognise abuse.
- Set guidelines and procedures to follow if there are reasonable grounds of concern about the safety and welfare of children.
- Set procedures to be taken if allegations of abuse are made against any Comhlámh personnel.

1.3 Guiding Documents, Values and Principles underpinning this Policy:

Comhlámh's values can be summarised as follows:¹

Respect: openness and flexibility in the way we think and act. It involves compassion, empathy, humility, having a reflective and critical awareness of ourselves and others and of structures and systems.

Integrity: honesty, fairness, transparency, and accountability in everything we do.

Solidarity: taking longer-term action in mutually supportive relationships on issues identified by those most affected. It is premised on interconnectedness and interdependence, and involves a critical voice, a recognition of power differentials and acting together for positive change.

Ecological sustainability: understanding ourselves as integrated with and impacting on the environment whilst recognising and acting on our individual and collective responsibility in this regard.

Principles underpinning this policy:

- Children have a right to protection against all forms of abuse.
- The safety and welfare of children is everybody's responsibility.
- The welfare and protection of children is paramount.

¹ Comhlámh's values in full are outlined in the 2023-2028 Strategic Plan

- All children have an equal right to protection regardless of gender, race/ethnicity including membership of the Traveller community, culture, religion, family status, age, disability, sexual orientation, social background, or any other status.
- All children including children seeking asylum and within refugee and migrant families; children from ethnic minority groups, children with disabilities, LGBTIQ youth and those living in poverty, have a right to be heard, listened to, and taken seriously. All have self-agency and the right to participate as active global citizens contributing to decisions that affect their lives as well as to their own communities and wider society.
- Organisations have a duty of care to children with whom they work, are in contact with, or who are affected by their work and operations.
- Agencies and professionals must work together in the interests of children.
- The best interests of the child are paramount. All actions on child safeguarding are taken in the best interests of the child.
- Throughout the process of ensuring the safety and welfare of children, Comhlámh should act in a way that is sensitive to varying family and cultural dynamics.

Comhlámh’s Child Safeguarding Policy is informed by and aligned to, key international children’s rights standards, national protection legislation and support documents. See Appendix 2.

1.4 Scope

All Comhlámh personnel (Board members, Comhlámh members, staff, volunteers, and interns) are responsible and accountable for the implementation of Comhlámh’s Child Safeguarding Policy and Comhlámh’s Code of Behaviour with Children and Young People. All Comhlámh personnel must uphold Comhlámh’s values and safeguarding standards.

1.5 Related Policies

This policy refers to other Comhlámh organisational policies. All other Comhlámh policies should be aligned with this Child Safeguarding Policy. See Appendix 3 for specifically relevant policies.

1.6 Definitions:

- **Child:** A child is a person under the age of 18
- **Child abuse:** Child abuse can be categorised into four different types: neglect, emotional abuse, physical abuse, and sexual abuse. A child may be subjected to one or more forms of abuse at any given time.² Sexual abuse includes the sexual exploitation of a child.³
- **See Appendix 4 and** <https://www.tusla.ie/services/child-protection-welfare/definitions-of-child-abuse/>
- Children may also be harmed and abused through commercial exploitation. Commercial exploitation is defined as ‘exploiting a child in work or other activities for the benefit of others and to the detriment of the child’s physical or mental health, education, moral or social-emotional development. It includes, but is not limited to, child labour’⁴
- **Harm:** The Children First Act 2015 defines harm as follows: ‘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, whether caused by a single act, omission or circumstance or a series or combination of acts, omissions or circumstances, or otherwise.⁵

²[Children First: National Guidance for the Protection and Welfare of Children \(2017\)](#)

³[Children First: National Guidance for the Protection and Welfare of Children \(2017\)](#)

⁴[Keeping Children Safe Standards](#)

⁵[Children First Act 2015](#)

2 Standard 1: Creating and Maintaining Safe Environments for Children:

Comhlámh commits to providing a safe environment for all children.

2.1 Membership:

- Only over 18s may become members of Comhlámh. Persons wishing to join Comhlámh must indicate that they are over 18 on membership form.
- New members on joining and existing members must indicate that they will comply with Comhlámh 's Child Safeguarding Policy and Code of Behaviour with Children.
- Membership form includes tick box to indicate over 18 and compliance with and provides links to Comhlámh 's Child Safeguarding Policy and Code of Behaviour with Children and Tusla's Children First E-Learning Programme <https://www.tusla.ie/children-first/children-first-e-learning-programme/>
- Child Safeguarding Policy and Code of Behaviour with Children is visible on Comhlámh 's webpage.

2.2 Member groups:

- Only over 18s can attend member groups.
- Member groups have focal person who ensures all existing and new members are aware of Comhlámh 's Child Safeguarding Policy and Code of Behaviour with Children with Children; and that all in group indicate compliance on a yearly basis which is minuted.
- 'Comhlámh Youth': Option to set up a dedicated group within Comhlámh for young people to engage with and attend dedicated workshops. This would be facilitated by Comhlámh staff who have been Garda vetted and who have undertaken safeguarding training. Risk assessment and mitigation plan for any activity to be completed.
- In all activities involving Comhlámh and children, the right of all children to make their own choices and decisions, their capacity to initiate and direct their own learning and their contribution as active global citizens are recognised, respected, and supported.

2.3 Events/activities/trainings/workshops:

- Comhlámh's Code of Behaviour with Children to be followed at all times by Comhlámh personnel.
- Comhlámh personnel should not have unsupervised access to children onsite or offsite. They should work to ensure there are other adults in the immediate environment if they are in the presence of a child/children.
- For Comhlámh trainings or workshops where child/children are present, there should be at least two Comhlámh personnel present or another organisational/group representative working alongside the Comhlámh representative.
- Comhlámh recognises the complex realities of life and that personnel may be required to respond to a situation whereby a child's safety is at risk or to meet a child's immediate needs; and that this response may require them to act exceptionally in order to protect the child and ensure their welfare. In these contingencies, Comhlámh personnel should at all times uphold the values and principles underpinning this policy as detailed above; and in particular the principles that all children have a right to protection against all forms of abuse and that the best interests of the child are paramount. Comhlámh personnel should contact the DLP to advise of these situations; and to obtain support and guidance if appropriate and feasible.
- For workshops/training and meetings, Comhlámh will work to ensure parents/carers/guardians are financially supported to access child-care/provided with childcare to enable their participation. For other public events parents/carers/guardians are asked to supervise their child/children at all times.
- At public events on-site in Comhlámh (such as Culture Night for example), the building is open to under 18s if they are accompanied by a parent/carer or guardian.
- A risk assessment of any potential physical hazards for children within the Comhlámh building is done for each activity onsite in line with Comhlámh's Health and Safety Policy.
- At public events off-site organised by Comhlámh or other organisations which include under 18s, Comhlámh personnel follow Comhlámh's Child Safeguarding Policy and Code of Behaviour with Children. Comhlámh's

Child Safeguarding Policy and Code of Behaviour with Children is communicated to relevant partner/partners. If there are particular arrangements made for the public event by the other organisation, there needs to be negotiation and agreement as to which organisational child safeguarding policy and procedures takes precedence (as to which most appropriate to the context and contact with children), and a reporting line for any concern, suspicion, disclosure, or allegation. The other organisations safeguarding policy and procedures must be of equivalent standard to Comhlámh's policy.

- To run a specific offsite programme or event for children or for parents where children will be present, Comhlámh personnel are required to request and obtain permission from the Head of Comhlámh. Each request will be considered as to whether feasible and appropriate as each activity would require:
 - Garda vetting of personnel.
 - Induction on Child Safeguarding Policy and Code of Behaviour with Children and monitoring of implementation of same.
 - Risk assessment and mitigation plan and monitoring of same.
 - Consent forms for activities.
 - Awareness raising for the children of their right to be safe, what is acceptable behaviour and who to report to; and a complaints procedure for children and parents.
- In all activities involving Comhlámh and children, the right of all children to make their own choices and decisions, their capacity to initiate and direct their own learning and their contribution as active citizens are recognised, respected, and supported.
- Comhlámh recognises the diversity of contexts for groups and communities (for example direct provision settings, Traveller sites) and diverse care and supervision arrangements for children. Comhlámh will work to ensure that barriers aren't created which would work to exclude any person or group, whilst still maintaining the above safeguarding standards.

2.4 Information and Support Services:

- If under 18 visits Comhlámh's office, information given in reception area by member of staff with another adult present
- No personal, home or email contact details to be taken for under 18s
- Printed information or emails to be directed to the child's school; or the parents/guardian/carer's home
- A parent/guardian/carer is welcome to bring their child to Comhlámh for information or to participate in events
- One to one debriefing: Staff providing debriefing checks that all one-to-one debriefed people are 18+ and if not, staff refer them back to their college/school
- Group debriefing:
 - 2 adult debriefers must always be present during debriefing sessions that involve under 18 olds. Comhlámh's Child Safeguarding Policy and Code of Behaviour with Children communicated to relevant VSA
 - If Comhlámh staff debriefing with another organisation there needs to be negotiation and agreement as to which organisational child safeguarding policy and procedures takes precedence (in that which is most appropriate to the context and contact with children and a reporting line for any concern, suspicion, disclosure, or allegation. The other organisations safeguarding policy and procedures must be of at least equivalent standard to Comhlámh's policy if it is chosen to apply to situation.
- Comhlámh's Code of Behaviour with Children to be followed at all times by Comhlámh personnel.

2.5 Outreach: Fairs, festivals etc:

- No personal, home or email contact details to be taken for under 18. Requirement to tick box indicating over 18 if want further information to be sent. Emails with information can be directed to the child's school; or the parents/guardian/carer's home.
- Comhlámh's Code of Behaviour with Children to be followed at all times by Comhlámh personnel.

2.6 International Travel:⁶

- Further briefing on Comhlámh 's Child Safeguarding Policy and Code of Behaviour with Children will be undertaken.
- Comhlámh 's Code of Behaviour with Children to be followed at all times by Comhlámh personnel.

2.7 Use of Comhlámh's Meetings Rooms:

- Facilities user form incorporates procedures to cover if under 18s present.
- Organisations/facilities users submit their written Child Safeguarding Policy to Comhlámh and notify in advance.
- Communities of engagement sign an agreement that any under 18 will be accompanied by their carer/guardian or parent and adequately supervised at all times.
- If planned visit to Comhlámh building for an information session by school/youthreach or any other body under the Dept of Education, confirmation by school/body is required. Other youth groups/youth activities will not be considered.

2.8 Recruitment and selection of staff, volunteers, students/interns, and transition year students:

- Advertisement for all positions will include a statement that all staff are required to comply with Child Safeguarding Policy and Code of Behaviour with Children
- All application forms and interviews will include screening questions for child safeguarding purposes.
- Selection criteria outlining relevant experience needed and Garda vetting will apply for positions that will involve direct work with children; and interviewers for these positions will have relevant experience and knowledge about child safeguarding and best practice.
- Documentation to confirm identity and proof of relevant qualifications and /or experience required and the identity of referees are verified.
- Reference checks carried out in accordance with recruitment policy.
- Applicants will be asked to sign a declaration that they have not been charged with child abuse or exploitation offences.
- All contracts include a requirement that staff member abides by Child Safeguarding Policy and Code of Behaviour with Children.
- All interns, volunteers and transition year students need to be 18.
- Any child on premises needs to be supervised by a parent/guardian/carer.
- All interns, volunteers and transition year students are required to indicate that they will comply with Comhlámh's Child Safeguarding Policy and Code of Behaviour with Children.

2.9 Selection of Board of Management

- Material to advertise/enlist BOM members includes statement that all BOM are required to comply with Child Safeguarding Policy and Code of Behaviour with Children.
- Potential BOM members will be asked to sign a declaration that they have not been charged with child abuse or exploitation offences.
- BOM members required to sign statement that they will comply with Child Safeguarding Policy and Code of Behaviour with Children before coming on the Board.

⁶ Garda vetting is currently not available for work outside of the jurisdiction of the Republic of Ireland. Comhlámh is committed to Garda vetting as a key safeguarding mechanism and will work to ensure that it is reinstated; and will require Garda vetting for international travel of Comhlámh personnel (based on a risk assessment for each context) if it is restored.

2.10 Induction and training on child safeguarding

- All Comhlámh personnel must receive an appropriate induction on Comhlámh's Child Safeguarding Policy and Code of Behaviour with Children
- All Comhlámh personnel are required to sign to indicate that they have read, understood, and will comply with Comhlámh's Child Safeguarding Policy and Code of Behaviour with Children
- All Comhlámh personnel to undertake child safeguarding training which should include [Tusla's Children First E- Learning Programme](#) as a minimum requirement
- (Please see Standard 3 Education/Training of this policy for further on training provisions)

2.11 Communications: Images, Interviews, Media & Use of ICT

- Comhlámh's Communications Policy works to respect the values of our organisation, the dignity of each child, protects confidentiality, uses images and interviews truthfully and prevents stereotyping, exploitation or inappropriate images /interviews and provides a balanced portrayal of the reality of the context.
- Comhlámh is a member of the Dochas Code of Behaviour with Children on Images and Messages https://dochas.ie/sites/default/files/Images_and_Messages.pdf
In line with Comhlámh's Communications Policy:
 - Special consideration is given to images depicting children with disabilities, those from ethnic minority communities, migrant communities and those in situations of conflict and disaster.
 - Consent forms and assent obtained from child before taking photo/video/interview,
 - When taking photos/videos: Don't focus on individual child – take photographs of at least 3 children or more and don't name them.
 - Images/videos/interviews of children are securely stored in compliance with Comhlámh's Data Protection Policy.
 - On request, remove any photo/video or image of a child.
 - Images to be stored on organisational drive only for use and then images of children are deleted.
 - Two people to attend child-centred demonstrations /outreach if photos are being taken.
- Comhlámh 's Code of Behaviour with Children to be followed at all times by Comhlámh personnel.
- Comhlámh personnel only follow under 18's on social media when it is explicitly related to social and climate justice issues and public campaigns and by known or emerging youth activists and leaders.
- If a social media request comes from someone who may be under 18, Comhlámh social media admins record if think under 18 and all admins have access to record enabling peer oversight.
- Safeguards set up to deny access to inappropriate material on all Comhlámh ICT
- Monitoring of ICT identifies if any inappropriate use of; access then blocked, and issue logged and followed up immediately.

2.12 Health and Safety

- Risk of physical harm to children by being in building – risk assessment for building/activity that is child specific.

2.13 Procurement of goods and services

- Background information on supplier of goods and providers of services obtained before procurement to ascertain as much as possible, that the goods or services have not caused harm to / or risk causing harm to, children including links to child labour or trafficking.
- Focus on consultants here: All suppliers and provider of services are given a copy of Comhlámh's Child Safeguarding Policy and Code of Behaviour with Children.
- Focus on organisational suppliers of services: Investigation of complaints and possible as appropriate termination of contract will occur after any re breach.

3 Standard 2: Communication of the Safeguarding Message:

Comhlámh commits to ensuring that all relevant parties are informed about its Child Safeguarding Statement and Policy accordingly.

- Comhlámh's Child Safeguarding Statement is visibly displayed on Comhlámh's website and openly displayed in the reception area.
- Comhlámh's Child Safeguarding Policy is visibly displayed on Comhlámh's website.
- Comhlámh's Child Safeguarding Statement and Policy is shared and discussed with all current and future Comhlámh personnel accordingly to Standard 1 of this Policy: Creating and Maintaining Safe Environments for Children.
- Comhlámh will work to disseminate its Child Safeguarding Statement and Policy and communicate the wider safeguarding message to children in a child friendly format; and adults with reasonable provision for those with different languages and specific needs.
- Comhlámh will provide clear and accessible information on how to and who to report any concern, suspicion, disclosure, or allegation with regard to child safeguarding.

4 Standard 3: Education & Training:

Comhlámh commits to providing appropriate education and training opportunities for Comhlámh personnel to develop and maintain necessary knowledge, attitudes and skills to safeguard children.

- All Comhlámh personnel must receive an induction on Comhlámh's Child Safeguarding Policy and Code of Behaviour with Children. Induction pack for members; short training for new BOM, training and one to one induction for staff/volunteers/interns.
- All Comhlámh personnel are required to sign to indicate that they have read, understood, and will comply with Comhlámh's Child Safeguarding Policy and Code of Behaviour with Children.
- All Comhlámh BOM, staff, volunteers, and interns to undertake child safeguarding training to learn about how to recognise and respond to concerns about child abuse. This training should include [Tusla's Children First E- Learning Programme](#) as a minimum requirement.
- Comhlámh has a dedicated child safeguarding training strategy/safeguarding training is integrated into organisational annual plan including an assessment of training needs, training plan and the allocation of safeguarding budget.
- Designated Liaison Person (DLP) will be supported to have the relevant training and regular opportunities to update their knowledge and understanding to carry out their responsibilities.
- Comhlámh will facilitate the provision of an appropriate level of support to all involved in relation to their responsibility to safeguard. This will be the responsibility of the DLP and external support for the DLP will be provided if necessary and where appropriate.
- Training and written guidance on safer recruitment practice is provided for those responsible for recruiting and selecting representatives.
- All training records are kept in compliance with GDPR.
- Formal mechanisms exist to identify and apply experience of operating child safeguarding procedures in order to put 'learning back into practice' See Standard 5 of this policy for further.

5 Standard 3: Responding to and reporting child protection or welfare concerns:

Comhlámh commits to providing clear and accessible procedures for responding to and reporting any child protection or welfare concerns.

5.1 Guiding principles

- The safety and welfare of children is everybody's responsibility.
- The welfare and protection of children is paramount.
- Information must be shared only on a 'need to know' basis in the best interest of the child/young person with the relevant statutory authorities and with parents/guardians.

5.2 Designated Liaison Persons (DLP)/ Mandated Person

- Comhlámh will appoint a Designated Liaison Person
- The role of the DLP is to receive child protection and welfare concerns from Comhlámh personnel and to report concerns which meet the threshold for a mandated report or a reasonable ground for concern to Tusla; and to act as a support and resource for Comhlámh personnel with regard to child safeguarding.
- In the event that the DLP is not available (due to annual leave, sick leave etc) and there is a significant concern with regard to the welfare and protection of a child, Comhlámh personnel should contact the Tusla Duty Social Worker or the Gardai if necessary.
- If the concern arises outside the DLP's working hours, then Comhlámh personnel should ring the DLP's mobile
- Under the Children First Act 2015 mandated persons have a statutory obligation to report concerns which reach or exceed a legally defined threshold (see section 14 of the Children First Act 2015) and to cooperate with Tusla in the assessment of mandated reports, where requested to do so. In Comhlámh the DLP is also the mandated person.
- Comhlámh has a procedure in place to maintain a list of any mandated persons in their organisation.
- The name and contact details of the DLP will be made known to all Comhlámh personnel on the Comhlámh Safeguarding Statement which will be updated when required.
- The DLP will be fully familiar with national legislation, policy and best practice standards in relation to child safeguarding; and with Comhlámh's Child Safeguarding Statement, Policy and Code of Behaviour with Children and other relevant organisational policies as listed above.

5.3 Procedure for Reporting a Safeguarding Concern or Allegation

- Any child safeguarding concern or allegation must be reported to the DLP without delay.
- Reports can be made in writing using Comhlámh's Child Safeguarding Incident Report Form (Appendix 5) or verbally.
- Where the concern relates to the DLP, reports should be made to Comhlámh's CEO.
- The DLP, in consultation with the person who raised the concern, will consider if there are grounds for reporting the concern to Tusla. The DLP will refer to the following guidance in all of these considerations: [Children First: National Guidance for the Protection and Welfare of Children; A Guide for the Reporting of Child Protection and Welfare Concerns](#); [Children First: Child Safeguarding: A Guide for Policy, Procedure and Practice](#); Tusla's website www.tusla.ie including sections for mandated persons, reasonable concerns and how to report a concern about a child.

Mandated Concerns:

- The DLP will consider whether the concern reaches the threshold of harm at which mandated persons have a legal obligation to report concerns. The threshold for making a mandated report is detailed at <https://www.tusla.ie/children-first/mandated-persons/what-are-the-thresholds-for-making-a-mandated-report/>

- Where the DLP as the mandated person has a concern that they believe does reach the threshold for a mandated report, they should report that concern to Tusla as soon as practicable. They will also inform the person who reported the concern, as appropriate.
- If the DLP feels urgent intervention may be required to make the child safe, they should alert Tusla of the concern in advance of submitting a written report. If in an emergency or in the case of unavailability of Tusla staff, the DLP should alert An Garda Síochána. They must then submit a mandated report to Tusla via the web portal within three days.

Reasonable Concerns:

- If the DLP does not consider that the concern reaches the threshold for mandated reporting but considers that it is still a reasonable concern about the welfare or protection of a child, the DLP will report the concern to the Tusla duty social worker. They will also inform the person who reported the concern, as appropriate.
 - Under no circumstances should a child be left in a situation that exposes them to harm or to risk of harm. Where the child may be in immediate danger and contact cannot be made with Tusla the DLP will contact An Garda Síochána
- All reports should be made using the Tusla Portal <https://www.tusla.ie/children-first/web-portal/>
 - The DLP will consult with the Tusla duty social worker if unsure of whether a report should be made. Details of who to contact to discuss concerns are available on the Tusla website www.tusla.ie
 - If the DLP decides not to make a report, they will provide a written explanation to the person who reported the concern detailing the reasons why they did not make a report. The person who reported the concern is still entitled to make a report to Tusla under Children First: National Guidance for the Protection and Welfare of Children, should they wish to do so. The individual worker has protections under the Protection for Persons Reporting Child Abuse Act 1998, should they report independently.
 - The DLP will inform the child's parent(s)/guardian(s) if they are making a report unless there is concern that telling the parent(s) /guardian(s) will put the child at further risk, could impact on Tusla's ability to carry out an assessment or could place the DLP at risk of harm from the family. Guidance on talking to parents/guardians is available on the Tusla website.
 - Records will be kept by the DLP of all concerns or allegations of abuse as well as any actions taken or where concerns have been raised but not reported to Tusla, including the reasons for not reporting.
 - Child Safeguarding Record (Appendix 6)
 - All records are kept securely and safely within the organisation and will be held in compliance with Comhlámh's Data Protection and Confidentiality Policy and with the principle that welfare and protection of the child is paramount.
 - These records will be shared on a need-to-know basis in the best interests of the child. Only the DLP will have access to these records.
 - The DLP will regularly review and update child safeguarding records.
 - Allegations of abuse by a child: Where the person allegedly causing harm to a child is another child, the DLP should make reports to Tusla for both children.

5.4 Procedure for responding to and reporting a disclosure of abuse.

- All Comhlámh personnel should be familiar with guidance on how to respond to disclosures of abuse by children. Guidance is available in [Children First: Child Safeguarding: A Guide for Policy, Procedure and Practice](#) and on the Tusla website
- Key points to remember:
 - Listen to what the child has to say and give them the time and opportunity to tell as much as they are able and want to.
 - Do not pressurise the child. them to disclose at their own pace and in their own words.
 - If the child needs a translator, one should be sought through Tusla.

- Confidentiality: Do not promise to keep secrets.
- Conceal any signs of disgust, anger, or disbelief.
- Accept what the child has to say as false disclosures are very rare.
- Reassure the child that they have made the right decision in talking to you.
- Do not ask leading questions.
- A person receiving a disclosure of abuse from a child should:
 - Record in writing, in a factual manner what the child has said, including as far as possible, the words used by the child, using Comhlámh’s Child Safeguarding Incident Report Form (Appendix 5).
 - Inform and provide the record to the DLP as soon as practicable. The DLP will then follow the reporting procedure.
- A person receiving a disclosure of abuse from an adult (retrospective abuse that took place during their childhood) should:
 - Record in writing, in a factual manner what the person has said, using Comhlámh’s Child Safeguarding Incident Report Form (Appendix 5).
 - Inform and provide the record to the DLP as soon as practicable. The DLP will then follow the reporting procedure.
 - If there is a current or potential future risk to children from the person against whom there is an allegation, the DLP must report this information to Tusla and the requirement to report such concerns should be made explicit to the adult.
 - The report should be made on Tusla’s or Tusla Portal <https://www.tusla.ie/children-first/web-portal/>. Guidance on dealing with retrospective abuse disclosures is available on the Tusla website at https://www.tusla.ie/uploads/content/RARF_Guidance_Note_FINAL.pdf

5.5 Procedures for reporting and responding to an allegation of abuse made against Comhlámh personnel

5.5.1 Allegation of abuse against Comhlámh personnel:

- The priority is to protect the child while taking account of the person’s right to due process.
- There are two separate procedures to be followed.
 1. Reporting procedure to Tusla in respect of the child and the alleged abuser which the DLP is responsible for.
 2. Internal personnel procedure for dealing with the alleged abuser which the Head of Comhlámh is responsible for or if the is Head of Comhlámh the alleged abuser, the Chairperson.
- 1. Reporting procedure to Tusla in respect of the child and the alleged abuser:
 - The DLP follows the reporting procedure as above.
 - The DLP will inform the Head of Comhlámh if a report has been made.
 - The DLP and Head of Comhlámh will work to ensure that no child is exposed to unnecessary risk.
 - The DLP will inform parents/guardians of the child of any action planned whilst having regard to the confidentiality rights of others.
- 2. Internal personnel procedure for dealing with the alleged abuser:
 - The Head of Comhlámh should take immediate necessary action to protect the child, proportionate to the level of risk to the child.
 - The Head of Comhlámh should privately inform the alleged abuser that a complaint or allegation has been made against them and the nature of that complain or allegation.
 - The alleged abuser should be provided with an opportunity to respond which the Head of Comhlámh should record and pass on this information if making a formal report to Tusla. The alleged abuse should be offered the option to have representation at this stage and should be advised that any response will be shared with Tusla.
 - The Head of Comhlámh should ensure that any action taken by the organisation does/will not frustrate or undermine any investigations by Tusla or An Garda Síochana.

- The Head of Comhlámh should then follow disciplinary procedures as outlined in the staff handbook in the case of an allegation against a staff member, student/intern, or volunteer; as outlined in the Governance Manual in the case of an allegation against a Board of Management member; and as outlined in Comhlámh's Constitution in the case of an allegation of abuse against a Comhlámh member.

5.5.2 Possible Breach of Comhlámh's Code of Behaviour with Children

- Any suspected or observed breach of Comhlámh's Code of Behaviour with Children should be reported to the DLP without delay in writing using Comhlámh's Child Safeguarding Incident Report Form (Appendix 5) or verbally.
- Comhlámh will take any disciplinary action necessary against a staff member, student/intern or volunteer if they are found to have breached Comhlámh's Code of Behaviour with Children, in line with Comhlámh's disciplinary procedures as outlined in the staff handbook. When the behaviour is not considered a criminal offence under national legislation or a gross violation of Comhlámh's Code of Behaviour with Children, Comhlámh will consider providing support to this staff member, student/intern or volunteer including for example, training, counselling, increased supervision or transfer to other duties, There may be cases, however where Comhlámh feels it is appropriate to dismiss a staff member, student/intern or volunteer even if the behaviour is not criminal, for example a gross violation of Comhlámh's Code of Behaviour with Children.
- Comhlámh will take any disciplinary action necessary against a member of the Board of Management if they are found to have breached Comhlámh's Code of Behaviour with Children in line with Comhlámh's Governance Manual; and against any Comhlámh member if they are found to have breached Comhlámh's Code of Behaviour with Children, in line with Comhlámh's Constitution.

6 Standard 5: Accountability:

Comhlámh commits to putting in place measures and mechanisms for monitoring and review of safeguarding measures and to ensure accountability in relation to child safeguarding.

- Senior Management Team and Board to sign off on policy.
- Keeping Children Safe Self Audit tool used to assess content and for review of policy.
- An action plan that outlines the actions and identifies who is responsible for implementing these actions and proposes a time frame to complete actions with resources required to do will be developed and reviewed on an annual basis.
- Comhlámh will complete an annual risk assessment to identify any child safeguarding capacity gaps at organisational level which will feed into the action plan.
- Progress on the action plan will be reviewed by the Board on a quarterly basis.
- Child Safeguarding Statement and Policy to be reviewed by DLP, Head of Comhlámh, staff and Board Sub Committee every 2 years or as soon as practicable after there has been a material change to either.
- Collation and analysis of any concerns, disclosures, allegations, and possible breaches using Child Safeguarding Monitoring Template (Appendix 7).
- Collation of feedback from children, parent/guardians/carers, or other relevant parties
- Safeguarding included in Comhlámh's annual reporting processes.

Appendices

Appendix 1: Comhlámh's Code of Behaviour with Children

Purpose:

The purpose of this Code of Behaviour is to create a safe environment for all children by setting acceptable boundaries of behaviour and clarification on how to communicate/interact with children in a way which respects their right to be listened to, valued, respected as individuals, and treated fairly. This Code of Behaviour is for all Comhlámh's personnel (Board members, Comhlámh members, staff, volunteers, and interns) and should be read in conjunction with Comhlámh's Child Safeguarding Policy.

I will:

- Treat all children equally regardless of gender, marital status, family status, age disability, sexual orientation, race, religion, and membership of the Traveller community.
- Listen and give time to the child to say what they want to say.
- Recognise that all children have a right to be heard, listened to, and taken seriously.
- Recognise, respect, and support all children's self-agency, self-determination and right and capacity to participate as active global citizens contributing to decisions that affect their lives as well as to and wider society.
- Be friendly and approachable and promote an atmosphere of openness and acceptance.
- Respect a child/young person's right to personal privacy and personal space.
- Respect cultural differences which do not harm the child.
- Use only appropriate language in working with children – no cursing or swearing, offensive, demeaning or culturally inappropriate or discriminatory language.
- Always treat children with respect. Don't embarrass them. Do not ridicule, insult, or make little of anyone.
- Avoid allowing yourself to be drawn into inappropriate attention-seeking behaviours. Do your best to always remain calm.
- Make sure that a responsible adult, e.g., a teacher/youth worker is always present for any visits by any Comhlámh personnel to school/youth centre etc in outside venues group programmes. Carry appropriate identification when visiting any school/youth centre etc.
- Follow Comhlámh's Communications Policy and Child Safeguarding Policy in respect of taking any photo, video, or interview with a child.
- Report any concerns or suspicions of abuse or breach of this Code or Comhlámh's policies with regard to child safeguarding.
- For an event/activity/programme that will specifically involve children:
 - For an activity ensure that an appropriate ratio of adults to children is in place depending on the age of the children involved (6:1 for children over 12 / 4:1 for children under 12)
 - Ensure that building/and or facilities used for activities with children are safe and secure for the people in it. All occupied parts of the building should be monitored and parts not in use should be secured – for example the door to offices should be shut and locked if not in use.
 - Plan activities so that they involve more than one person being present or at least in sight or hearing of others. A minimum of two adults should be present at all times.
 - Be aware of situations that present risks and manage these risks appropriately – always ask a member of staff if you are unsure.
 - Avoid doing things of a personal nature that children can do for themselves. Staff members and students/interns/ volunteers are not responsible for the personal hygiene needs of children/young people. Notify the person responsible for the child if needed.

I will not:

- Physically hit, assault, or punish children or be in any way verbally abusive or aggressive to a child.
- Use alcohol, tobacco, or drugs in the company of children.
- Arrange external meetings or contact children outside the event, activity, or programme.
- Offer lifts to children in your car.
- Permit abusive peer activities such as bullying. Bullying behaviour can be defined as repeated aggression, be it verbal, psychological or physical, which is conducted by an individual or group against others.
- Allow or engage in suggestive remarks, gestures or touching of a kind which could be misunderstood. If you have to touch a child, ask their permission where possible. In some cases, you may not have time to ask permission, for example, preventing fingers from being caught in a door. In these cases, always explain your actions after the event. See the “Physical Contact” section below for more information on appropriate/inappropriate contact.
- Allow children unsupervised access to the wifi connection and/or to computer network wireless internet (wifi) connection and/or computer network.
- Use your personal phone or camera or any other technical device when in the company of children.
- Allow children to use dangerous equipment without supervision.
- Contact children (e.g., by phone, text, email) without prior parental consent.
- Give your personal details (phone number/facebook page/email address) to a child.
- Befriend children on social networking sites.
- Invite a child into your home or personal space as a Comhlámh representative unless they are at immediate risk of injury or in physical danger.
- Allow any physically rough or sexually provocative games, or inappropriate talking or touching, by anyone in any group for which you have responsibility.
- Allow conversations with children that encourage personal comments or show favouritism.
- Talk about the children in front of the children.
- Engage in any form of sexual activity or acts with a child.
- Encourage or condone behaviour on the part of others which constitutes abuse or exploitation of a child.

Physical Contact:

Physical touch should only occur when it is appropriate to the age/development of the child and in response to particular needs of the child and acceptable to all concerned (generally the child’s consent should be sought in relation to physical contact). There will be instances when physical contact is unavoidable and in fact necessary.

Appropriate: Context-dependent touch within a controlled and supervised environment (e.g., demonstration of dance, positioning, supporting a lift, demonstrating a breathing technique) • Preventing injury (e.g., catching a falling child, appropriate restraint). Handshake and “high fives”. Fitting safety equipment (e.g., harness, safety restraint).

Inappropriate: Touch which is unnecessary, unexplained, out of context, without consent. Any touch to breast, groin, or buttocks areas. Kissing or hugging. Slapping/hitting (even in jest). Holding hands. Sitting in lap.

Comhlámh recognises the complex realities of life and that personnel may be required to respond to a situation whereby a child's safety is at risk or to meet a child's immediate needs; and that this response may require them to act exceptionally in order to protect the child and ensure their welfare. In these contingencies, Comhlámh personnel should at all times uphold the values and principles underpinning Comhlámh's Child Safeguarding policy; and in particular the principles that all children have a right to protection against all forms of abuse and that the best interests of the child are paramount. Comhlámh personnel should contact the DLP to advise of these situations; and to obtain support and guidance if appropriate and feasible.

Breaches of the Code of Behaviour by Comhlámh Personnel:

Any breaches of the Code of Behaviour will be raised with the individual concerned and dealt with as outlined in Comhlámh's Child Safeguarding Policy.

Appendix 2: International children's rights standards, national protection legislation and support documents

- [UN Convention on the Rights of the Child](#)
- [Children First Act \(2015\)](#)
- [Children First: National Guidance for the Protection and Welfare of Children \(2017\)](#)
- [Children First: Child Safeguarding: A Guide for Policy, Procedure and Practice](#)
- [Children First: A Guide for the Reporting of Child Protection and Welfare Concerns](#)
- [National Vetting Bureau \(Children and Vulnerable Persons Act\) 2012](#)
- [Criminal Justice \(Withholding of Information on Offences Against Children and Vulnerable Persons\) Act, 2012](#)
- [Protection for Persons Reporting Child Abuse Act 1998](#)

Appendix 3: Relevant Comhlámh organisational policies

- Comhlámh's Code of Behaviour with Children
- Comhlámh's Code of Code of Conduct
- Comhlámh's Safeguarding Statement
- Protection from Sexual Abuse and Exploitation Policy
- Gender Equality Policy
- Bullying and Harassment Policy
- Public Complaints Policy
- Policy and Guidelines for Dealing with Safeguarding Violations
- IT - Data protection and confidentiality/GDPR policy
- Disciplinary procedures and procedures in the case of gross misconduct
- Health & Safety Policy
- Procurement Policy
- Communications & social media Policy
- Whistle blowing and Protected Disclosures policy.
- Staff handbook
- Equal Opportunities policy
- Governance Manual
- Risk register
- Management of Third-Party Contracts
- Use of Rooms Policy and Facilities Procedures
- Membership groups operating principles
- International Travel Authorisation Form
- Contract Template
- Call for Board of Directors Nominations
- Induction for new board members
- Induction pack for new members
- Complaints procedure for families and children
- Recruitment & selection procedures
- Monitoring and evaluation policy

Appendix 4: Definitions of Abuse

[The Children First Act 2015 \(Ireland\)](#), defines harm “in relation to a child as:

- (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, whether caused by a single act, omission of circumstances or a series or combination of acts, omissions or circumstances, or otherwise”.

The following is taken from [Children First: National Guidance for the Protection and Welfare of Children](#)

Child abuse can be categorised into four different types: neglect, emotional abuse, physical abuse, and sexual abuse. A child may be subjected to one or more forms of abuse at any given time. Abuse and neglect can occur within the family, in the community or in an institutional setting. The abuser may be someone known to the child or a stranger and can be an adult or another child. In a situation where abuse is alleged to have been carried out by another child, you should consider it a child welfare and protection issue for both children and you should follow child protection procedures for both the victim and the alleged abuser. The important factor in deciding whether the behaviour is abuse or neglect is the impact of that behaviour on the child rather than the intention of the parent/carer. The definitions of neglect and abuse presented in this section are not legal definitions. They are intended to describe ways in which a child might experience abuse and how this abuse may be recognised.

Neglect:

Child neglect is the most frequently reported category of abuse, both in Ireland and internationally. Ongoing chronic neglect is recognised as being extremely harmful to the development and well-being of the child and may have serious long-term negative consequences. Neglect occurs when a child does not receive adequate care or supervision to the extent that the child is harmed physically or developmentally. It is generally defined in terms of an omission of care, where a child’s health development or welfare is impaired by being deprived of food, clothing, warmth, hygiene, medical care, intellectual stimulation or supervision and safety. Emotional neglect may also lead to the child having attachment difficulties. The extent of the damage to the child’s health, development or welfare is influenced by a range of factors. These factors include the extent, if any, of positive influence in the child’s life as well as the age of the child and the frequency and consistency of neglect. Neglect is associated with poverty but not necessarily caused by it. It is strongly linked to parental substance misuse, domestic violence, and parental mental illness and disability. A reasonable concern for the child’s welfare would exist when neglect becomes typical of the relationship between the child and the parent or carer. This may become apparent where you see the child over a period of time, or the effects of neglect may be obvious based on having seen the child once.

The following are features of child neglect:

- Children being left alone without adequate care and supervision
- Malnourishment, lacking food, unsuitable food or erratic feeding
- Non-organic failure to thrive, i.e., a child not gaining weight due not only to malnutrition but also emotional deprivation
- Failure to provide adequate care for the child’s medical and
- developmental needs, including intellectual stimulation
- Inadequate living conditions – unhygienic conditions, environmental
- issues, including lack of adequate heating and furniture
- Lack of adequate clothing
- Inattention to basic hygiene
- Lack of protection and exposure to danger, including moral danger,
- or lack of supervision appropriate to the child’s age
- Persistent failure to attend school
- Abandonment or desertion

Emotional abuse:

Emotional abuse is the systematic emotional or psychological ill-treatment of a child as part of the overall relationship between a caregiver and a child. Once-off and occasional difficulties between a parent/carer and child are not considered emotional abuse. Abuse occurs when a child's basic need for attention, affection, approval, consistency, and security are not met, due to incapacity or indifference from their parent or caregiver. Emotional abuse can also occur when adults responsible for taking care of children are unaware of and unable (for a range of reasons) to meet their children's emotional and developmental needs. Emotional abuse is not easy to recognise because the effects are not easily seen. A reasonable concern for the child's welfare would exist when the behaviour becomes typical of the relationship between the child and the parent or carer.

Emotional abuse may be seen in some of the following ways:

- Rejection.
- Lack of comfort and love.
- Lack of attachment.
- Lack of proper stimulation (e.g., fun and play).
- Lack of continuity of care (e.g., frequent moves, particularly unplanned).
- Continuous lack of praise and encouragement.
- Persistent criticism, sarcasm, hostility or blaming of the child.
- Bullying.
- Conditional parenting in which care or affection of a child depends on their behaviour or actions.
- Extreme overprotectiveness.
- Inappropriate non-physical punishment (e.g., locking child in bedroom).
- Ongoing family conflicts and family violence.
- Seriously inappropriate expectations of a child relative to their age.
- and stage of development.

There may be no physical signs of emotional abuse unless it occurs with another type of abuse. A child may show signs of emotional abuse through their actions or emotions in several ways. These include insecure attachment, unhappiness, low self-esteem, educational and developmental underachievement, risk taking and aggressive behaviour. It should be noted that no one indicator is conclusive evidence of emotional abuse. Emotional abuse is more likely to impact negatively on a child where it is persistent over time and where there is a lack of other protective factors.

Physical abuse:

Physical abuse is when someone deliberately hurts a child physically or puts them at risk of being physically hurt. It may occur as a single incident or as a pattern of incidents. A reasonable concern exists where the child's health and/or development is, may be, or has been damaged as a result of suspected physical abuse.

Physical abuse can include the following:

- Physical punishment.
- Beating, slapping, hitting, or kicking.
- Pushing, shaking, or throwing.
- Pinching, biting, choking, or hair-pulling.
- Use of excessive force in handling.
- Deliberate poisoning.
- Suffocation.
- Fabricated/induced illness.
- Female genital mutilation.

The Children First Act 2015 includes a provision that abolishes the common law defence of reasonable chastisement in court proceedings. This defence could previously be invoked by a parent or other person in authority who physically disciplined a child. The change in the legislation now means that in prosecutions relating to assault or physical cruelty, a person who administers such punishment to a child cannot rely on the defence of reasonable chastisement in the legal proceedings. The result of this is that the protections in law relating to assault now apply to a child in the same way as they do to an adult.

Sexual abuse:

Sexual abuse occurs when a child is used by another person for their gratification or arousal, or for that of others. It includes the child being involved in sexual acts (masturbation, fondling, oral or penetrative sex) or exposing the child to sexual activity directly or through pornography.

Child sexual abuse may cover a wide spectrum of abusive activities. It rarely involves just a single incident and, in some instances, occurs over a number of years. Child sexual abuse most commonly happens within the family, including older siblings and extended family members. Cases of sexual abuse mainly come to light through disclosure by the child or their siblings/friends, from the suspicions of an adult, and/or by physical symptoms.

Examples of child sexual abuse include the following:

- Any sexual act intentionally performed in the presence of a child.
- An invitation to sexual touching or intentional touching or molesting of a child's body whether by a person or object for the purpose of sexual arousal or gratification.
- Masturbation in the presence of a child or the involvement of a child in an act of masturbation
- Sexual intercourse with a child, whether oral, vaginal, or anal.
- Sexual exploitation of a child, which includes:
 - Inviting, inducing, or coercing a child to engage in prostitution or the production of child pornography [for example, exhibition, modelling or posing for the purpose of sexual arousal, gratification, or sexual act, including its recording (on film, videotape, or other media) or the manipulation, for those purposes, of an image by computer or other means].
 - Inviting, coercing or inducing a child to participate in, or to observe, any sexual, indecent or obscene act.
 - Showing sexually explicit material to children, which is often a feature of the 'grooming' process by perpetrators of abuse.
- Exposing a child to inappropriate or abusive material through information and communication technology
- Consensual sexual activity involving an adult and an underage person.

An Garda Síochána will deal with any criminal aspects of a sexual abuse case under the relevant criminal justice legislation. The prosecution of a sexual offence against a child will be considered within the wider objective of child welfare and protection. The safety of the child is paramount and at no stage should a child's safety be compromised because of concern for the integrity of a criminal investigation. In relation to child sexual abuse, it should be noted that in criminal law the age of consent to sexual intercourse is 17 years for both boys and girls. Any sexual relationship where one or both parties are under the age of 17 is illegal. However, it may not necessarily be regarded as child sexual abuse. Details on exemptions for mandated reporting of certain cases of underage consensual sexual activity can be found in Chapter 3 of [Children First: National Guidance for the Protection and Welfare of Children](#).

Children may also be harmed and abused through commercial exploitation. Commercial exploitation is defined as 'exploiting a child in work or other activities for the benefit of others and to the detriment of the child's physical or mental health, education, moral or social-emotional development. It includes, but is not limited to, child labour'.

Appendix 5: Child Safeguarding Incident Report Form

This form should be completed if you have:

- A concern or suspicion of abuse of a child
- Observed a child being abused
- Observed or have a concern about a possible breach of Comhlámh’s Child Safeguarding Policy or Code of Behaviour with Children by Comhlámh representative (Board member, Comhlámh member, staff, volunteers, and interns)
- If an allegation or disclosure has been made by a child or an adult **(please fill out Part 1, 2 & 4)**

When completed this form should be sent or given directly to Comhlámh’s Designated Liaison Person - fiachra@comhlamh.org.

Concerns can also be brought verbally to Comhlámh’s Designated Liaison Person

All information will be kept confidential.

Part 1: About you

Name:

Organisation or Address:

Mobile Number:

Email:

Part 2: About the child

Name of child (if known)

Gender (if known):

Age (if known):

Who does the child live with? (if known)

Language (is interpreter/signer needed) Yes/No

How do you know this child/how have you come into contact with this child:

Part 3: About a concern, observation or suspicion of abuse or complaint about the behaviour of a Comhlámh representative

What is your concern or suspicion of abuse / complaint about the behaviour of a Comhlámh representative with a child? Please write down as much detail as possible including date, times, and places where incidents took place and who was present. Continue on a separate page if necessary.

Any action taken by you or another person in relation to this concern or incident:

Part 4: About an allegation or disclosure

Date and time and place of allegation or disclosure by a child or adult:

Person making the allegation or disclosure:

How was the information received: In person / writing / phone /:

Please write down exactly what the person said, or the information provided. Continue on a separate page if necessary and attach copies of any written information to this form.

Any action taken by you or another person in relation to this allegation or disclosure:

I understand in making this report that Comhlámh's Designated Liaison Person may have to inform others (on a need-to-know basis and keeping strict confidentiality) in order to ensure the safety of the child.

Signed:

Dated:

Written concerns or suspicions will be acknowledged by the Designated Liaison Person as soon as possible and responded to in writing within two weeks of receipt. Verbal concerns or reports will be logged by the Designated Liaison Person using this form and responded to in writing within two weeks of receipt. The Designated Liaison Person is responsible for directing any child safeguarding concern, allegation or disclosure or possible breach of Comhlámh's Child Safeguarding Policy or Code of Behaviour with Children.

Appendix 6: Comhlámh's Child Safeguarding Record

Incident/concern reported/raised by:

Date:

Follow up by DLP

Date/dates and nature of follow up:

Reported to TUSLA/Gardai: Yes/No

If no, why not:

Further follow up needed:

Feedback to person who raised/reported incident or concern

Date of feedback:

Details:

Appendix 7: Comhlámh's Child Safeguarding Monitoring Template

Date & Place of Incident:	Nature of incident: concern, suspicion, or allegation of abuse / disclosure of abuse/ possible breach of Code of Behaviour / health & safety risk to a child	Actions taken by DLP/Head of Comhlámh	Review of policy, procedures / Code of Behaviour

Appendix 8: List of Support Services on Child Abuse

Support Services on Child Abuse

National Counselling Service for Adults

The HSE National Counselling Service (NCS) is a professional, confidential counselling and psychotherapy service available free of charge in all regions of the Health Service Executive. Our client group are adults who have experienced trauma and abuse in childhood with priority given to adult survivors of institutional abuse in Ireland.

Freephone: 1800 477 477

Webpage: www.hse-ncs.ie

Connect Telephone Counselling & Support Service

Connect is a free telephone counselling and support service for any adult who has experienced abuse, trauma or neglect in childhood. You can talk in confidence with a trained counsellor who can listen or help with questions you have. Connect is an additional service to the HSE's National Counselling Service which provides free face to face counselling. Connect is an out of hours service available Wednesday to Sunday, from 6-10pm.

Freephone: 1800 477 477

Webpage: www.connectcounselling.ie

Dublin Rape Crisis Centre

The Dublin Rape Crisis Centre's aim is to offer help and support to anyone who has experienced sexual violence of any kind, including those who have experienced sexual abuse in childhood. The services include a national 24-hour helpline and one to one counselling.

National 24 Hour Helpline: 1800 77 88 88

Webpage: <http://www.drcc.ie>

One in Four

One in Four supports men and women who have experienced sexual abuse and their family members by providing individual and group psychotherapy and family support.

Phone: 01 6624070

Webpage: <http://www.oneinfour.ie>

Samaritans

The Samaritans offer confidential, non-judgemental support 24 hours a day. Call them on

Phone: 1850 60 90 90

Email: jo@samaritans.org

Or drop into 112 Marlborough Street, Dublin 1 - 10.00 am - 9.00 pm, 7 days a week.

Accredited Counsellors

The Irish Association for Counselling and Psychotherapy provides a list of accredited therapists in local area.

webpage: www.irish-counselling.ie