

RAILWAY UNION CRICKET CLUB SAFEGUARDING STATEMENT

March 2018

1. Name of service being provided: To foster and promote participation in the sport of cricket within the community by providing facilities for playing cricket, and opportunities for recreation, coaching and competition.

2. Nature of service and principles to safeguard children from harm: Our club believes that the best interests of children and young people availing of our services are paramount. Our guiding principles are underpinned by ***Children First: National Guidance for the Protection and Welfare of Children*** and the guidelines contained in the ***Code of Ethics and Good Practice for Children's Sport***. Our guiding principles apply to all persons employed by our Club, volunteers, committee members and students assigned to our Club. All club members must sign up to and abide by these guiding principles and our child safeguarding procedures.

3. Risk assessment

We have carried out an assessment of any potential risk for harm to a child while availing of our services. Below is a list of the areas of risk identified and the list of procedures for managing these risks.

	Activities	Risk Level	Identified Risk	Procedure in place to Manage Risk
1	Social Media	High	Policy not communicated Properly	See p.37 <i>Code of Ethics and Good Practice</i>
2	Late collection of children	High	Children leaving grounds early or going home unsupervised. Inadequate supervision.	See p. 28 <i>Code of Ethics and Good Practice</i>
3	Youths playing in adult competitions	High	Injury, risk not recognised: unknown persons and environments	See p. 31 <i>Code of Ethics and Good Practice</i>
4	Changing Rooms Policy	Medium	Inadequate supervision, inappropriate behaviour	See p. 30 <i>Code of Ethics and Good Practice</i>
5	Photography, Video, Mobile Phones	High	Risk not recognised, policy not communicated	See p. 33-35 <i>Code of Ethics and Good Practice</i>
6	Physical contact	Medium	Harm by adult, other children	See p. 30 <i>Code of Ethics and Good Practice</i>
7	Away matches / transport	High	Inadequate supervision	See p. 27 <i>Code of Ethics and Good Practice</i>
8	Disciplinary Procedures	High	Policy not known, not implemented	See p.7 and 8 <i>Code of Ethics and Good Practice</i>

9	Bullying	Low	Harm by adults, other children, risk not reported	See p. 38 <i>Code of Ethics and Good Practice</i>
10	One-to-one coaching	Low	Harm by adult	One -to-one coaching is not part of Club Policy
11	Unquestioning trust of long-term members	High	Harm by adult	Recruitment procedure are in in place- see p. 9 <i>Code of Ethics and Good Practice</i>
12	Egress and exit of ground via laneway from Park Avenue	Low	Also the only vehicular entrance / exit to facilities	Signage displayed to alert to risk
13	Storage sheds for grounds machinery and other equipment	Low	Machinery and chemical storage	At Registration, all players alerted to risk and instructed not to enter
14	Grass cutting and other grounds machinery in operation	Low	Injury from moving parts	Grounds staff instructed not to use machinery while practice or matches are taking place

4. Procedures

Our Child Safeguarding Statement has been developed in line with requirements under the ***Children First Act 2015, the Children First: National Guidance*** and Tusla's ***Child Safeguarding: A Guide for Policy, Procedure and Practice***. In addition to the procedures listed in our risk assessment, the following procedures support our intention to safeguard children while they are availing of our service:

- Procedure for management of allegations of abuse.
- Procedure for safe recruitment of workers and volunteers.
- Procedures for provision of and access to child safeguarding training and information.
- Procedure for reporting welfare concerns
- Procedures for appointing a relevant person.

All procedures listed are contained in our Child Safeguarding Policy document and are available on request.

5. Implementation

We recognise that implementation is an ongoing process. Our club 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 services. This Child Safeguarding Statement will be reviewed on at our Annual General Meeting each year, or as soon as practicable after that has been a material change in any matter to which the statement refers.

Signed: _____Brendan O'Brien_____ (Chairperson)

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For queries, please contact ____ Franz Savino_____ Designated Liaison Person (DLP)

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Procedures for management of allegations of abuse

If an allegation is made against an employee or a volunteer, the club will ensure that everyone is dealt with in accordance with the club's guiding principles and child safeguarding procedures, the rules of natural justice and relevant employment law. The club has a dual responsibility in respect of the young person and the volunteer. There are two separate procedures to be followed:

1. The reporting procedure to Tusla in respect of the young person and the alleged abuser
2. The internal procedure for dealing with the worker/volunteer.

The priority is to protect the young person while taking account of the worker/ volunteer's right to due process.

- The same person will not have responsibility for making the report and the employment issues
- The agreed reporting procedure will be followed by the DLP or the Deputy DLP
- The Club Executive must be alerted to the allegation by the DLP or Deputy DLP
- Parents will be informed of any planned action unless there is a further risk to the young person

Personnel Procedures to be followed

- The worker/volunteer is informed by the Chairperson of an allegation against him/her
- The worker/ volunteer is accorded the opportunity to respond
- The worker/volunteer is asked to stand down while the matter is being investigated bearing in mind that protective measures do not presume guilt
- The matter will be dealt with in accordance with the Club's disciplinary procedures, if necessary
- Appropriate levels of confidentiality will be maintained

Procedures for safe recruitment of workers and volunteers

The club will take all reasonable steps to ensure that only suitable people are recruited to work with young people. Procedures have been developed to cover the following:

- Recruitment and selection
- Garda vetting
- Induction on guiding principles and child safeguarding procedures
- Supervision and support for workers and volunteers

Recruitment and selection

- Job role /description which describes the range of duties, accompanied by a person specification that describes the attributes required
- Roles which involve working with children will be advertised on club notice board and on social media
- Consent to Garda vetting
- The use of interviews
- References will be obtained
- Evidence will be sought to verify experience and qualifications
- Identification will be sought, if necessary
- Induction will occur as soon as the preferred candidate is appointed
- There will be a probationary period of 1 month

Categories of abuse

Neglect, emotional abuse, physical abuse and sexual abuse. (See ***Children's First: National Guidance for the Protection and Welfare of Children*** for definitions and indicators of abuse)

Responding to concerns

- Regardless of how a concern comes to a worker/ volunteer's attention, it must be reported to the Designated Liaison Person
- If reasonable grounds for concern exist, the DLP will make a report to the Tusla duty social worker
- If the DLP decides not to make a report, the worker/volunteer is still entitled to make a report to Tusla
- Recording: there is an obligation to record the details of the concern and the decisions and actions taken
- If there is an immediate risk to the child, the Tusla duty worker is informed as a matter of urgency. If contact is not made with duty social worker, the Garda is informed
- It is best practice to inform parents that a report is being made, but there are instances where this may not be advisable
- Consult Tusla informally, if unsure about making a report

- Complete the Child Protection and Welfare Report Form
- If no report made, keep record of reasons for not making report

Procedures for appointing a relevant person

1. The club will appoint one person as Designated Liaison Person. This person will liaise with statutory agencies responsible for child protection and welfare, and will be the resource person to any worker/volunteer who has child protection concerns
2. The club will appoint a Deputy Designated Liaison Person in the event that the DLP is not available. Contact details for both officers will be displayed prominently on a notice board
3. The DLP and Deputy DLP will undertake training appropriate to their roles
4. The Designated Liaison Person will also be the relevant person. He/she will be the first point of contact in relation to the Child Safeguarding Statement