



Wicklow Pride® Foundation Limited

Children First Safeguarding & Child Protection Policy

In Accordance with Children First: National Guidance for the Protection and Welfare of Children 2017

24 May 2026

Date: 24 May 2026

Version: 1.0

1. Introduction Wicklow Pride® Foundation Limited is fully committed to safeguarding, protecting, respecting, and promoting the welfare, safety, dignity, and rights of all children and young people involved in, attending, participating in, volunteering with, or engaging with the organisation. This policy has been developed in accordance with:

- Children First: National Guidance for the Protection and Welfare of Children 2017
 - The Children First Act 2015
 - Relevant Irish child protection legislation
 - Tusla guidance and safeguarding principles
 - Best practice safeguarding standards
2. Statement of Commitment Wicklow Pride® Foundation Limited is committed to:

- Creating environments where children and young people are safe and protected from harm.
 - Promoting a culture of safeguarding and accountability.
 - Taking all reasonable steps to minimise risk to children.
 - Responding appropriately, sensitively, and promptly to child protection or welfare concerns.
 - Ensuring safeguarding responsibilities are understood by all representatives of the organisation.
 - Treating all child protection concerns seriously.
3. Scope of This Policy This policy applies to:

- Directors
 - Volunteers
 - Members
 - Representatives
 - Contractors
 - Event staff
 - Performers
 - Facilitators
 - Speakers
 - Workshop leaders
 - Community partners acting on behalf of Wicklow Pride®
4. Definition of a Child For the purpose of this policy, a child is defined as any person under the age of 18 years who is not or has not been married.
5. Children First Principles Wicklow Pride® Foundation Limited adopts the key safeguarding principles outlined in Children First guidance including:

- The safety and welfare of children is everyone's responsibility.
 - The best interests of the child must be paramount.
 - Children have the right to be heard, listened to, and taken seriously.
 - Children should be treated with dignity, respect, and compassion.
 - Organisations working with children must take all reasonable measures to protect them from harm.
6. Types of Abuse Wicklow Pride® recognises the four main categories of child abuse identified under Children First guidance:

- Physical Abuse

- Emotional Abuse
 - Sexual Abuse
 - Neglect All concerns relating to abuse, neglect, exploitation, grooming, coercion, harassment, or inappropriate behaviour involving children will be treated seriously.
7. Safeguarding Responsibilities
Everyone involved with Wicklow Pride® Foundation Limited shares responsibility for safeguarding children and young people. All representatives are expected to:

- Prioritise child safety and welfare.
 - Behave appropriately and professionally around children.
 - Avoid inappropriate conduct, relationships, or communications.
 - Report concerns promptly.
 - Respect safeguarding procedures.
 - Maintain appropriate boundaries.
8. Designated Liaison Person (DLP) Wicklow Pride® Foundation Limited shall appoint a Designated Liaison Person (DLP) responsible for child safeguarding matters. The DLP shall:

- Receive safeguarding concerns and reports.
 - Liaise with Tusla and An Garda Síochána where necessary.
 - Maintain safeguarding records appropriately.
 - Support safeguarding awareness and training.
 - Oversee implementation of this policy.
9. Reporting Concerns Any person who has concerns regarding the safety, welfare, abuse, neglect, exploitation, or wellbeing of a child connected to Wicklow Pride® activities should report those concerns immediately. Concerns may be reported to:

- The Designated Liaison Person (DLP)
 - Tusla Child and Family Agency
 - An Garda Síochána
 - Emergency services where immediate danger exists
10. Mandated Reporting Where applicable, individuals classified as Mandated Persons under the Children First Act 2015 must fulfil their legal reporting obligations.
11. Recruitment & Garda Vetting Wicklow Pride® Foundation Limited is committed to safer recruitment practices. Where roles involve regular access to or work with children or vulnerable persons, the organisation may implement:

- Garda Vetting
 - Reference checks
 - Safeguarding declarations
 - Interviews
 - Supervision procedures
 - Safeguarding induction
12. Code of Behaviour Around Children All representatives must:

- Treat children respectfully and fairly.
 - Avoid inappropriate language, behaviour, or physical contact.
 - Never engage in bullying, intimidation, discrimination, harassment, or exploitation.
 - Respect personal boundaries and privacy.
 - Use age-appropriate communication.
13. Online Safety & Digital Safeguarding Safeguarding

considerations apply to:

- Social media
- Livestreams
- Online workshops
- Messaging platforms
- Digital events
- Video conferencing
- Photography and video usage 14. Photography, Video & Media Wicklow Pride® Foundation Limited shall ensure that photography, video recording, livestreaming, and media involving children are handled responsibly and respectfully. Additional safeguards may include parental or guardian consent and appropriate supervision. 15. Confidentiality & Record Keeping Safeguarding concerns and records shall be handled sensitively and confidentially. Information shall only be shared:

- On a need-to-know basis
- Where required by law
- For safeguarding purposes
- With relevant statutory authorities 16. Risk Assessment Wicklow Pride® Foundation Limited shall assess safeguarding risks associated with activities involving children and young people. Risk assessments may include:

- Event environments
- Online activities
- Supervision levels
- Travel arrangements
- Media usage
- Volunteer access
- Emergency procedures 17. Training & Awareness Representatives involved with children may be required to complete:

- Tusla safeguarding training
- Children First e-learning
- Safeguarding induction
- Child protection awareness training 18. Equality, Diversity & Inclusion Wicklow Pride® Foundation Limited is committed to ensuring all safeguarding practices are inclusive, respectful, and non-discriminatory. All children and young people shall be treated equally regardless of sexual orientation, gender identity, disability, race, religion, ethnicity, nationality, family status, or social background. 19. Breaches of This Policy Failure to comply with this policy may result in:

- Removal from activities
- Suspension of volunteer or representative roles
- Internal disciplinary procedures
- Referral to Tusla
- Referral to An Garda Síochána 20. Policy Review This Children First Safeguarding & Child Protection Policy shall be formally reviewed annually by Wicklow Pride® Foundation Limited. 21. Contact Information **Wicklow Pride® Foundation Limited**

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Adopted by Wicklow Pride® Foundation Limited

Date: 24 May 2026