

BALLYBAY KINDERGARTEN CLG

CHILD SAFEGUARDING STATEMENT

COMMITMENT TO SAFEGUARD CHILDREN FROM HARM

Our school is committed to safeguarding the children in our care, and to providing a safe environment in which they can play, learn and develop.

Our school, as a provider of relevant services, has a responsibility under section 10 of the Children First Act, 2015 to ensure, as far as practicable, that each child availing of our service is safe from harm while availing of our service.

In accordance with requirements, we will circulate this Child Safeguarding Statement to all colleagues, and will also display this Statement publicly and make it available to parents and guardians, Tusla and members of the public upon request.

Our school believes that the welfare of the children attending our service is of paramount importance. We are committed to child-centred practice in all our work with children. We are committed to upholding the rights of every child and young person who attends our service, including the rights to be kept safe and protected from harm, listened to, and heard. Our policy declaration applies to all paid colleagues, volunteers, committee/board members and students on work placement within our organisation. All committee board members, colleagues, volunteers and students must sign up to and abide by the policies, procedures and guidance encompassed by this policy declaration and our child safeguarding policy and accompanying procedures.

We will review our child safeguarding statement and accompanying child safeguarding policies and procedures every 2 years or sooner if necessary, due to service issues or changes in legislation or national policy.

Our policy and procedures to safeguard children and young people reflect national policy and legislation and are underpinned by Children First: National Guidance for the Protection and Welfare of Children 2017, the Tusla Children First Child Safeguarding Guide 2017, and the Children First Act 2015.

KEY ORGANISATION DETAILS

Name: Ballybay Kindergarten CLG

Address: The Wetlands, Clones Road, Derryvally, Ballybay, Monaghan, A75 Hf78

Contact: 0879587116 or info@monaghanwaldorfschool.ie

Colleagues: Cait McCarey (pre-school teacher, after-school teacher & person in charge), Carla McEllroy (pre-school teacher & after-school teacher), Jamie Macleod-Elliott (registered provider)

Ballybay Kindergarten CLG has appointed a Relative Person, for the purpose of being the first point of contact for the Child Safeguarding Statement.

For queries in relation to this statement, please contact: Jamie Macleod-Elliott, Relevant Person under the Children First Act, 2015, on 0879587116 or info@monaghanwaldorfschool.ie

SERVICES PROVIDED

We are a Waldorf pre-school (kindergarten), with a committed board, faculty and support group. We are members of Blathu and IWEA, additionally serving on the board of the latter.

We provide pre-school education, currently with a focus on education provision for children aged 2.5 to 6 years, at our premises located at the Wetlands, in Ballybay, Co Monaghan, A75 HF78.

We ask that interested families complete an enrolment form (available in person or via our website) and that they then meet with the lead teacher (person in charge) for an interview process.

Once enrolled, the parent/guardian may contact their child/ren's teacher or the board of directors via the school administration (0879587116 / info@monaghanwaldorfschool.ie).

Children attending our school are generally deemed fit to fulfill the possibility to thrive under our care, as we do not have the resources to meet the needs of children outside of the cope of our care. Where there is an individual care plan in place, with a family willing and able to engage with our school, the possibility of individual care needs is possible.

There is no provided access to the internet and/or use of smart phones for children attending our school. This is inherent to our pedagogical approach & emphasises our belief in providing an education for our time.

CIRCULATION

We circulate this Child Safeguarding Statement to all of our colleagues. We also display this statement publicly and make it available to parents and guardians, Tusla and members of the public upon request.

RELEVANT PROCEDURES

Our Child Safeguarding Statement has been developed in line with requirements under the Children First Act 2015. 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 the management of allegations of abuse or misconduct against workers/volunteers of a child availing of our service;
- Procedure for the safe recruitment and selection of workers and volunteers to work with children;
- Procedure for provision of and access to child safeguarding training and information, including the identification of the occurrence of harm;
- Procedure for the reporting of child protection or welfare concerns to Tusla;
- Procedure for maintaining a list of the persons (if any) in the relevant service who are mandated persons;
- Procedure for appointing a relevant person.
- Outline the following policies and procedures that the organization has in place:
- Procedure to Manage Risks: How the organization will address and minimize identified risks.
- Mandated Reporting Procedure: How colleagues will report child protection concerns in compliance with the Act.
- Confidentiality and Communication: Policies for managing information, sharing child protection concerns, and maintaining privacy.
- Procedure for Working with Tusla: How the organization will cooperate with the Child and Family Agency in child welfare matters.
- Code of Behaviour: Guidelines for colleagues and volunteers on appropriate behavior towards children.
- Recruitment & Training: Processes for ensuring safe recruitment practices & child protection training for colleagues/volunteers.

RISK ASSESSMENT

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

POTENTIAL RISK	RANK	CONTROL & MANAGEMENT
A child may be physically harmed (including physical abuse or assault), bullied, neglected or ill treated by colleagues, volunteers, other children, or visitors.	<p>Overall risk rating: High</p> <p>Likelihood: Medium</p> <p>Rationale for likelihood rating: While controls are in place, there is still a possibility of harm in child-focused settings.</p> <p>Severity: High</p> <p>Rationale for severity rating: Physical abuse or assault can have severe and long-lasting consequences for a child's well-being.</p>	<p>Person/s responsible:</p> <ul style="list-style-type: none"> All Colleagues, Relevant Person & Board of Directors <p>Controls in place to reduce the risk:</p> <ul style="list-style-type: none"> All colleagues and volunteers are vetted and receive child safeguarding training. Strict supervision protocols are enforced in all child-colleagues interactions. Code of conduct for all colleagues, volunteers, and visitors to ensure appropriate behavior. Safe recruitment processes that ensure only suitable individuals are employed or volunteer. <p>Procedures named to manage the risk:</p> <ul style="list-style-type: none"> Regular risk assessments and review of colleagues interactions with children. Colleague ratio guidelines followed at all times, ensuring adequate supervision. Monitoring and reporting system for any physical incidents. <p>Future actions necessary to reduce the risk:</p> <ul style="list-style-type: none"> Continual review and improvement of supervision procedures. Ongoing child protection training for colleagues and volunteers. <p>Reporting procedures:</p> <ul style="list-style-type: none"> All colleagues and volunteers must report any concerns to the Relevant Person within 24 hours. Any serious incidents must be reported to Tusla (Child and Family Agency) and, where necessary, An Garda Síochána.
A child may be emotionally abused or ill-treated through bullying, demeaning language, or neglect of emotional needs.	<p>Overall risk rating: Medium</p> <p>Likelihood: Medium</p> <p>Rationale for likelihood rating: Emotional harm may occur if not actively managed, especially in group settings.</p> <p>Severity: Medium</p> <p>Rationale for severity rating: Emotional abuse can significantly affect a child's mental health and self-esteem, but the effects may not be as immediately visible as physical abuse.</p>	<p>Person/s responsible:</p> <ul style="list-style-type: none"> All Colleagues, Relevant Person & Board of Directors <p>Controls in place to reduce the risk:</p> <ul style="list-style-type: none"> Clear anti-bullying policy in place and communicated to all children, colleagues, and parents. Training for colleagues and volunteers on fostering positive communication and emotional support. Regular feedback sessions with children to assess their emotional wellbeing. <p>Procedures named to manage the risk:</p> <ul style="list-style-type: none"> Incident reporting procedure for bullying or emotional harm. Clear guidelines for colleagues to follow when addressing emotional needs and issues. <p>Future actions necessary to reduce the risk:</p> <ul style="list-style-type: none"> Regular emotional literacy programs for children and colleagues. Increased opportunities for children to communicate concerns through anonymous feedback mechanisms. <p>Reporting procedures:</p> <ul style="list-style-type: none"> Emotional abuse concerns must be reported to the Relevant Person. If a case of emotional abuse is confirmed, Tusla is notified, and the appropriate actions are taken, including involvement of family where necessary.

POTENTIAL RISK	RANK	CONTROL & MANAGEMENT
<p>A child may experience discrimination based on race, gender, ability, religion, or other characteristics, potentially leading to emotional harm or exclusion.</p>	<p>Overall risk rating: Medium Likelihood: Medium Rationale for likelihood rating: Discrimination can occur more subtly, especially in diverse environments. Severity: Medium Rationale for severity rating: While not physically harmful, the emotional impact of discrimination can lead to social exclusion and long-term emotional effects.</p>	<p>Person/s responsible:</p> <ul style="list-style-type: none"> All Colleagues, Relevant Person & Board of Directors <p>Controls in place to reduce the risk:</p> <ul style="list-style-type: none"> Anti-discrimination and inclusivity training for all colleagues and volunteers. Active promotion of diversity and inclusion in all programs and activities. Policy in place to ensure equal opportunities for all children regardless of background. <p>Procedures named to manage the risk:</p> <ul style="list-style-type: none"> Procedures for reporting and addressing discrimination or exclusion. Guidelines to ensure the curriculum and activities promote equality and respect. <p>Future actions necessary to reduce the risk:</p> <ul style="list-style-type: none"> Periodic review of anti-discrimination policies to adapt to new societal needs and issues. Ongoing training and discussion forums for colleagues and volunteers on diversity and inclusion. <p>Reporting procedures:</p> <ul style="list-style-type: none"> Discrimination incidents are reported to the Relevant Person and the situation is investigated immediately. If the incident involves systemic issues, a report is submitted to the board for further action.
<p>A child may be at risk of harm on outings by a colleagues/volunteer/stranger/peer.</p>	<p>Overall risk rating: Medium Likelihood: Low Rationale for likelihood rating: Outings have additional risks but can be managed with proper supervision. Severity: High Rationale for severity rating: Should an incident occur, the consequences could be severe, especially if a child is separated from the group or comes into contact with strangers.</p>	<p>Person/s responsible:</p> <ul style="list-style-type: none"> All Colleagues, Relevant Person & Board of Directors <p>Controls in place to reduce the risk:</p> <ul style="list-style-type: none"> Detailed risk assessment conducted for each outing. Supervision ratios adhered to, with colleagues fully briefed on safety protocols. Clear guidelines provided to colleagues, volunteers, and children before outings. <p>Procedures named to manage the risk:</p> <ul style="list-style-type: none"> Sign-in/out procedures for children during outings. Emergency contact numbers and first aid kits available during all outings. colleagues conduct headcounts at regular intervals. <p>Future actions necessary to reduce the risk:</p> <ul style="list-style-type: none"> Additional training on safety and supervision during outings. Regular reviews of outing procedures to ensure compliance. <p>Reporting procedures:</p> <ul style="list-style-type: none"> Any incidents occurring during outings must be reported to the Relevant Person immediately upon return. Serious concerns must be escalated to the relevant authorities as necessary.

POTENTIAL RISK	RANK	CONTROL & MANAGEMENT
A child may be vulnerable to exploitation by adults or older children, either through inappropriate relationships or being groomed for sexual or other types of exploitation.	<p>Overall risk rating: High</p> <p>Likelihood: Medium</p> <p>Rationale for likelihood rating: While this is less likely with proper safeguarding in place, the possibility still exists, particularly in unsupervised or high-risk situations.</p> <p>Severity: High</p> <p>Rationale for severity rating: Exploitation has life-altering consequences for a child's safety, development, and well-being.</p>	<p>Person/s responsible:</p> <ul style="list-style-type: none"> All Colleagues, Relevant Person & Board of Directors <p>Controls in place to reduce the risk:</p> <ul style="list-style-type: none"> Vetting and training for all colleagues and volunteers on recognizing signs of grooming or exploitation. Code of conduct in place outlining appropriate behavior for all colleagues, volunteers, and visitors. <p>Procedures named to manage the risk:</p> <ul style="list-style-type: none"> Safeguarding policies and procedures for colleagues interactions with children, including maintaining professional boundaries. All colleagues are trained on the signs of grooming and exploitation and how to respond appropriately. <p>Future actions necessary to reduce the risk:</p> <ul style="list-style-type: none"> Continued updates to safeguarding policies to address emerging risks of exploitation. Additional colleagues training on reporting and handling sensitive situations. <p>Reporting procedures:</p> <ul style="list-style-type: none"> Any suspicion or evidence of exploitation must be reported immediately to the Relevant Person. The Relevant Person will escalate the case to Tusla and An Garda Síochána if necessary.
A child may be at risk of harm online through the misuse of digital technology or on internet platforms.	<p>Overall risk rating: Medium</p> <p>Likelihood: Medium</p> <p>Rationale for likelihood rating: As technology is increasingly integrated into education and leisure, the risk of online harm grows.</p> <p>Severity: Medium</p> <p>Rationale for severity rating: The impact of online bullying or exposure to inappropriate content can affect a child's emotional and mental well-being.</p>	<p>Person/s responsible:</p> <ul style="list-style-type: none"> All Colleagues, Relevant Person & Board of Directors <p>Controls in place to reduce the risk:</p> <ul style="list-style-type: none"> Internet safety training for children and colleagues. Appropriate filters and monitoring systems on any devices used by children. Clear guidelines for safe internet use. <p>Procedures named to manage the risk:</p> <ul style="list-style-type: none"> Cyberbullying and inappropriate content reporting mechanisms in place. All digital activities must be supervised by trained colleagues. <p>Future actions necessary to reduce the risk:</p> <ul style="list-style-type: none"> Regular updates on emerging online risks and trends to ensure continued vigilance. Introduction of an internet safety awareness program for parents. <p>Reporting procedures:</p> <ul style="list-style-type: none"> Any online concerns, including cyberbullying or inappropriate content, must be reported immediately to the Relevant Person In serious cases, reports are escalated to An Garda Síochána for investigation.

We recognise that implementation is an ongoing process. Our service is committed to the implementation of this Child Safeguarding Statement and the accompanying child safeguarding policies and procedures that support our intention to keep children safe from harm while availing of our service. This Statement will be reviewed every 2 years or as soon as practicable after there has been a material change in any matter to which the statement refers.

This statement has been published on the service website and is displayed in the service. It has been provided to all colleagues, volunteers and any other persons involved with the service. It is readily accessible to parents and guardians on request. A copy of this Statement will be made available to Tusla if requested.

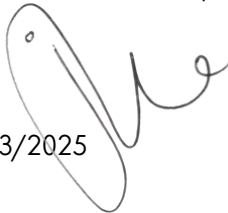
This Child Safeguarding Statement will be reviewed in the first quarter of 2026, or as soon as practicable after there has been a material change in any matter to which the statement refers.

This policy was adopted by Ballybay Kindergarten CLG on this 5th day of March 2025.

Persons responsible: Jamie Macleod-Elliott

Designation: Director & Company Secretary

Signature:

A handwritten signature in black ink, appearing to be 'JME', written over a large, light grey oval shape.

Date: 05/03/2025