



Child Safeguarding Policy

Document Developed by: Sarah Ledwidge

Responsibility for Implementation: All Staff/Volunteers

Responsibility for Review and Audit: Senior Services Team

Review Date: July 2020



Introduction:

Blossom Ireland provides an educational programme for young people with intellectual disability. Our vision is to create an inclusive society for young people with intellectual disabilities.

Services Being Provided:

Blossom Ireland provides educational and advocacy services for young people aged 14-20 with intellectual disabilities through the Blossom Personal Empowerment Programme. The Blossom Personal Empowerment Programme has three components Blossom Explore, Blossom Gateway and Blossom Connect. Blossom Explore and Gateway are skills based educational groups that aim to provide the young people who attend with social, community and life skills they will need to be as independent as possible in the future. The young people who are enrolled in Connect are provided with a goal setting, planning and advocacy service.

Blossom Ireland ensures that all staff are appropriately vetted and provided with appropriate training and support in safeguarding children. At all times all staff within Blossom Ireland will adopt safe care practices in order to ensure that the risk of harm, injury, abuse or neglect is minimised for the children who attend our services.

Blossom Ireland strives to adopt the best practices and implement the highest possible standards of policy and practice in the promotion of the protection and welfare of the young people work with. We are committed to safeguarding and protecting the young people attending our services from abuse. Blossom Ireland commits to ensuring that where child neglect or abuse is believed or suspected to be occurring, that Blossom Ireland staff and volunteers will effectively deal with the matter in a timely, appropriate and professional manner.

We will adhere to the following guiding principles:

- The safety and welfare of children is everyone's responsibilities
- The best interests of the child are paramount
- Confidentiality is acknowledged as a key principle within our work and is maintained as a primary principle within Blossom Ireland's services.
- Children have the right to be heard, listened to and taken seriously. Taking into account their age and understanding they should be consulted and involved in all matters and decisions that may affect their lives.
- Parents/Carers have a right to respect, and should be consulted and involved in matters that concern their family – where their involvement will not put the child at further risk.
- Recognising that child protection is a multiagency, multidisciplinary activity, Blossom Ireland commits to working in partnership with other agencies and organisations in the interest of protecting children.

Blossom Ireland has completed an assessment of risk for potential harm to children when they are participating in Blossom Ireland activities. If there is any concern for the welfare of a child or young person participating in Blossom Ireland, those concerns should be reported to one of Blossom Ireland's Designated Liaison Officers.

Blossom Ireland's Designated Liaison Officers contact details are:

Sarah Ledwidge:

Email: sarah@blossomireland.ie

Phone: 085 807 5657

Imelda Fitzpatrick (deputy):

Email: imelda@blossomireland.ie

Phone: 086 170 0950

Risk Assessment and Management:

The potential risk of harm and abuse of children under each of the headings below is high.	Indicate the likelihood of any of the potential risks of harm occurring by rating them high medium or low	Reference to Policy, Guidance and Procedure and how to mitigate the risk	Who is responsible?	Further action required?
Staff Training Practices				
Staff and Volunteers with no child safeguarding Training	High	<ul style="list-style-type: none"> - Child Safeguarding policy - Providing appropriate training to staff through in house training and requiring they complete the online children's first training. 	<ul style="list-style-type: none"> - Programme manager - Educational Programme coordinator - Transitions planning coordinator. 	<ul style="list-style-type: none"> - Maintaining training records in order to highlight when refreshers are required.
Staff and Volunteers not vetted	High	<ul style="list-style-type: none"> - Recruitment Policy 	<ul style="list-style-type: none"> - Staff involved in recruitment 	<ul style="list-style-type: none"> - Ongoing Review
Poor Practice, inadequate supervision, lack of supervision ratios	High	<ul style="list-style-type: none"> - Supervision's held each term for session staff - Ensuring that the ratios for staff to young people are maintained. 	<ul style="list-style-type: none"> - Educational Programme Coordinator - Sessional staff 	<ul style="list-style-type: none"> - Ongoing Review
Lack of adherence to safeguarding practices (i.e. mobile, photography, transport)	High	<ul style="list-style-type: none"> - Safeguarding policy - Complaints and disciplinary policy 	<ul style="list-style-type: none"> - Designated liaison person/ people - Programme manager - Educational programme coordinator 	<ul style="list-style-type: none"> - Ongoing Review

			- Transitions planning coordinator	
Complaints and Discipline				
No awareness of complaints and disciplinary policy or procedures	High	<ul style="list-style-type: none"> - Disciplinary policy - Ensuring policies are sent to staff to read when they start or when policy documents have changed 	<ul style="list-style-type: none"> - Programme manager - Educational programme coordinator - Transitions planning coordinator. 	<ul style="list-style-type: none"> - Immediate action required to highlight the appropriate policies
Complaints not being dealt with appropriately	High	<ul style="list-style-type: none"> - Complaints procedure 	<ul style="list-style-type: none"> - CEO - Programme manager - Educational Programme Coordinator - Transitions planning coordinator 	<ul style="list-style-type: none"> - Ongoing review
Reporting Procedures				
No organisational reporting procedures Lack of knowledge of statutory reporting procedure Lack of knowledge of procedures Failure to report concerns or allegations of harm or abuse	High	<ul style="list-style-type: none"> - Safeguarding policy - Children's first child safeguarding training for all staff 	<ul style="list-style-type: none"> - Programme manager - Educational programme coordinator - Transitions planning coordinator 	<ul style="list-style-type: none"> - Make policies and procedures available to staff and provide child safeguarding training
Mandated person - Not appointed	High	<ul style="list-style-type: none"> - Safeguarding policy - Ensuring all new staff have completed 	<ul style="list-style-type: none"> - Programme manager - Educational programme coordinator 	<ul style="list-style-type: none"> - Ensure that the name of the mandated person is known to all employees

- No knowledge of MP		safeguarding training and know who the Mandated Person is for Blossom Ireland	- Transitions planning coordinator	
Concerns of abuse or harm not recorded	High	<ul style="list-style-type: none"> - Child safeguarding policy - Staff training in child safeguarding 	<ul style="list-style-type: none"> - Programme manager - Educational programme coordinator - Transitions planning coordinator 	<ul style="list-style-type: none"> - Ensure that all staff know the procedure for both internal and external reporting.
Facilities				
Policy and procedure not being followed	High	<ul style="list-style-type: none"> - Intimate care policy - Ensuring that all staff are aware of and following intimate care policies 	<ul style="list-style-type: none"> - Programme manager - Educational programme coordinator - Transitions planning coordinator 	<ul style="list-style-type: none"> - Ensuring all staff have good knowledge of intimate care policies and procedures and ensure that the policy is available to staff.
Missing or found child on site	High	<ul style="list-style-type: none"> - Child safeguarding policy - Reporting procedures - Ensuring ratios are kept 	<ul style="list-style-type: none"> - Programme manager - Educational programme coordinator - Transitions planning coordinator 	<ul style="list-style-type: none"> - Ensuring staff are keeping ratios - Ensuring staff are aware of the child safeguarding policy and reporting procedures.
Recruitment				
Recruitment of inappropriate people	High	<ul style="list-style-type: none"> - Recruitment policies 	<ul style="list-style-type: none"> - Programme manager - Educational programme coordinator - Transitions planning coordinator 	<ul style="list-style-type: none"> - Ensuring that there are appropriate staff on interview panels
No Role Description/ Inadequate Role Descriptions	High	<ul style="list-style-type: none"> - Recruitment Policies 	<ul style="list-style-type: none"> - Operations and admin team - Programme manager 	<ul style="list-style-type: none"> - Ensuring that all staff receive an appropriate and up to date role description

Unqualified people in roles	High	<ul style="list-style-type: none"> - Recruitment policy and procedure 	<ul style="list-style-type: none"> - Programme manager - Educational programme coordinator - Transitions planning coordinator 	<ul style="list-style-type: none"> - Ensuring that the recruitment process is followed and all qualifications are verified.
Lack of awareness of the 'risk of harm' with visitors	High	<ul style="list-style-type: none"> - Child safeguarding policy - Training policy 	<ul style="list-style-type: none"> - Programme manager - Educational programme coordinator - Transitions planning coordinator 	<ul style="list-style-type: none"> - Ensuring that all permanent staff are aware of policy and procedure and can guide visitors in following policy
Communications				
No communication of child safeguarding statement to visitors	High	<ul style="list-style-type: none"> - Child safeguarding policy - Child safeguarding statement 	<ul style="list-style-type: none"> - Programme manager - Educational programme coordinator - Transitions planning coordinator 	<ul style="list-style-type: none"> - Ensuring that the child safeguarding policy and child safeguarding statement are available for staff/visitors to refer to
Unauthorised photography/recording of events	High	<ul style="list-style-type: none"> - Child safeguarding policy - Consent forms 	<ul style="list-style-type: none"> - Programme manager - Educational programme coordinator - Transitions planning coordinator 	<ul style="list-style-type: none"> - Ensuring that all staff are aware of which teens have photo consents etc. and which don't.
General Risk of Harm				
Harm not being recognised	High	<ul style="list-style-type: none"> - Child Safeguarding policy - Child safeguarding statement 	<ul style="list-style-type: none"> - DLP - Programme manager - Educational programme coordinator - Transitions planning coordinator 	<ul style="list-style-type: none"> - Ensuring all staff are aware of policy and procedure and trained in child protection.
Harm caused by <ul style="list-style-type: none"> - Child to child - Staff to child 	High	<ul style="list-style-type: none"> - Child safeguarding policy 	<ul style="list-style-type: none"> - Programme manager - Educational programme coordinator 	<ul style="list-style-type: none"> - Ensuring all staff are aware of policy and

- Visitor to child		- Child safeguarding statement	- Transitions programme coordinator	procedure and trained in child protection.
General Behaviour issues	High	- Positive Behaviour Support procedures	- Programme manager - Educational programme coordinator - Transitions programme coordinator	- Ensure all staff are aware and sufficiently trained in positive behaviour support.

