



Child Safeguarding Statement

Links Childcare is a registered pre-school providing the following services for children aged 3 months to 6- years: Full day care, pre-school education and afterschool care.

The Management Structure is as follows:

At Head Office: The Senior Management Team comprising, Managing Director, Director of Operations, Director of Support Services and Child Protection Officer.

At each Crèche:

- Regional Manager
- Manager
- Deputy Manager
- Assistant Manager
- Senior Lead Educarer

Links Childcare is committed to safeguarding the children in our care and to providing a safe environment in which they can play, learn and develop. We believe that the welfare of the children attending our service is paramount. We are committed to child-centred practice in all our work with children. We are committed to upholding the rights of every child who attends our crèches, including the rights to be kept safe and protected from harm, listened to, and heard.

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.

Our policy declaration applies to all paid staff, volunteers and students on work- placement within our organisation. All staff, volunteers, work-placement students and anyone with direct access to the children in our care, 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 any change in circumstance, changes in legislation or in line with any amendments to national policy.

The Designated Liaison Person (DLP) and Deputy Designated Liaison Person (DDL)

The Manger of each Crèche is the DLP for Child Protection and the Deputy Manager of each Crèche is the DDL. Please refer to the notice board in the Crèche where you will see the names of the DLP and DDL.

Risk Assessment

In accordance with the Children First Act 2015, the Senior Management Team of Links Childcare has carried out an assessment of any potential for harm to a child while attending the crèche or participating in crèche activities. A written assessment setting out the areas of risk identified and our procedures for managing those risks is summarised below:

The Policies indicated as in place to manage the risk are available on the Links Childcare Website at

www.linkschildcare.ie

Risk Identified	Policies and/or Procedures in place to manage Risk
Risk of harm (as defined in the CFA 2015) of a child from online abuse through social media or internet access	Pol.38 The Taking and Sharing of Photos of Children Pol.33 Data Protection and CCTV

	Pol.36 Child Protection Website Privacy Statement
Risk of harm (as defined in the Children First Act 2015) of a child by a member of staff/volunteer/peer	Pol.34 Garda Vetting Pol.33 Data Protection and CCTV Pol.36 Child Protection Pol.9 Complaints Pol. 19 Key Educarer Supervisory Procedures and Structures in place, including peer monitoring
Risk of harm (as defined in the CFA 2015) of a child by a visitor to the service	Pol.41 Arrivals and Collection Pol.33 Data Protection and CCTV Supervisory Procedures and Structures in place
Risk of harm of bullying of a child by a member of staff/volunteer/peer	Pol.36 Child Protection Pol.15 Promotion of Positive Behaviour
Risk of harm (as defined in the CFA 2015) of a child from unauthorised photography	Pol.38 The Taking and sharing of Photos of Children
Risk of harm (as defined in the CFA 2015) to a child while on an organised outing/trip	Pol. 30 Outings for After-school Children Pol.34 Garda Vetting

CHILD SAFEGUARDING POLICIES AND PROCEDURES

As required by the Children First Act, 2015, Children First National Guidance for Protection and Welfare of Children 2017 and the Guidance for Developing for a Child Safeguarding statement for Early Years Services 2018 the following safeguarding policies/procedures/measures are in place

- Procedures to maintain a list of mandated persons under the Children First Act, 2015
- A Relevant Person has been appointed
- A Designated Liaison Person and Deputy have been appointed
- Child Protection and Welfare Reporting Procedures
- Confidentiality Policy
- Policy for Dealing with Allegations of Abuse or Neglect Against Employees
- Procedure for Managing Child Protection Records
- Recruitment Policy
- Garda Vetting Policy
- Code of Behaviour for Working with Children
- Induction Policy (which includes procedures to inform new staff about the Child Safeguarding Statement and accompanying safeguarding policies and procedures)
- All staff have completed the Tusla eLearning module – *Introduction to Children First* and relevant staff have attended Always Children First Child Protection Training.
- Staff have access to regular Supervision and Support in line with the service policy.
- Complaints Policy
- Policy for Managing Outings

- Policy for Managing Accidents and Incidents
- Social Media Management Policy

1. IMPLEMENTATION AND REVIEW

- We recognise that implementation is an ongoing process. Links Childcare 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 Links Childcare website and is displayed in each of our Crèches. It has been provided to all staff, volunteers and any other persons involved with Links Childcare. It is readily accessible to parents and guardians on request. A copy of this Statement will be made available to TUSLA if requested.

Signed: *Deirdre Kelly*

Date: 8 April 2022

Deirdre Kelly

Director Links Childcare

Email: info@linkschildcare.ie

For further information on this Statement, contact Relevant Person:

Pat O’Riordan Child Protection Officer

Email: Patoriodan@linkschildcare.ie

Review Dates:	June 2023			
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