

# **Child Protection Guidelines 2018**

## **Child Protection Statement**

The care and safety of your children when they are at the Gaiety School of Acting is our primary concern. To ensure this, the school works closely with The Child Protection Programme in the National Youth Council of Ireland. All our staff receive compulsory training annually in the principles of best practice in child protection, as laid down in the Children First Act 2015.

It is our duty to ensure that the environment of the Gaiety School of Acting is conducive to our mission to offer drama classes that encourage the development of both confidence and creativity in young people.

The Gaiety School of Acting:

1. Recognises that all children and young people have the right to freedom from abuse.
2. Ensures that all our staff are carefully selected and accept responsibility for helping to prevent the abuse of children and young people in their care.
3. Responds swiftly and appropriately to all suspicions or allegations of abuse, and provides parents and children with the opportunity to voice any concerns they may have.
4. Employs a Designated Liaison Person who takes specific responsibility for child safety and acts as the main point of contact for parents, children, young people and outside agencies.
5. Ensures access to confidential information is restricted to the Designated Liaison Person or the appropriate external authorities.
6. Reviews the effectiveness of our Child Protection Policy annually.

## **Policy Statement**

This policy statement is aimed at providing a safe environment where children and young people may enjoy social contact, personal and creative development. Adults selected to work within the Gaiety School of Acting should be secure in the knowledge that they have the full support of the Gaiety School of Acting.

### **1. Adoption of the Gaiety School of Acting (GSA) Child Protection Guidelines.**

The Gaiety School of Acting has adopted the GSA Child Protection Guidelines approved by the Gaiety School of Acting board directors. All employees are expected to adhere to these guidelines. The Gaiety School of Acting will review the implementation of the Guidelines annually.

## **2. Safe Recruitment**

The Gaiety School of Acting believes that the selection procedures outlined in section three greatly assist the assessment of a person's suitability to work with children and young people. As a result of implementing such procedures, employees will be more assured of their position and of the confidence placed in them by the Gaiety School of Acting.

## **3. Reporting of Concerns**

The employees of the Gaiety School of Acting will be fully conversant with the referral procedures where there is a concern about the welfare of a child, as outlined in section four of the GSA Child Protection Guidelines.

## **4. Code of Practice**

Each employee will be expected to comply with the Code of Behaviour and Discipline outlined in Section two of the Guidelines.

## **5. Parental Consent Forms**

The Gaiety School of Acting will ensure that Parental Consent Forms are completed at the commencement of each term for each child attending organisations. The GSA administrator will store these forms in a safe place.

## **6. Designated Liaison Person**

The Gaiety School of Acting has appointed a Designated Liaison Person (Evanna Walsh) who will provide consultation, advice and support to staff on matters concerning the welfare of children and young people. Any matter brought to the attention of the Designated Liaison Person will be treated in strict confidence. Information will be divulged only where there is a legitimate need to know.

## **7. Health and Safety**

The Gaiety School of Acting expects all employees to adhere to the guidance on safety matters outlined in section seven of the Child Protection Guidelines.

## **8. Implementation and Review**

The Gaiety School of Acting is responsible for overseeing the implementation of this policy, and will review it every year.