



## Child Protection Policy Statement

Children First National Guidance for the Protection and Welfare of Children states that all organisations working in direct contact with children should have procedures and guidelines derived from and consistent with the current Children First National Guidance and Our Duty to Care: The Principles of Good Practice for the Protection of Children and Young People. This policy has been developed to comply with our responsibilities to safeguard the children in our care.

We recognise the rights of children to be protected from harm, treated with respect, listened to and to have their views taken into consideration in matters that affect them.

The **Sing Out Loud Team**, its staff and volunteers in this service recognise that the welfare of children is paramount and our service will endeavour to safeguard children by:

- ✓ Having a code of behaviour for staff and volunteers
- ✓ A Safe Recruitment Policy
- ✓ A Designated Liaison Person, who looks after the child protection concerns
- ✓ Having a confidentiality policy
- ✓ Having a procedure to respond to complaints
- ✓ Having a procedure to respond to accidents/incidents
- ✓ Having procedures for managing/supervising staff/volunteers

As part of the policy this service will: -

- ✓ Appoint a Designated Liaison Person (DLP) for dealing with child protection concerns
- ✓ Provide induction training around the group's child protection policy and procedures
- ✓ Ensure that staff attend child protection training, as appropriate
- ✓ Provide supervision and support for staff and volunteers in contact with children
- ✓ Share information about the child protection policy and good practices with families and children
- ✓ Review the groups' child protection policy and practices on a regular basis

This policy will be reviewed on **10<sup>th</sup> January 2024** (no more than two years from date of adoption), or earlier if necessary.

## Child Protection Policy

**Sing Out Loud** believe that staff and volunteers should have a child centred-approach to working with children. All staff and volunteers should have a clear understanding of what is acceptable with respect to their behaviour with children. This is important to protect children from harm and staff/volunteers, children, and parents from misinterpretations of their actions. We recognise that all children have an equal right to our service provision in line with the Equal Status Acts and the National Disability Strategy.

**Sing Out Loud** want to make sure that all children and young people who come to **Sing Out Loud** are safe and are protected from harm.

### Children and young people have a right to:

- ✓ Be safe.
- ✓ Be listened to.
- ✓ Be treated with fairness and respect.
- ✓ Be free from bullying.
- ✓ Get help and support if you've been hurt, neglected or badly treated.

Everyone working in **Sing Out Loud** respects these rights. This is part of our **Code of Behaviour**.

Our Child Protection Policy says that if anyone is worried that a child or young person is being hurt, bullied, or abused, they should talk to **Eric Hayes, (087) 9853077** or **9 Glenbrook, Newtown Road, Wexford. Y35F8H2**



**Abuse is not the fault of the person who is being hurt and nobody ever has the right to abuse anyone else.**

If we are worried that a child or young person is not safe or might be harmed, we will talk to people who can help. If this happens **Eric Hayes**, our Designated Person will explain what is happening.

If you are worried about yourself or another child or young person, the most important thing is to talk to someone about it. The information you share will be kept private and only shared with people who need to know and can help.

**Remember: Abuse is never your fault.**

If you or someone you know is being abused in any way, the best thing you can do is talk to someone who can help.



## Code of Behaviour

Our code of behaviour helps us to make sure that everyone at **Sing Out Loud** is safe and free from harm. We aim to do this by:

- ✓ Valuing and respecting all children and young people as individuals.
- ✓ Treat all children and young people fairly
- ✓ Listen to and respect children and young people.
- ✓ Provide encouragement, support, and praise (regardless of ability)
- ✓ Use appropriate language (physical and verbal)
- ✓ Have fun and encourage a positive atmosphere
- ✓ Respect a child's or young person's personal space
- ✓ Be cognisant of a child's or young person's limitations, due to a medical condition for example.
- ✓ Involving children and young people in decision making as appropriate.
- ✓ Having an anti-bullying policy
- ✓ Having an accident/incident policy.

We do not:

- ✓ Engage in or allow inappropriate touching in any form
- ✓ Verbally abuse or physically punish any child
- ✓ Condone bullying or abusive behaviour by staff, volunteers, or other children
- ✓ Engage in practices which demean children

We are aware:

- ✓ Of developing favouritism or becoming overly involved with any one child.
- ✓ That while physical contact is a valid way of comforting or reassuring a child it should take place in response to the need of the child and not the need of the adult and in an open environment
- ✓ Of the need to be sensitive to the diverse cultures in our childcare setting.
- ✓ That children are to be supported and encouraged to let staff know if they have any complaints, concerns or difficulties.



## Bullying

At **Sing Out Loud** we do not allow bullying. Bullying can be someone:

- ✓ Calling people names or saying hurtful things.
- ✓ Taking money or food off you.
- ✓ Swearing at you.
- ✓ Pushing you around.
- ✓ Hurting your body in any way, such as pushing, pinching, punching or kicking you.
- ✓ Leaving you out or ignoring you.

**Remember:** Bullying is **NEVER** your fault, and never something that you deserve - you should be able to feel happy and safe wherever you are.

## Confidentiality

It is the policy of **Sing Out Loud** to keep confidential all personal information about the children and staff involved in Sing Out Loud.

However, an exception to this is when child protection concerns arise, in which case the organisation cannot keep such information secret. In this situation information will be shared on a 'need to know' basis in the best interest of the protection and welfare of the child. Sharing of information for the protection of child is not a breach of confidentiality or data protection. Parents and children have a right to know if personal information is being shared, unless doing so could put the child at further risk.

## Training

- ✓ All management, staff and volunteers and students are required to sign up to the child protection policy.
- ✓ All management, staff and volunteers will be encouraged to attend Keeping Safe Training and other relevant training as identified.
- ✓ Regular supervision and support will be available to new and existing staff and volunteers, through one to one meetings or group meetings.



## Procedure to respond to complaints/incidents.

We welcome comments and suggestions from children, young people, parents and others. We undertake to ensure that all complaints are taken seriously and dealt with fairly and confidentially. We will endeavour to quickly and informally resolve complaints through discussion with the parties involved.

If you are worried or upset by something that happens here, you can make a complaint. The person to talk to about complaints is:

<b>Eric Hayes</b>	<b>(Designated Person)</b>	<b>(087) 9853077</b>
<b>Maggs Jacob</b>	<b>(Sing Out Loud Producer)</b>	<b>(087) 1328199</b>
<b>Tony Carty</b>	<b>(Sing Out Loud Producer)</b>	<b>(087) 2925242</b>

We will listen carefully to your complaint and will answer it within **72** hours.

**Remember** - if you or someone you know is being abused in any way, the best thing you can do is talk to someone who can help.

## Schools, Teachers & Parents

We ask teachers and parents to -

- ✓ Read the information provided.
- ✓ Talk to us if you have any concerns.
- ✓ Co-operate with staff (leaders) in ensuring children and young people are safe.
- ✓ Drop and collect children and young people on time and not leave them unattended.
- ✓ Ensure the schools have the relevant emergency contact details for each child.

Please feel free to talk to us if you would like more information or if at any time you have any concerns about a child or young person.

**Thank you for taking the time to read this information.**