

Protection and Welfare Policy Statement

Create is fully committed to safeguarding the well-being of all children, young people and vulnerable persons with whom we interact and to the development and implementation of policies and practices that protect children, young people and vulnerable persons from harm.

The aim of Create's protection and welfare policy is to promote best practice and set out a procedural framework to ensure that its employees and service users are equipped to make informed and confident responses to specific issues and take proactive steps to minimise risk with regard to protection and welfare issues.

In implementing its policy, Create will adhere to the recommendations of *Children First – National Guidelines for the Protection and Welfare of Children* (2017), its obligations under the *Children First Act, 2015*, and the compliance requirements outlined in the Arts Council's Quality Assurance Framework.

Create has implemented procedures covering:

- Codes of behaviour for staff
- Reporting of suspected or disclosed abuse
- Confidentiality and record keeping
- Recruitment and selection of staff
- Staff management and supervision
- Allegations of misconduct or abuse by staff
- Complaints and comments
- Incidents and accidents

This policy will be reviewed every two years. The next review date is June 2020.

Signed Arthur Duignan

Designated Person

Date: 30th March 2017



Child Safeguarding Statement

1. **Name of services/organisation:** Create

2. **Nature of service and principles to safeguard children from harm**

Create is the national development agency for collaborative arts. We create opportunities for exchange and interaction between arts professionals and communities, strengthen the contribution of the arts to society and encourage artists and communities to make art that reflects and responds to our times.

Create's policies support best practice in all aspects of collaboration and the engagement and participation of artists and communities. We encourage arts practitioners to develop the competence to work in contexts that include intercultural and intergenerational settings, diverse communities, health care, disability, rehabilitation and justice settings. We want arts practitioners to be able to make informed and confident responses to minimise risk and implement safe work practices.

Create is committed to promoting opportunities for children and young people to participate in the arts and recognises the importance of its role in creating a culture of safety that promotes the welfare of those availing of its services.

3. **Risk Assessment**

We have carried out a risk assessment of any potential for harm to a child while availing of our services, and have put measures in place to mitigate against such risks. Below is a list of the areas of risk identified and the list of procedures for managing these risks.

	Risk Identified	Procedure in place to manage risk identified
1.	Create employees visit arts projects and events organised by artists, groups and organisations that are partners, affiliates, or the beneficiaries of funds or opportunities managed by Create. As a guest, audience member, or observer, Create representatives would be unlikely to have lone contact with children.	Updated Child Protection Policy includes a code of behaviour for employees, safe recruitment procedures (including if appropriate, Garda vetting), and the provision of information and training. All Create employees will be required to read the updated policy document and sign to confirm understanding and agreement.
2.	Create hosts events which are open to the public, for example; conferences, debates and information sessions. At events that are open to members of the public, young children would be accompanied and supervised by an adult. Older children (aged 16-17) might	Updated Child Protection Policy includes a code of behaviour for employees, safe recruitment procedures, and the provision of information and training. All Create events that are open to the public will have a Create employee in a

	Risk Identified	Procedure in place to manage risk identified
	attend events unaccompanied.	supervisory role. Events delivered in partnership with other organisations will be subject to prior agreement on protection issues.
3.	Create provides support and services to a wide range of arts organisations, groups and individual artists who work with children and young people, including organisations, groups and individual artists funded under schemes and initiatives managed on behalf of third parties.	Create is implementing its Protection and Welfare Policy in line with best practice requirements. Organisations, groups and artists supported by Create, or funded through schemes and initiatives managed on behalf of third parties, who work with children will be required to acknowledge compliance with the Children First Act 2015 and Children First National Guidance 2017.
4.	Create provides work experience placements to young people who are in transition year at school. Young people on work experience within Create carry out administrative tasks alongside staff working within the office.	Create is implementing its Protection and Welfare Policy in line with best practice requirements. Create does not currently provide work experience placements to children or young people. All staff will be required to read the updated policy document and sign to confirm understanding and agreement.

4. Procedures

Create has policies and procedures in place to support its intention to safeguard children while they are availing of our service that contain information in relation to the following:

- The management of allegations of abuse or misconduct against workers/volunteers of a child availing of our service
- The safe recruitment and selection of workers and volunteers to work with children
- The provision of and access to child safeguarding training and information, including the identification of the occurrence of harm
- The procedure for the reporting of child protection and welfare concerns to Tusla
- A list of the persons in the service who are mandated persons
- Details of the 'relevant person' within the organisation

A copy of this Child Safeguarding Statement will be made available at www.create-ireland.ie



5. Implementation

Create is committed to an on-going process of implementation of this Child Safeguarding Statement with regard to relevant services and the procedures that support our intention to keep children safe from harm while availing of our service.

This Child Safeguarding Statement will be reviewed by the board every two years, or as soon as practicable after there has been a material change in any matter to which the statement refers.

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Signed: Deirdre Figueiredo

2 July 2019

Chairperson

For queries, please contact Arthur Duignan, Designated Liaison, on +353 1 473 6600