

Hawk's Well Theatre Child Safeguarding Statement

This policy applies to all those involved in the Hawk's Well Theatre including, but not limited to; staff, visiting production and show personnel (cast, crew and others), visitors to the theatre (the general public), volunteers, parents and young people.

The welfare of all children attending Hawk's Well Theatre events is paramount. Our aim is to ensure that all audience members enjoy their Hawk's Well experience, and are safe from harm at all times.

Name of service:

Hawk's Well Theatre, Temple Street, Sligo

Nature of service provided:

Hawk's Well Theatre is a 340 seat theatre that hosts a diverse programme of arts and entertainments including comedy, professional and amateur drama, a wide range of music from traditional and jazz to opera, plus dance, pantomime, children's theatre and comedy.

For those aged 0 – 18 years, the theatre presents and hosts a wide range of activities including; performances, workshops and activity days. We are committed to a child-centred approach in our work with children and young people and it is central to the philosophy of the Hawk's Well that children are unconditionally respected and kept safe from harm while using our services. We undertake to provide a safe environment and experience, where the welfare of the child/young person is paramount. We adhere to the recommendations of *Children First: National Guidance for the Protection and Welfare of Children* and *Child Safeguarding: A Guide for Policy, Procedure and Practice*, published by the Department of Health and Children, and Tusla, respectively.

Principles to safeguard children from harm:

The following principles and procedures should be observed to ensure, as far as possible, that a child is safe from harm while availing of our services both within our building and off-site.

- All Hawk's Well staff and regular artists/facilitators who deliver workshops for u18s are Garda vetted.
- All Hawk's Well staff have undertaken Tusla online Child Protection Training – Children First E-Learning.
- All child protection or welfare concerns will be reported to Tusla/Gardaí in a timely manner.
- Children are always accompanied by a parent/guardian, teacher, workshop facilitator and/or a member of Hawk's Well staff while in the Hawk's Well Theatre.
- When the Hawk's Well is open to the public there is always a member of staff on duty.
- A child in need of personal support because of illness, physical needs or any form of distress, shall be referred in the first place to his/her parent/guardian or teacher. In the absence of a guardian, the staff member who is working with or supervising that activity will provide such support. A parent/guardian or teacher should inform a member of staff if there are any specific needs required during a child's participation at a Hawk's Well event.

Risk Assessment

We have carried out an assessment of any potential for harm to a child while availing of our services. 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 identified risk
1	Non-compliance with the Hawk's Well Theatre's Child Protection Policy	All staff and volunteers are provided with the Child Protection Policy. Any breach of the Child Protection Policy will be reported to the relevant line manager. The Child Protection Policy is reviewed every 2 years.
2	Delay in making referrals to Tusla	All staff and regular volunteers are trained and supported to ensure they can act promptly and not delay in contacting the Mandated Person or Tusla when they deem a referral may be required.
3	Receipt of complaints of alleged child abuse where a member of the Hawk's Well Theatre is the alleged perpetrator.	All staff know the procedures to make a referral to the Mandated Person or directly to Tusla. Internal disciplinary processes are in place where the issue concerns an employee.
4	Receipt of complaint of alleged child abuse where a parent, guardian or teacher is the alleged perpetrator.	All staff know the procedures to make a referral to the Mandated Person or directly to Tusla. The school will be notified.
5	Child makes a disclosure to a member of staff	All staff know the procedures to make a referral to the Mandated Person or directly to Tusla.
6	A suspicion of child abuse is determined by a member of staff.	All staff know the procedures to make a referral to the Mandated Person or directly to Tusla.

Procedures

Hawk's Well theatre's Child Safeguarding Statement has been developed in line with requirements under the Children First Act 2015, Children First: National Guidance for the Protection and Welfare of Children (2017), and Tusla's Child Safeguarding: A Guide for Policy, Procedure and Practice. In addition to the procedures listed in our risk assessment, the following procedures support our intention to safeguard children while they are availing of our service:

- Procedure for the management of allegations of abuse or misconduct against workers/volunteers of a child availing of our service;
- Procedure for the safe recruitment and selection of workers and volunteers to work with children;
- Procedure for provision of and access to child safeguarding training and information, including the identification of the occurrence of harm;
- Procedure for the reporting of child protection or welfare concerns to Tusla;
- Procedure for maintaining a list of the persons (if any) in the relevant service who are mandated persons;
- Procedure for appointing a Mandated person.

All procedures listed are available upon request.

Implementation

We recognise that implementation is an on-going process. Our service is committed to the implementation of this Child Safeguarding Statement and the procedures that support our intention to keep children safe from harm while availing of our service. This Statement will be reviewed on 27 September 2020 or as soon as practicable after there has been a material change in any matter to which the statement refers.

Signed:

A handwritten signature in black ink that reads "Marie O'Byrne".A handwritten signature in black ink that reads "Maeve McGowan".

Marie O'Byrne
Director

Maeve McGowan
Marketing Manager

Name and Contact Details:

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For queries in relation to this Child Safeguarding Statement please contact Marie O'Byrne, Director, at the address above or email director@hawkswell.ie