

# Baboró Policy

## *Child Safeguarding Statement*

Name of service:

Baboró International Arts Festival for Children, 2<sup>nd</sup> Floor, Augustine Court, Augustine Street, Galway

Nature of service provided:

Baboró is Ireland's flagship international Arts Festival for children and families. We present a week of Irish and International work for children. Based in Galway city, the festival provides access to quality work from a growing number of Irish companies creating work for children and families. At the heart of the organisation's activities is access to the arts for all children, regardless of their geographic, economic, physical, intellectual or cultural status.

Our mission is to facilitate children to explore the wonder of their world through the magic of creative expression. Fundamental to this is creating an experience where children who participate in any aspect of Baboró are treated with respect and care and where their emotional, physical and mental safety is paramount. We want our audience to enjoy their experience from the moment they receive a Baboró programme or are told about a workshop to the moment they walk out of a theatre or workshop space after engaging in a Baboró event. Their Baboró experience is not just about the show they see or the workshop they engage in, it is also about how they are treated, cared for and respected by all members of the Baboró staff they come in contact with from box-office, to venue, to performers, to workshop facilitators. These underlying principals operate throughout the team when dealing with any member of the public on behalf of Baboró.

Baboró are committed to a child-centred approach to our work with children and young people. We undertake to provide a safe environment and experience, where the welfare of the child/young person is paramount.

Below are Baboró's principles and procedures which should be observed to ensure, as far as possible, that a child is safe from harm while availing of our services.

- All Baboró festival staff and volunteers attend a child protection training course and are made aware of the organisation's code of conduct, child protection procedures, and the identity and role of who has been designated to deal with issues of concern.
- All staff are required to consent to Garda clearance.
- All staff will receive an adequate level of supervision and review of their work practices.
- Children are always accompanied by a parent/guardian, teacher or at least 2 of Baboró team members, in which case parent/guardians must sign their child in and out with Front of House Manager and must leave their contact details, while attending a Baboró event.
- No child is ever left alone in the presence of an individual Baboró staff member, there are always at least 2 staff members in attendance.
- All child protection or welfare concerns will be reported to Tusla/Gardaí in a timely manner.
- 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 Baboró 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 risk identified                                                                                                                                                                                    |
|---|------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Non-compliance with Baboró's Child Protection Policy | All staff and volunteers are provided with the Child Protection Policy.<br>Any breach of the Child Protection Policy will be reported to the relevant line manager.<br>The Child Protection Policy is reviewed every 12 months. |

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|   | Risk identified                                                                                             | Procedure in place to manage risk identified                                                                                                                                        |
|---|-------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2 | Delay in making referrals to Tusla                                                                          | All staff 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 Baboró team member is the alleged perpetrator.         | All staff know the procedures to make a referral to the Mandated Person or directly to Tusla.<br>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.<br>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:

Baboró's Child Safeguarding Statement has been developed in line with requirements under the *Children First Act 2015*, and the *Children First: National Guidance*, 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 services:

- Procedure for the management of allegations of abuse or misconduct against workers/volunteers of a child availing of our services
- 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 or the Gardaí as appropriate
- Procedure for maintaining a list of the persons (if any) in the relevant service who are mandated persons;
- Procedure for appointing a relevant person.

All procedures listed are available upon request.

### Implementation:

Baboró recognises that implementation is an ongoing 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 1 June 2023 or as soon as practicable after there has been a material change in any matter to which the statement refers.

Signed: Jennifer Ahern, Producer

### Name and contact details:

Baboró International Arts Festival for Children, 2nd Floor, Augustine Court, Augustine Street, Galway, Ireland. H91 VXT1. Tel: 091 562667.

For queries in relation to this Child Safeguarding Statement please contact Jennifer Ahern, Producer & Mandated Person, at the address above or email [producer@baboro.ie](mailto:producer@baboro.ie)