

Dance Theatre of Ireland

Child Protection Policy 2023 - 2024

Adopted by DTI Board 20 September, 2022
Developed from the Children First National Guidance 2017

CONTENTS:

- **Dance Theatre Of Ireland's Child Protection Policy Overview**
- **Section 1** Child Protection Policy Statement
- **Section 2** Code of Behaviour for Staff/Children and Young People
- **Section 3** Reporting Procedures
- **Section 4** Confidentiality Statement
- **Section 5** Safe Recruitment and Selection Policy Statement
- **Section 6** Safe Management Teachers and Staff Working with Children Policy Statement
- **Section 7** Parental/Carer Involvement and Sharing Information
- **Section 8** Incidences of Poor Practice and Allegations Against Staff
- **Section 9** Complaints and Comments Procedure
- **Section 10** Accidents Procedure

Dance Theatre Of Ireland's Child Protection Policy Overview

Dance Theatre of Ireland can work with children and young people. While by far the greater part of our work is with adults, we sometimes teach 2 classes for children ages 3-5 and 2 classes for children ages 8-12 years at the Centre Approx 18 weeks per year. We also offer hip hop and contemporary classes for adults and young people 13 – 25. Most of the children/young people at DTI's *Centre for Dance* enroll for one term (they may or may not attend regularly) and sometimes more than one term. At periodic times throughout the year, Dance Theatre of Ireland Artistic Directors and other teaching staff also teach 1 to 1.5 hour dance workshops in Schools, primarily secondary or 3rd level, but occasionally primary level Schools. We respond to invitations from Schools, the VEC, the DLRCC County Council and other educational bodies. Occasionally we may teach in a school for once per week a period of 4-6 weeks. Dance Theatre of Ireland has formulated a Child Protection Policy. ALL DTI teachers working with children/young people are **Garda Vetted** and Approved, working with CREATE.

The Child Protection Policy comprises:

- a statement of policy, which expresses Dance Theatre Of Ireland's commitment to providing a safe environment for any children and young people with whom the company interacts;
- an undertaking to apply that policy throughout DTI's work with Children in the Company;
- detailed procedures and steps to ensure that the Child Protection Policy is implemented in the work of Dance Theatre of Ireland.

The Child Protection Policy Statement will be available to all staff¹, board primary carers², children and young people involved in the organisation.

Supporting the Child Protection Policy Statement, Dance Theatre Of Ireland has formulated detailed policies and procedures covering:

- Code of behaviour for all staff – whether permanent staff, volunteers, facilitators or interns;
- Reporting of suspected or disclosed abuse;
- Confidentiality;
- Recruiting & selecting staff;
- Managing & supervising staff;
- Circulating information to staff, primary carers and participants;
- Allegations of misconduct or abuse by staff;
- Complaints and comments;
- Incidents and accidents.

Each section of this booklet contains details of Dance Theatre Of Ireland's Child Protection policies and procedures. It will be reviewed annually beginning one year from it's adoption,

Section 1 – Child Protection Policy Statement

¹ 'Staff' refers to staff, volunteers, facilitators, interns

² Primary carer' refers to parent(s), carer(s) or responsible adult(s) as appropriate

Dance Theatre of Ireland are committed to a child-centred approach in our work with children³ and young people. We undertake to provide a safe environment and experience, where the welfare of the child/young person is paramount. We will to the best of our abilities support and implement the recommendations of *Children First: National Guidelines for the Protection and Welfare of Children 2017*, published by the TUSLA / Department of Health and Children.

We have implemented procedures covering:

- Code of behaviour for all staff;
- Reporting of suspected or disclosed abuse (see Appendix 1 for categories of abuse);
- Confidentiality;
- Recruitment and selecting staff;
- Managing and supervising staff;
- Involvement of primary carers;
- Allegations of misconduct or abuse by staff;
- Complaints and comments; Incidents and accidents.

This policy will be reviewed yearly, beginning one year from date of adoption **20 September 2022**



Signed by Designated Person



Signed by Deputy Designated Person

Section 2- Code of Behaviour for Staff/ Children and Young People

Child Centred Approach:

We at Dance Theatre of Ireland, in our dance activities with children undertake to:

- **Treat** all children and young people equally, and as individuals;
- **Listen** to and respect children and young people;

³ The Child Care Act 1991 (17/1991) defines a child as a 'person under the age of 18 years other than a person who is or has been married' (S.2.1).

- **Provide** encouragement, support and praise (regardless of ability);
- **Use** appropriate language (physical and verbal);
- **Have** fun and encourage a positive atmosphere;
- **Offer** constructive criticism when needed;
- **Respect** a child's or young person's personal space;
- **Discuss** boundaries on behaviour and related sanctions, as appropriate, with children and young people;
- **Encourage** feedback from group;
- **Use** age-appropriate teaching approaches;
- **Lead** by example;
- **Be** aware of a child's or young person's other commitments when scheduling rehearsals or activities, e.g., school or exams;
- **Be** cognisant of a child's or young person's limitations, due to a medical condition for example;
- **Create** an atmosphere of trust;
- **Respect** differences of ability, culture, religion, race and sexual orientation.

Good Practice:

Dance Theatre of Ireland, in our dance activities with children undertake to:

- **Register** each child/young person (name, address, phone, attendance);
- **Make** primary carers, children/young people, visitors and facilitators aware of our Child Protection Policy and procedures through notes on all our literature for classes;
- **Have** emergency procedures in place and make all staff aware of these procedures;
- **Be** inclusive of children and young people with special needs – Insofar as dancing is a skill and as such presents limits for those with special needs. However we are **not** exclusively trained to work with children/young people with special needs and it is not the speciality of our artistic enterprise;
- **Plan** and be sufficiently prepared, both mentally and physically to teach children and adults;
- **Report** any concerns to the Designated Person and in her absence the Deputy Designated person (Co-Artistic Director); and in the absence the Centre & Outreach Coordinator, the General Manager, follow reporting procedures;
- **Encourage** children and young people to report any bullying, concerns or worries;
- **Observe** appropriate dress and behaviour;
- **Evaluate** work (teaching practices with young people) periodically;
- **Provide** appropriate training for staff and volunteers teaching and working with children;
- **Report** and record any incidents and accidents;
- **Update** and review policies and procedures regularly;
- **Keep** primary carers informed of any issues that concern their children;
- **Ensure** proper supervision according to age, abilities and activities involved;
- **Ensure** clear communication between artist /children and organisations;
- **Follow** up feedback forms for participants and artists;
- **Have** a written agreement with any external organisation that an artist is working with (for example, the Dept of Education, or School or Agency, including in our letters of contract that we follow *Children First: National Guidelines for the Protection and Welfare of Children*

- **Not** to be passive in relation to concerns, i.e., don't 'do nothing' - report concerns, incidents;
- **Avoid** giving lifts to children/young person if at all possible—but if so make sure parents/carers are informed;
- **If** left alone to supervise a single child, make sure that parents/carers are informed;
- **Maintain** awareness around language and comments made. If you think that something you said may have caused offence or upset, then try to address it in a sensitive manner.

Inappropriate Behaviour:

Dance Theatre of Ireland, in our dance activities with children undertake to:

- **Avoid** spending excessive amounts of time alone with children/young people;
- **Not** to use or allow offensive or sexually suggestive physical and/or verbal language⁴.
- **Not** to single out a particular child/young person for unfair favouritism, criticism, ridicule, or unwelcome focus or attention; however, skilful and sensitive corrections are an ongoing part of the education in the art of dance;
- **Not** to allow/engage in inappropriate touching of any form;
- **Not** to hit or physically chastise children/young people;
- **Not** to socialise inappropriately with children/young people, e.g., outside of structured organisational activities.

Physical Contact:

We at Dance Theatre of Ireland, in our dance activities with children undertake to:

- **Seek** consent of child/young person in relation to physical contact (except in an emergency or a dangerous situation); at the same time, to give alignment corrections physically (sometimes necessitating touch) is important and we understand that it is often necessary in teaching dance; this kind guidance in finding correct alignment or placement will be given with sensitivity. Also touching in terms of dancing together, in the context of contact improvisation or other forms of contemporary dance will continue to be a part of our art and education and will be explained, prior to doing, so that participants (should they have a problem) are free to not participate in such activity.
- **Avoid** inappropriate touch;
- **Check** with and observe children/young people about their level of comfort when doing touch exercises; nonetheless some exercises in dance are physical and designed to build trust, and require touching or sharing weight exchanges.

Health and safety

Dance Theatre of Ireland, in our dance activities with children undertake to:

- **Not** to leave children unattended or unsupervised;
- **Manage** any dangerous materials;
- **Provide** a safe environment;
- **Be** aware of accident procedure and follow accordingly.

⁴ However, work emanating from the artistic process and work of artistic content will not be censored in this way

Section 3 – Reporting Procedures

Who to contact about issues related to child protection and welfare:

- **Robert Connor, Artistic Director, Co- Founder**, has been **Designated** as the Person to contact if there is an issue or concern about any aspect of a child's or young person's safety and welfare. It is the responsibility of this designated person to support and advise staff about policy and procedures in relation to child protection and to ensure that procedures are followed. It is also their responsibility of the designated person to liaise with Tusla or Gardaí where appropriate.

Robert Connor can be contacted at Dance Theatre of Ireland, 01 280 3455.

- **Co Artistic Director** Loretta Yurick has been designated as **Deputy Designated person** and in the absence of the Designated Person, she can be contacted at Dance Theatre of Ireland, 01 2803455; **in the absence of either**, the **Centre & Outreach Co-ordinator** can be contacted at 280 3455.

The following excerpt from *Children First: National Guidelines for the Protection and Welfare of Children 2017* (Chapter 2, page 6) shows what would constitute reasonable grounds for concern:

- **Evidence**, for example an injury or behaviour, that is consistent with
- abuse and is unlikely to have been caused in any other way
- **Any concern** about possible sexual abuse
- **Consistent signs** that a child is suffering from emotional or physical neglect
- **A child** saying or indicating by other means that he or she has been abused
- **Admission** or indication by an adult or a child of an alleged abuse they committed
- **An account** from a person who saw the child being abused

Recording procedures: The following will be disseminated to those Dance Theatre Of Ireland staff working with children:

Dance Theatre Of Ireland uses **Incident Report Forms** for recording concerns about the protection of children and young people. They are stored securely and confidentiality is maintained (see Section 4: Confidentiality statement). Also Disseminated is "**Definitions of abuse**"

Dance Theatre Of Ireland staff record the following information in relation to children and young people:

- Suspicions;
- Concerns;
- Worrying observations;
- Behavioural changes;
- Actions and outcomes.

Notes on dealing with a disclosure:

- **Stay** calm and listen to the child/young person, allow him or her enough time to say what s/he needs to say;
- **Don't** use leading questions or prompt details;
- **Reassure** the child/young person but do not promise to keep anything secret;
- **Don't** make the child/young person repeat the details unnecessarily;
- **Explain** to the child/young person what will happen next (explanation should be age-appropriate).

Reporting procedures:

- The Reporting Procedure should be known and accessible to all DTI staff;
- The person who expresses the concern should be involved and kept informed;
- Actions and outcomes should be noted;
- Record all details, including the date, time and people involved in the concern or disclosure and the facts in an Incident Book. Information recorded should be factual. Any opinions should be supported by facts;
- Inform (**Designated Person—the Artistic Director**) or, if unavailable, the **Deputy Designated Person, (co-Artistic Director)** or, in their absence (**Centre & Outreach Manager/Administrator**) ;
- If the (**Designated Person**) or **The Centre & Outreach Manager or Administrator** are not available, contact the local Duty Social Worker of the Health Service Executive directly;
- The most appropriate person should discuss the concern or consult with primary carers. Parents, carers or responsible adults should be made aware of a report to Tusla unless it is likely to put the child/young person at further risk;
- The **Designated Person** may contact the Tusla for an informal consultation prior to making a report – see report form attached at back;
- Information will be shared on a strictly 'need to know' basis (see Section 4: Confidentiality statement);
- If there are reasonable grounds for concern as outlined above, the **Designated person** will contact the Duty Social Worker in Tusla area using the standard Reporting Form available from the Health Service Executive.
- (See Appendix 4 for sample form.) Reports to the Duty Social Worker can be made verbally initially and then followed by the standard reporting form. Reports should be made to Tusla without delay;

- In case of emergencies outside of Tusla hours, contact the Gardaí. In situations that threaten the immediate safety of a child/young person, it may be necessary to contact the Gardaí
- Dance Theatre Of Ireland will publish in its class and DPOP information schedules that the company follows the “**Children First National Guidelines for the Interests and Welfare of Children**”.

Section 4 – Confidentiality Statement

Dance Theatre of Ireland are committed to ensuring peoples' rights to confidentiality. However, in relation to child protection and welfare we undertake that:

- Information will only be forwarded on a 'need to know' basis in order to safeguard the child/young person;
- Giving such information to others for the protection of a child or young person is not a breach of confidentiality;
- We cannot guarantee total confidentiality where the best interests of the child or young person are at risk;
- Primary carers, children and young people have a right to know if personal information is being shared and/or a report is being made to the Health Service Executive, unless doing so could put the child/young person at further risk;
- Procedures will be put in place in relation to the use of images of children/ young people to insure they are only for Dance Theatre of Ireland purposes;
- Procedures will also be put in place for the recording and storing of information in line with our confidentiality policy.

Section 5 – Safe Recruitment and Selection Policy Statement

Dance Theatre of Ireland will ensure that staff working with children are carefully selected, trained and supervised to provide a safe environment for all children and young people, by observing the following principles:

- Roles and responsibilities will be clearly defined for every job;
- Posts will be advertised where possible;
- We will endeavour to select the most suitably qualified personnel;
- Candidates will be required to submit a their CV;
- Candidates will be asked to sign a **Declaration Form** (see Copy herewith);
- Two references will be received that are recent, relevant, independent
- Teachers Will be given "Definitions of Abuse" as in *Children First: National Guidelines for the Protection and Welfare of Children*, as well as Incident Report Forms

Dance Theatre Of Ireland
 Bloomfield Centre
 Lower Georges Street
 Dun Laoghaire, Co. Dublin

9

- We will carefully interview any prospective teachers or staff using at least two interviews;
- No person who would be deemed to constitute a 'risk' will be employed;
- Some of the exclusions would include:
 - any child-related convictions;
 - refusal to sign application form and declaration form;
 - insufficient documentary evidence of identification;
 - concealing information on one's suitability to working with children;
- There will be a relevant probationary period⁵; (6 wks -2 months, or 1 or 2 classes)
- All staff will be receive Garda clearance,
- All staff will complete the Tusla Children First E-Learning Programme
-

Section 6 – Safe Management of Teachers and Staff Working with Children Policy Statement

To protect both staff and children/young people, we undertake that:

New staff will:

- Discuss the goals & objectives of the classes they teach and in keeping with the ethos of the Centre, plan and deliver their classes in a positive, welcoming and safe manner, according to terms of their contract with DTI and this Policy;
- Will be given a training session on working with young people;
- Be made aware of the organisation's code of conduct, child protection procedures, and the identity and role of the **Designated Person** to deal with issues of concern;
- Undergo a probationary or trial period

All staff will:

- Receive an adequate level of supervision and review of their work practices;
- Be expected to have read the Child Protection Policy Statement & Declaration;
- Be provided with DTI's Child Protection training and documents

Section 7 – Parental/Primary Carers Involvement and Sharing Information Policy Statement

Dance Theatre of Ireland are committed to being open with all primary carers.

⁵ .Organisations need to specify what the probationary period will be.

Dance Theatre of Ireland undertakes to:

- Advise primary carers of our child protection policy;
- Inform primary carers and schools of all activities and potential activities;
- Issue contact/consent forms where relevant;
- Comply with health and safety practices;
- Operate child-centred policies in accordance with best practice;
- Ensure as far as possible that the activities are age-appropriate;
- Encourage and facilitate the involvement of parent(s), carer(s) or responsible adult(s), where appropriate, for example invitations to informal showings or performances.

If we have concerns about the welfare of the child/young person, we will:

- Respond to the needs of the child or young person;
- Inform the primary carers on an on-going basis unless this action puts the child or young person at further risk;
- Where there are child protection and welfare concerns we are obliged to pass these on to the Duty Social Worker and, in an emergency, the Gardaí;
- In the event of a complaint against a member of staff, we will immediately ensure the safety of the child/young person and inform primary carers as appropriate.

As a child-centred organisation, we are committed to putting the interest of the child/young person first. To that end we will:

- Contact local Health Service Executive and Gardaí where there is a child protection welfare concern;
- Encourage primary carers to work in partnership with us under the guidelines set out by our organisation to ensure the safety of their children;
- Have a Designated Contact Person or Deputy Designated Contact person available for consultation with primary carers in the case of any concern over a child or young person's welfare.

Section 8 – Incidences of Poor Practice and Allegations Against Staff

Two separate procedures must be followed:

1. In respect of the child/young, the Designated Person will deal with issues related to the child/young person.

2. In respect of the person against whom the allegation is made the Deputy Designated person will deal with issues related to the staff member.

Notes on Dealing with an Allegation Against a Staff member:

- The first priority is to ensure that no child or young person is exposed to unnecessary risk;
- If allegations are made against the **Designated person**, then the **Deputy Designated Person** should be contacted; and Vice versa;
- The reporting procedures outlined in Section 3 of these guidelines should be followed. Both the primary carers and child/young person should be informed of actions planned and taken. The child/young person should be dealt with in an age-appropriate manner;
- The staff member will be informed as soon as possible of the nature of the allegation;
- The staff member should be given the opportunity to respond;
- The **Designated and Deputy Designated person** should be informed as soon as possible;
- Any action following an allegation of abuse against an employee should be taken in consultation with Tusla and Gardaí;
- After consultation Robert Connor should advise the person accused and agreed procedures will be followed.

Section 9 - Complaints and Comments Procedure:

- Complaints or comments relating to the welfare of Children will be responded to within 4 weeks;
- **Designated person / Deputy Designated person** or **Centre & Outreach Coordinator** has responsibility for directing complaints/comments and submitting them to the correct authorities immediately;
- Verbal complaints will be logged and responded to as well as written in the same manner.

Section 10 - Accidents procedure

- The organisation must maintain an up-to-date register of the contact details of all children/young people involved in the organisation and teaching staff; In the event of emergencies, Receptionists on duty at all times at the Centre must know how to access the contact details of any one in attendance in a class. The responsibility that these contact details are inputted and accessible to Reception and Staff is the, Centre & Outreach Coordinator And Administrator;
- DTI maintains an **Accident/Injury Report Form** as well as **Incident Report Form** (relating to Children's Welfare)

- Children/young people's details should be cross-referenced between the incident book and file;
- External organisations with whom Dance Theatre of Ireland has dealings must provide proof that they have public liability insurance;
- 2 First-aid boxes are available and regularly re-stocked. A small one downstairs at Reception and a Larger one upstairs in the Tea Station cabinet;
- It is the responsibility of the **Centre & Outreach Manager (and in their absence the Administrator)** to make sure that the *First Aid boxes are stocked* and that the location of the first-aid box is known to staff and in particular anyone working at Reception; Details are provided to Teachers in All Teacher Agreements
- Availability of first-aid should be in accordance with the organisation's Health and Safety guidelines. The location of **Accident & Incident Forms & Master Book/Log Book** must be made known to staff. The **Forms** are located upstairs in the office and also at Reception; The **Master Book/Log Book** will be kept stored At Reception Desk in binder. **Accident & Incident Report Forms** are kept by the **Centre and Outreach Manager** and she will keep all staff apprised and the Books up to date.
- Children and young people must be advised of risks of dangerous material;
- Record details of risky equipment used and take steps to minimise risk;
- Take cognisance of responsibility for first-aid on off-site trips.

Appendix I – Report Forms

REPORTING FORM to TUSLA

The Tusla Child Protection and Welfare Report form will be used for reporting suspected instances of abuse. The form is available at this weblink.

<https://www.tusla.ie/uploads/content/Child Protection and Welfare Report Form FINA L.docx>

INCIDENT REPORT FORM

DTI Report Form must be completed in respect of each child being reported.

DATE:

Name of person reporting:

Time:

Details of concern(s), allegation(s) or incident(s) dates, times, who was present, description of any observed

Nature of Incident or injuries:

Parent's view(s):

Child's view(s) (if known).

Details of person(s) allegedly causing concern in relation to the child:

Name: _____ Age: _____ Male: _____ Female: _____

Address: _____

Telephone:

Declaration Form

Confidential

Declaration form for all those working with children and young people. (to be signed by applicant for positions with Dance Theatre of Ireland)

Surname: _____ First Name: _____

Date of Birth: _____ Place of birth: _____

Address: _____

Tel. No: _____ Mobile No: _____

Any other name(s) previously known as:

Is there any reason that you would be considered unsuitable to work with children and young people? Yes No

If yes, please outline the reason below.

Have you ever been convicted of a criminal offence? Yes No

If yes, please state below the nature and date(s) of the offence (s):

Signed: _____ Date: _____

Address _____ Telephone: _____

Email: _____

Dance Theatre of Ireland Injury & Accident Report Form

Date and time of occurrence.....

Class at which accident happened.....

Name of injured person.....

Address.....

Telephone (Mob)..... (Home / Work).....

Email address.....

During the class/ before the class/ after the class while on the premises (circle as appropriate)

Details of injury / Detail what happened and where in the body hurt and what was done;

Also, what is state now (as they leave)

.....

.....

Name of teacher.....

Address of teacher.....

Telephone (Mob)..... (Home / Work).....

Email address.....

Witness (if any)

Name.....

Address.....

Receptionist on duty.....

Telephone (Mob)..... (Home / Work).....

Email address.....

***Follow up** – In all cases DTI staff to ring the injured person the next day and write the results here:

.....

..... Signed.....

(person who filled out this form)

Date..... Time.....

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Dun Laoghaire, Co. Dublin

T 01 2803455 E danceire@iol.ie w dancetheatreirealnd.com

Apendix II: Local Tusla Area Office, Garda Station and HSE Health Centre contacts

TUSLA, Child and Family Agency,
Dublin South East / Wicklow,
Carysfort House,
Carysfort Avenue,
Blackrock, Co Dublin.
Tel 01 2155758
am.dsdseww@tusla.ie

Garda Station
Corrig Avenue
Dun Laoghaire Co. Dublin
Tel: +353 1 666 5000

HSE Dun Laoghaire Local Health Office,
Tivoli Road, Dun Laoghaire, Co. Dublin
Tel 01 2843579.

Dance Theatre of Ireland Child Safeguarding Statement

1. **Dance Theatre of Ireland CLG** provide dance classes as a creative physical leisure activity at the Centre for Dance, Dun Laoghaire, and as an educational / participatory arts outreach activity in schools and community organisations.
2. **Dance Theatre of Ireland (DTI) has a Child Protection Policy** to help safeguard children / young adults from harm;
 - All members of the teaching staff and administrative staff are Garda vetted.
 - All staff members are recruited according to standards that insure their suitability to work with children / young people.
 - All staff members are made aware of the child-centered and welcoming ethos of the dance class environment that treats each child with respect.
 - Procedures are in place to safeguard children / young people from harm in our Child Protection Policy
3. **DTI** have carried out an assessment of any potential for harm to a child while participating in a dance activity. 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	Bullying, name calling or any other behaviour that may cause offence or injury to a student in class.	All teachers sign an Agreement in which they are responsible for maintaining positive respectful behaviours in class, to be vigilant for bullying behaviour by students and to correct students in an appropriate manner who may be engaging in disrespectful or harmful behaviour.
2	Injury and Health Issues	Students & Parents are instructed to inform DTI reception and their teacher of injuries and health problems, prior to undertaking classes. An accident/injury reporting procedure is in place for any incident in class. First Aid boxes on site.
3	Teachers teaching a class on their own.	Parents or carers may sit adjacent to the studio during their own child's class. For youngest 3-5 ages, we endeavor to have two adults with the students and always another member of staff is onsite and nearby should further assistance be needed. In the case of outreach workshops, a member of the hosting organisation is in the room and/or easily accessible.
4	Issues with teacher or member of staff.	Upon registration and at the start of a term of classes, parents and young students are advised to communicate with their teachers or the Artistic Directors should any issues of concern arise

		throughout the year. Reporting procedures are in place and Designated person would be notified.
5	Signing out unaccompanied from day camps	DTI does NOT allow its members under 18 to sign out unaccompanied without a parental consent form in place.

4. Procedures

Our 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 in our Child Protection policy - reviewed yearly;
- We undertake that we safely recruit and select staff, teachers, and volunteers who are to work with children - all members of the teaching staff and administrative staff are Garda vetted;
- Teachers working with children are provided information on child safeguarding (via Tusla website & the DTI Child Protection Policy) and are asked to undertake the on-line course and achieve Certificate;
- Procedure for the reporting of child protection or welfare concerns to Tusla in place and in our Child Protection policy;
- A list of persons in our Company working with children (Mandated people)--are Robert Connor, Loretta Yurick, Aoife Cuthbert, Centre & Outreach Coordinator, Olwyn Lyons, Monica Munoz, Cayisha Graham and Saoirse Doyle.

All procedures listed are available upon request.

5. 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 Child Safeguarding Statement will be reviewed on 20 September 2024 or as soon as practicable after there has been a material change in any matter to which the statement refers.

Signed:  for Dance Theatre of Ireland

For queries, please contact Robert Connor, Relevant Person under the Children First Act 2015.

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