



CHILD PROTECTION POLICY

INTRODUCTION

This policy document has been drawn up by staff, parents and Board of Management of St. Joseph's N.S. in response to recent changes in legislation. The policy takes account of the provisions of the following legislation:

The Education Act 1998 The Education Welfare Act 2000 The Protection of Persons Reporting Child Abuse Act 1993 Education for Persons with Special Educational Needs Act 2004 Safety, Health at Work Act, 2005.

In all instances of suspicion or allegations of abuse or neglect, the following guidelines will be referenced.

Children First (Department of Health & Children, 1999)

Child Protection Guidelines and Procedures (Department of Education and Science, 2011).

AIMS OF POLICY

The aims of the Child Protection Policy are to:

- Put in place clear procedures for dealing with and reporting suspected/alleged cases of child neglect or abuse
- Endeavour to safeguard the well-being of the child and intervene when necessary to protect their rights
- Help school personnel recognise the signs of neglect or abuse
- Provide a safe environment for our school community

DEFINITION OF ABUSE

Child abuse can be categorised into four different types:

- Neglect
- Emotional abuse
- Physical abuse
- Sexual Abuse

DEFINITION OF NEGLECT

Neglect can be defined in terms of an omission, where the child suffers significant harm or impairment of development by being deprived of food, clothing, warmth, hygiene, intellectual stimulation, supervision and safety, attachment to and affection from adults (**3.2.Children First**)



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DEFINITION OF EMOTIONAL ABUSE

Emotional Abuse is normally to be found in the relationship between caregiver and a child rather than in specific events or patterns of events. It occurs when a child's needs for affection, approval, consistency and security are not met. Unless other forms of abuse are present, it is rarely manifested in terms of physical signs or symptoms (3.3 Children First)

DEFINITION OF SEXUAL ABUSE

Sexual abuse occurs when a child is used by another person for his/her gratification or sexual arousal (3.5 Children First)

More details of each type of abuse is contained in **Appendix 1, p.125, Children First)**
GUIDELINES FOR RECOGNISING THE SIGNS OF ABUSE (3.9. Children First)

The recognition of abuse normally runs along three stages:

Considering the possibility: If a child appears to have suffered an inexplicable and suspicious injury, seems distressed without obvious reason, displays usual behavioral problems or appears fearful in the company of parents/carers.

Observing signs of abuse: A cluster of patterns of signs is the most reliable indicator of abuse. Children may make direct or indirect disclosures, which should always be taken seriously. Less obvious disclosures may be gently explored with a child, without direct questioning (which may be more usefully be carried by the Health Board or Garda). Play situations such as drawing or story telling may reveal significant information which could be considered in relation to the child's social and family context, and it is important to always be open to alternative explanations.

Recording of Information: It is important to establish the grounds for concern, by obtaining as much information as possible. Observations should be recorded and should include dates, times, names, locations context and any information which could be considered relevant or which might facilitate further assessment/investigation.

APPROACHES

HANDLING DISCLOSURES FROM CHILDREN (2.4 DES Child Protection Guidelines and Procedures)



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The Protection for Persons Reporting Child Abuse Act, 1998 came into operation on 23rd January 1999. Its main provisions are:

1. The provision of immunity from civil liability to any person who reports child abuse reasonably and in good faith to designated officers of Health Board or any member of the Garda Síochána
2. The provision of significant protections for employees who report child abuse. These protections cover all employees and all forms of discrimination up to and including dismissal
3. The creation of a new offence of false reporting of child abuse where a person makes a report of child abuse to the appropriate authorities knowing that statement to be false. This is a new criminal offence designed to protect innocent persons from malicious reports.

QUALIFIED PRIVILEGE (1.4.DES Child Protection Guidelines and Procedures)

While the legal protection outlined above only applies to reports made to the appropriate authorities (i.e. Health Boards and an Garda Síochána), Common Law qualified privilege continues to apply as heretofore. Consequently, should Board of Management member or school personnel furnish information with regard to suspicions of child abuse to the DLP or Chairperson of the Board of Management, such communication would be regarded under common law as having qualified privilege.

Qualified privilege arises where the person making the communication has a duty to do so, or a right, or interest to protect the child and where the communication is made to a person with a similar duty, right or interest. The person making the report, acting in loco parentis, would be expected to act in the child's best interests and in making the report would be regarded as acting in such a manner. Privilege can be displaced only where it can be established that the person making the report acted maliciously.

Furthermore, those reporting a child's disclosure are not regarded as making an allegation as a matter of charge, but simply carrying out of their duty in good faith. They are not accusing or bringing a charge.

Freedom of Information Act 1997

1. DES Guidelines
2. Children First



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template) of these guidelines should be used. Any such report would be covered by the **Protection for Persons Reporting Child Abuse Act, 1998.**

CONFIDENTIALITY (1.2 DES Child Protection Guidelines and Procedures)

All information regarding concerns of possible child abuse should be only shared on a need to know basis, in the interest of the child. The test is whether or not the person has any legitimate involvement or role in dealing with the issue.

Giving information to those who need to have that information for the protection of the child who may have been or has been abused, is not a breach of confidentiality.

The DLP who is submitting a report to the Health Aboard or Garda Síochána should inform a parent/guardian, unless doing so is likely to endanger the child or place that child at further risk. A decision not to inform a parent/guardian should be briefly recorded together with the reason for not doing so.

In emergency situations, where the health board cannot be contacted, and the child appears at immediate and serious risk, an Garda Síochána should be contacted immediately.

Under no circumstances should a child be left in a dangerous situation pending health board intervention.

PROTECTION FOR PERSONS REPORTING CHILD ABUSE (1.3 DES Child Protection Guidelines and Procedures: 2.4 Children First)

The protection for persons Reporting Child Abuse Act 1998, provides immunity from civil liability to any person who reports suspicions of child abuse reasonably and in good faith to designated officers of Health Boards, or any member of an Garda Síochána. This means that even if a reported suspicion of child abuse proves unfounded, a plaintiff who took an action would have to prove that the reporter had not acted reasonably and in good faith making the report.

The Act provides significant protection for employees who report child abuse. These protections cover all employees and all forms of discrimination up to and including dismissal.



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An abused child is likely to be under severe emotional stress and staff members may be the only adult whom the child is prepared to trust. Great care should be taken not to damage that trust.

When information is offered in confidence, the member of staff will need tact and sensitivity in responding to the disclosure. The member of staff will need to reassure the child and retains his/her trust while explaining the need for action and the possible consequence, which will necessarily involve other adults being informed. It is important to tell the child that everything possible will be done to protect and support him/her, but not to make promises that cannot be kept e.g. promising not to tell anyone else. While the basis for concern must be established as comprehensively as possible, the following advice is offered to school personnel to whom a child makes a disclosure of abuse.

- Listen to the child
- Do not ask leading questions nor make suggestions to the child
- Offer reassurance but do not make promises
- Do not stop a child recalling significant events
- Do not react
- Explain that further help may have to be sought
- Record the discussion accurately and retain the record.(see staff reporting from)

This written information (pink reporting form) should be given to and retained by the DLP

DESIGNATED LIAISON PERSONS (DLP) (2.2 DES Child Protection Guidelines and Procedures)

All Boards of Management must designate a senior member of staff to have specific responsibility for child protection. This person will be the Designated Liaison Person for the school in dealing with the Health Boards, Garda Síochána and other parties in connection with allegations of abuse. Those other parties should be advised that they should conduct all matters pertaining to the processing or investigations of alleged child abuse through the Designated Liaison Person (DLP).

Where the Designated Liaison Person is unavailable for whatever reason, arrangements should be in place for another nominated member of staff to assume his/her responsibility...i.e. the Deputy Designated Liaison Person.

The Principal of the school, Mrs Alma Curran , will act as DLP following ratification by the Board of Management. The Deputy Liaison Person is, Mrs. Sharon Graham.



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The DLP has specific responsibility for child protection and will represent the school in all dealings with Health Boards, Garda Síochána and other parties, in connection with allegations of abuse.

ACTION TO BE TAKEN BY THE DESIGNATED LIAISON PERSON (3.2 DES Child Protection Guidelines and Procedures)

If the school employee and the Designated Liaison Person are satisfied that there are reasonable grounds for the suspicion or allegation the DLP should report the matter to the relevant Health Board immediately. It may be useful to note:

1. A report should be made to the Health Board in person by phone and writing. Each Health Board has a social worker who is available during certain hours to meet with, or talk on the telephone, to persons wishing to report child protection concerns
2. It is generally most helpful if persons wishing to report child abuse concerns make personal contact with the duty social worker. This will facilitate the social worker in gathering as much information as possible about the child and his parent/carers
3. In the event of an emergency, or the non-availability of health board staff, the report should be made to the Garda. This may be done at any Garda Station.

It is recommended that all reports should include as much as possible of the information sought in the Standard Reporting Form. Since all information requested may not be available to the person making the report, the form should be completed as comprehensively as possible. **When such a report is being made to the health board, the Chairperson of the Board of Management should be informed.**

In the case where the school personnel have concerns about a child, but are not sure whether to report the matter to the appropriate health board, they should seek appropriate advice. To do so, the DLP should consult the appropriate health board staff. In consulting the appropriate health board staff, the DLP would have to give identifying details as are required when a report is being made. If the health board advises that a referral should be made, the DLP should act on that advice.

In following the discussion outlined, the DLP decides that the concerns of the school employee should not be referred to the relevant Health Board, the school employee should be given a clear statement, in writing, as to the reason why the action is not being taken. The school employee should be advised that, if he/she remains concerned about the situation, he/she is free to consult with or report to the health. Again, the standard reporting form (see



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Reports made to Health Boards may be subject to provisions of Freedom of Information Act 1997, which enables members of public to obtain access to personal information relating to them which is in the possession of public bodies. However, the Act also provides that public bodies may refuse access to information obtained by them in confidence.

PREVENTION OF CHILD ABUSE THROUGH CURRICULAR PROVISION

The following programmes are already in place in the school

- Social Personal and Health Education (SPHE), Stay Safe, Alive - O, Walk Tall
- Self-esteem enhancement programmes/activities - circle time, Lucky to be Me Programme
- Healthy Lifestyle Week, Art Therapy, morning club, after school club, summer clubs
- Parental involvement; parents are made aware of programmes taught in school at induction meetings and information seminars on related topics. Parents also get feedback throughout the course of programmes e.g. Stay Safe and RSE worksheet completed in collaboration with parents.
- Information meetings for parents using guest speakers from outside agencies.
- Whole school climate and ethos child friendly, supportive environment, display children's work/creativity, assemblies, adults modelling good behaviour, celebrating achievements, acknowledging effort and success.
- Visiting drama groups presenting related topics - Team Theatre

STAFF TRAINING

Staff development and In-Service. The DLP will inform staff of current practices and relevant in-service training courses; staff in - service in school on related topics.

Ratification and Communication: The Policy Statement was subsequently reviewed and ratified by the Board of Management at its Meeting on **25th May 2023**

Timetable for review: It is the intention of the BOM to review this Mandatory Policy Statement every year. In this regard feedback from all members of the school community is encouraged.

Signed: Eilís Mc Glynn Date: **25th May 2023**

Eilís Mc Glynn, BOM Chairperson.

Signed: Anna Curran Date: **25th May 2023**

Principal and recording secretary of the BOM

Mandatory Template 2: Checklist for Review of the Child Safeguarding Statement

The *Child Protection Procedures for Primary and Post-Primary Schools 2017* require that the Board of Management must undertake a review of its Child Safeguarding Statement and that the following checklist shall be used for this purpose. **The review must be completed every year or as soon as practicable after there has been a material change in any matter to which the Child Safeguarding Statement refers.** Undertaking an annual review will also ensure that a school also meets its statutory obligation under section 11(8) of the Children First Act 2015, to review its Child Safeguarding Statement every two years.

The checklist is designed as an aid to conducting this review and is not intended as an exhaustive list of the issues to be considered. Individual Boards of Management shall include other items in the checklist that are of relevance to the school in question.

As part of the overall review process, Boards of Management should also assess relevant school policies, procedures, practices and activities vis a vis their adherence to the principles of best practice in child protection and welfare as set out in the school's Child Safeguarding Statement, the Children First Act 2015, the Addendum to Children First (2019) and the *Child Protection Procedures for Primary and Post-Primary Schools 2017*.

	Yes/No
1. Has the Board formally adopted a Child Safeguarding Statement in accordance with the 'Child Protection Procedures for Primary and Post Primary Schools 2017'?	Yes
2. Is the Board satisfied that the Child Safeguarding Statement is displayed in a prominent place near the main entrance to the school?	Yes
3. As part of the school's Child Safeguarding Statement, has the Board formally adopted, without modification, the 'Child Protection Procedures for Primary and Post Primary Schools 2017'?	Yes
4. Does the school's Child Safeguarding Statement include a written assessment of risk as required under the Children First Act 2015 ? (This includes considering the specific issue of online safety as required by the Addendum to Children First)	Yes
5. Has the Board reviewed and updated where necessary the written assessment of risk as part of this overall review?	Yes
6. Has the Risk Assessment taken account of the risk of harm relevant to online teaching and learning remotely?	Yes
7. Has the DLP attended available child protection training?	Yes
8. Has the Deputy DLP attended available child protection training?	Yes
9. Have any members of the Board attended child protection training?	Yes
10. Are there both a DLP and a Deputy DLP currently appointed?	Yes
11. Are the relevant contact details (Tusla and An Garda Síochána) to hand?	Yes
12. Has the Board arrangements in place to communicate the school's Child Safeguarding Statement to new school personnel?	Yes
13. Is the Board satisfied that all school personnel have been made aware of their responsibilities under the 'Child Protection Procedures for Primary and Post Primary Schools 2017' and the Children First Act 2015?	Yes
14. Has the Board received a Principals Child Protection Oversight Report (CPOR) at each Board meeting held since the last review was undertaken?	Yes
15. Since the Board's last review, did each CPOR contain all of the information required under each of the 4 headings set out in sections 9.5 to 9.8 inclusive of the procedures?	Yes
16. Since the Board's last review, has the Board been provided with and reviewed all documents relevant to the CPOR?	Yes
17. Since the Board's last review, have the minutes of each Board meeting appropriately recorded the records provided to the Board as part of CPOR report?	Yes
18. Have the minutes of each Board meeting appropriately recorded the CPOR report?	Yes



19. Is the Board satisfied that the child protection procedures in relation to the making of reports to Tusla/An Garda Síochána were appropriately followed in each case reviewed?	Yes
20. Is the Board satisfied that, since the last review, all appropriate actions are being or have been taken in respect of any member of school personnel against whom an allegation of abuse or neglect has been made?*	Yes
21. Where applicable, were unique identifiers used to record child protection matters in the Board minutes?	Yes
22. Is the Board satisfied that all records relating to child protection are appropriately filed and stored securely?	Yes
23. Has the Board been notified by any parent in relation to that parent not receiving the standard notification required under section 5.6 of the 'Child Protection Procedures for Primary and Post Primary Schools 2017'?	NO
24. In relation to any cases identified at question 20 above, has the Board ensured that any notifications required under section 5.6 of the 'Child Protection Procedures for Primary and Post Primary Schools 2017' were subsequently issued by the DLP?	Yes
25. Has the Board ensured that the Parents' Association (if any), has been provided with the school's Child Safeguarding Statement?	Yes
26. Has the Board ensured that the patron has been provided with the school's Child Safeguarding Statement?	Yes
27. Has the Board ensured that the school's Child Safeguarding Statement is available to parents on request?	Yes
28. Has the Board ensured that the Stay Safe programme is implemented in full in the school? (applies to primary schools)	Yes
29. Has the Board ensured that the Wellbeing Programme for Junior Cycle students is implemented in full in the school? (applies to post- primary schools)	Yes
30. Has the Board ensured that the SPHE curriculum is implemented in full in the school?	Yes
31. Is the Board satisfied that the statutory requirements for Garda Vetting have been met in respect of all school personnel (employees and volunteers)? *	Yes
32. Is the Board satisfied that the Department's requirements in relation to the provision of a child protection related statutory declaration and associated form of undertaking have been met in respect of persons appointed to teaching and non-teaching positions?*	Yes
33. Is the Board satisfied that, from a child protection perspective, thorough recruitment and selection procedures are applied by the school in relation to all school personnel (employees and volunteers)?*	Yes
34. Has the Board considered and addressed any complaints or suggestions for improvements regarding the school's Child Safeguarding Statement?	Yes
35. Has the Board sought the feedback of parents in relation to the school's compliance with the requirements of the child safeguarding requirements of the 'Child Protection Procedures for Primary and Post Primary Schools 2017'?	Yes
36. Has the Board sought the feedback of pupils in relation to the school's child safeguarding arrangements?	Yes
37. Is the Board satisfied that the 'Child Protection Procedures for Primary and Post Primary Schools 2017' are being fully and adequately implemented by the school?	Yes
38. Has the Board identified any aspects of the school's Child Safeguarding Statement and/or its implementation that require further improvement?	NO
39. Has the Board put in place an action plan containing appropriate timelines to address those aspects of the school's Child Safeguarding Statement and/or its implementation that have been identified as requiring further improvement ?	NO
40. Has the Board ensured that any areas for improvement that were identified in any previous review of the school's Child Safeguarding Statement have been adequately addressed?	Yes

*In schools where the ETB is the employer the responsibility for meeting the employer's requirements rests with the ETB concerned. In such cases, this question should be completed following consultation with the ETB.

Signed Eilis M. Glynn Date 25th May 2023

Chairperson, Board of Management

Signed Aime Curran Date; 25th May 2023

Principal/Secretary to the Board of Management

Note: Where a school is undertaking its first review, references in this checklist to the “last review” shall be taken to refer to the date on which the Child Safeguarding Statement was first put in place.



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Child Safeguarding Statement and Risk Assessment

Child Safeguarding Statement

St. Joseph's National School is a primary school providing primary education to pupils from Junior Infants to Sixth Class

In accordance with the requirements of the Children First Act 2015, Children First: National Guidance for the Protection and Welfare of Children 2017, the Addendum to Children First (2019), the Child Protection Procedures for Primary and Post Primary Schools 2017 and Tusla Guidance on the preparation of Child Safeguarding Statements, the Board of Management of St. Joseph's N.S. agreed the Child Safeguarding Statement set out in this document.

1. The Board of Management has adopted and will implement fully and without modification the Department's Child Protection Procedures for Primary and Post Primary Schools 2017 as part of this overall Child Safeguarding Statement
2. The Designated Liaison Person (DLP) is: **Mrs. Alma Curran**
3. The Deputy Designated Liaison Person (Deputy DLP) is: **Mrs Sharon Graham**
4. The Board of Management recognises that child protection and welfare considerations permeate all aspects of school life and must be reflected in all of the school's policies, procedures, practices and activities. In its policies, procedures, practices and activities, the school will adhere to the following principles of best practice in child protection and welfare:

The school will:

- recognise that the protection and welfare of children is of paramount importance, regardless of all other considerations;
- fully comply with its statutory obligations under the Children First Act 2015 and other relevant legislation relating to the protection and welfare of children;
- fully co-operate with the relevant statutory authorities in relation to child protection and welfare matters;
- adopt safe practices to minimise the possibility of harm or accidents happening to children and protect workers from the necessity to take unnecessary risks that may leave themselves open to accusations of abuse or neglect;
- develop a practice of openness with parents and encourage parental involvement in the education of their children; and
- fully respect confidentiality requirements in dealing with child protection matters.

The school will also adhere to the above principles in relation to any adult pupil with a special vulnerability.

5. The following procedures/measures are in place:

- In relation to any member of staff who is the subject of any investigation (howsoever described) in respect of any act, omission or circumstance in respect of a child attending the school, the school adheres to the relevant procedures set out in Chapter 7 of the Child Protection Procedures for Primary and Post-Primary Schools 2017 and



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to the relevant agreed disciplinary procedures for school staff which are published on the DE website.

- In relation to the selection or recruitment of staff and their suitability to work with children, the school adheres to the statutory vetting requirements of the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016 and to the wider duty of care guidance set out in relevant Garda vetting and recruitment circulars published by the Department of Education and available on the DE website.
- In relation to the provision of information and, where necessary, instruction and training, to staff in respect of the identification of the occurrence of harm (as defined in the 2015 Act) the school-
 - Has provided each member of staff with a copy of the school's Child Safeguarding Statement
 - Ensures all new staff are provided with a copy of the school's Child Safeguarding Statement
 - Encourages staff to avail of relevant training
 - Encourages Board of Management members to avail of relevant training
 - The Board of Management maintains records of all staff and Board member training
- In relation to reporting of child protection concerns to Tusla, all school personnel are required to adhere to the procedures set out in the Child Protection Procedures for Primary and Post-Primary Schools 2017, including in the case of registered teachers, those in relation to mandated reporting under the Children First Act 2015.
- In this school the Board has appointed the above named DLP as the "relevant person" (as defined in the Children First Act 2015) to be the first point of contact in respect of the school's child safeguarding statement.
- All registered teachers employed by the school are mandated persons under the Children First Act 2015.
- In accordance with the Children First Act 2015 and the Addendum to Children First (2019), the Board has carried out an assessment of any potential for harm to a child while attending the school or participating in school activities. A written assessment setting out the areas of risk identified and the school's procedures for managing those risks is included with the Child Safeguarding Statement.
- The various procedures referred to in this Statement can be accessed via the school's website, the DE website or will be made available on request by the school.

Note: The above is not intended as an exhaustive list. Individual Boards of Management shall also include in this section such other procedures/measures that are of relevance to the school in question.

6. This statement has been published on the school's website and has been provided to all members of school personnel, the Parents' Association (if any) and the patron. It is readily accessible to parents and guardians on request. A copy of this Statement will be made available to Tusla and the Department if requested.
7. This Child Safeguarding Statement will be reviewed annually or as soon as practicable after there has been a material change in any matter to which this statement refers.

This Child Safeguarding Statement was adopted by the Board of Management on **25/05/2023**



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This Child Safeguarding Statement was reviewed by the Board of Management on
13/06/2022

Signed: *Eilís Mc Glynn*
Chairperson of Board of Management
Date: 25/5/2023

Signed: *Alma Curran*
Principal/Secretary to the Board of Management
Date: 25/05/2023

Child Safeguarding Risk Assessment

Written Assessment of Risk of St. Joseph's N.S

In accordance with section 11 of the Children First Act 2015 and with the requirements of Chapter 8 of the *Child Protection Procedures for Primary and Post-Primary Schools 2017*, the following is the Written Risk Assessment of [name of school].

1. List of school activities

- Training of school personnel in Child Protection matters
- Daily arrival and dismissal of pupils
- Classroom teaching
- One to one teaching
- One to one counselling
- Recreation breaks for pupils on school grounds and off site
- Participation of children in:
 - Outdoor teaching activities
 - Sporting activities / Annual Sports Day
 - School Outings / Use of off-site facilities for school activities
 - **Summer Camp Programme 2023 in DEIS Primary schools**
 - Religious ceremonies / instruction external to school
 - Fundraising events involving pupils
 - Travelling arrangements for all outings
- Toilet areas
- Care of children with special needs, including intimate care needs.
- Administration of Medicine / First Aid
- Curricular provision in respect of S.P.H.E., R.S.E., Stay Safe.
- Prevention and dealing with bullying amongst pupils.
- Recruitment of school personnel including:
 - Teachers
 - SNA's
 - Caretaker / Secretary / Cleaners
 - Sports Coaches
 - External Tutors / Guest Speakers
 - Volunteers / Parents in school activities
 - Visitors / Contractors – present in school during school hours
 - Visitors / Contractors present during after-school activities
- Students participating in Work Experience in the school e.g. TY Student.
- Student Teachers undertaking Work Placement / Training / Teaching Practice in the school.
- Care of pupils with specific vulnerabilities / needs such as:
 - Pupils from ethnic minorities / migrants
 - Members of the Traveller Community
 - Lesbian, gay, bisexual or transgender (LGBT) children
 - Pupils perceived to be LGBT



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- Pupils of minority religious faiths
- Children in care
- Children on CPNS
- Use of Information and Communication Technology by pupils in school.
- Use of video / photography / other media to record school events.
- Application of sanctions under the school's Code of Behaviour including detention of pupils, confiscation of phones etc.
- After school use of school premises by other organisations.

2. The school has identified the following risk of harm in respect of its activities -

- Risk of harm not being recognised or reported properly and promptly by school personnel.
- Risk of harm from older pupils / unknown adults on the playground or in the proximity of the school vicinity.
- Risk of harm
 - Not being recognised by school personnel
 - Not being reported properly or promptly by school personnel
- Risk of child being harmed in the school by:
 - A member of school personnel
 - Another child
 - A volunteer or visitor to the school
- Risk of harm in one to one teaching or counselling by school personnel.
- Risk of harm due to inadequate supervision of children in school or whilst attending out of school activities.
- Risk of harm due to inadequate supervision of children whilst attending out of school activities
- Inappropriate behaviour
- Risk of harm by school personnel
- Risk of harm not being recognised by school personnel.
- Risk of harm to children inappropriately accessing medication / harm while receiving First Aid.
- Non-teaching of same.
- Risk of harm due to bullying of child.
- Risk of harm not being reported properly and promptly by school personnel.
- Risk of child being harmed in the school by a member of school personnel / volunteer / Sports Coach or other visitor to the school.
- Risk of harm not being reported properly and promptly by school personnel.
- Risk of child being harmed in the school by student visitor to the school
- Risk of harm not being reported properly and promptly by school personnel.
- Risk of child being harmed in the school by Work Placement / Training / Teaching Practice student.
- Risk of harm due to bullying of child
- Risk of harm due to children inappropriately accessing / using computers, social media, phones and other devices while at school.
- Risk of Cyber Bullying
- Risk of harm caused by member of school personnel or passers-by accessing / circulating inappropriate material via social media, texting, digital device or other matter.
- Risk of harm due to bullying / Cyber bullying of child.
- Risk of child being harmed by a member of staff of another organisation whilst participating in after school classes.
- Covid-19

3. The school has the following procedures in place to address the risks of harm identified in this assessment -

- Child Safeguarding Statement & DES procedures made available to all staff
- DLP & DDLP to attend PDST face to face training
- All staff to view TÚSLA training module & any other online training offered by PDST
- BoM records all training undertaken by staff and Board
- Arrival and dismissal by Teachers and SNA.
- Supervision Policy
- Child Safeguarding Statement & DES procedures made available to all staff



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- Code of behaviour
- Child Protection Policy
- Anti-Bullying Policy
- Stay Safe Programme
- Policy in place for one to one teaching and counselling.
- Open doors
- Table between teacher and pupil
- S.E.N. Policy
- Supervision Policy
- S.P.H.E. Policy
- Code of Conduct
- Supervision Policy
- Code of Behaviour
- Usage rules and Supervision Policy
- Code of behaviour
- Supervision Policy
- Health & Safety Policy
- Starting School pack for parents
- Administration of Medicine Policy
- School Accident / Injury Policy
- Health & Safety Policy
- Accident Report Form
- Letter of Indemnity from Parents (if required)
- School implements S.P.H.E., R.S.E., Stay Safe in full in conjunction with other initiatives with related content.
- Anti-Bullying Policy
- Code of Behaviour
- S.P.H.E. Policy / Stay Safe
- Child Safeguarding Statement & DES procedures made available to all staff.
- Staff to view TÚSLA training module & any other online training offered by PDST.
- Garda Vetting procedures
- School Visitors Policy
- Supervision Policy
- Welcome Pack for new staff members
- Student Work Experience Policy
- Code of Conduct for Work Experience
- Student Work Experience Policy
- Code of Conduct for Work Experience
- Anti-Bullying Policy
- Code of Behaviour Policy
- S.P.H.E. Policy
- ICT / Acceptable Use Policy
- Anti-Bullying Policy
- Code of Behaviour
- Acceptable Use Policy
- Child Protection Policy
- Data Protection Policy
- Supervision Policy
- Phone Policy
- Code of Behaviour Policy
- Anti-Bullying Policy
- Health & Safety Policy
- Restorative Justice Procedures
- Starting School Pack for Parents
- Garda Vetting procedures



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- School staff member supervision
- School Covid-19 Response Plan in place in line with Department guidelines
- Follow public health guidance from HSE re hygiene and respiratory etiquette
- Complete school Covid-19 Policy Statement
- Return to Work Forms received and reviewed
- Induction Training provided
- Contact log in place
- Complete checklists as required: School Management
- How to deal with a suspected case / school checklist
- Lead Worker Representative – Mrs. Alma Curran
- Deputy Lead Worker Representative- Mrs Sharon Graham

Important Note: It should be noted that risk in the context of this risk assessment is the risk of “harm” as defined in the Children First Act 2015 and not general health and safety risk. The definition of harm is set out in Chapter 4 of the *Child Protection Procedures for Primary and Post- Primary Schools 2017*

In undertaking this risk assessment, the board of management has endeavoured to identify as far as possible the risks of harm that are relevant to this school and to ensure that adequate procedures are in place to manage all risks identified. While it is not possible to foresee and remove all risk of harm, the school has in place the procedures listed in this risk assessment to manage and reduce risk to the greatest possible extent.