



Child Welfare and Policy Statement

The staff and volunteers in Michaela Foundation are committed to creating and maintaining the safest possible environment for all young people who participate in our activities. We shall take all feasible steps to protect them from discernible forms of abuse, from harm, discrimination or degrading treatment and shall respect their rights, wishes and feelings.

Michaela Foundation strives to ensure that the needs of the child take precedence. Therefore, we wish to ensure that all children participate in an enjoyable and safe environment in which they can have fun and feel valued.

Staff and volunteers in Michaela Foundation accept and recognise our responsibilities to develop awareness of the issues which cause children harm, and to establish and maintain a safe environment for them. We are committed to reviewing our policy, procedures and practice on an on-going basis.

We will endeavor to safeguard children by:

- Recognising that all children have the right to be protected from harm
- Respecting the rights, wishes and feelings of all children who participate in our activities
- Ensuring that our staff and volunteers are carefully recruited and selected in accordance with our guidelines and relevant legislative requirements
- Continuing to work with the Ulster GAA, who act as our umbrella body to process AccessNI and Garda Vetting Checks on behalf of Michaela Foundation. This is a risk assessment recruitment decision taken by Michaela Foundation.
- Providing effective management for staff and volunteers through supervision, support and training
- Responding swiftly and appropriately to any concerns or allegations and reporting them to statutory agencies appropriately
- Appointing National Childrens Officer to assist, advise and oversee the processing of child protection and welfare matters
- Adopting child protection guidelines through a code of behaviour for staff and volunteers
- Sharing information about child protection and good practice with children, parents, staff and volunteers
- Ensuring safety procedures are adhered to
- Ensuring that all allegations of abuse of young people are confidentially dealt with in accordance with Michaela Foundation's policies, guidelines and relevant legislation
- Providing parents and children with the opportunity to voice their concerns through a complaints procedure



- Appointing Children's Officers at each Camp and providing Child Protection Training.
- Taking all actions deemed necessary against members and non-members who have been convicted of offences that may place a child at risk following notification of prosecutions and/or convictions or information of a confidential nature as received from relevant statutory authorities
- Reviewing the effectiveness of our Child Protection procedures and policies on an ongoing basis

Monitoring

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the local safeguarding authorities:
- as a result of any other significant change or event

We in Michaela Foundation recognise that we have a legal duty of care to children and young people. This means we have an obligation to provide them with the highest possible standard of care in order to promote their well-being and safeguard them from abuse. We must be alert to the possibility that children with whom we are working may be suffering from abuse or neglect. Should any member of staff or any of our volunteers become aware of concerns or reports of abuse by or of an adult such matters will be dealt with as a matter of urgency through appropriate channels and in consultation with statutory authorities.

Date policy statement agreed 17th January 2018