



Smyly Trust Services

Safeguarding Statement.

Smyly Trust Services believes that all staffs working for this organisation share the responsibility for safeguarding and promoting the welfare of all children, young people and adults at risk, especially those whom are availing of any of our services.

Smyly Trust Services provide Residential Care for young people aged between twelve and eighteen years of age in two locations, Glensilva and Racefield. There are four / five young people, mixed gender, in each service. We also provide an Aftercare Service in the Dun Laoghaire area.

Smyly Trust Service is committed to promoting a culture of openness and accountability which will facilitate the recognition and assessment of risk and will provide effective management of these risks, and where appropriate, the initiation of child protection measures.

We will work closely with Tusla, to ensure the Children First Act (2015) is fully implemented with regard to all aspects, including Safeguarding.

This statement has been developed in line with requirements under The Children First Act 2015, The Children's First National Guidance, and Tusla's Child Safeguarding, A Guide for Policy, Procedure and Practice.

Main point of contact for Safeguarding in Smyly Trust Service is;

The Director of Services: Mr David Power.

director@smylytrust.ie

Relevant Person: Mr David Power

Mandated Personnel

The Manager in each unit is the designated person with overall responsibility for all matters concerning Safeguarding within that unit.

All staff members in the residential care units are mandated. As new staff joins the team, safeguarding will form part of their Induction.

The Managers have been trained in the use of the Tusla Portal for reporting Child Protection issues as well as the SEN system.

The Aim of this statement is to:

- Compliment and underpin the development of existing Child Protection Policy, Purpose and Function, All Care Policies and procedures which support care practice and, also, HR Policies. It emphasises the need for and development of on-going risk assessment in all aspects of the provision of care services.
- Ensure a balance between the employment of necessary safeguarding practices and supervision levels, and respect for the children, young people and family's dignity, privacy and individuality.
- Minimise the risk of any child or young person experiencing any form of harm, abuse or exploitation.
- Ensure that the ethos and practices of Smyly Trust Service not only contribute to the safety of children, young people and families but also provide them with the security of feeling safe.

Procedures

The following procedures support our intention to safeguard children while they are availing of our service.

- Procedure in respect of any member of staff/volunteer who is the subject of any investigation (howsoever described) in respect of any act, omission or circumstance in respect 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 relevant person.

Please note that all procedures/policies listed are available on request.

Risk

Smyly Trust Service delivery within all of its services is underpinned and based on a healthy, robust attitude to the management of risk, facilitated by assessment, planning and managing of risk(s) and staffs are encouraged to not automatically assume risk adversity, while at the same time recognising all necessary individual safety plans outlined by social workers, family, care plans and placement plans.

This requires on-going, ever present review, vigilance, openness, accountability, supervision and transparency, as well as mutually respectful multi-disciplinary professional relationships.

Residential Care

Our role is to:

- Support and promote the development, welfare and protection of young people, and the effective functioning of families.
- Offer care and protection for young people in circumstances where parents have not been able to do so, or are unlikely to; provide the care that a young person needs.
- Ensure the young people in our care are provided with the best level of care possible, promoting and protecting their individual rights and needs, whilst still encouraging and supporting the building and mending of relationships with their family of origin.
- Be responsible for ensuring each young person receives an education, and advocate for the services they may need to support this.
- Ensure that the best interests of the young people guide all our decisions affecting their needs, plans for future wellbeing.
- Consult with young people and their families, advocates and other interested parties to help shape our policies and development of services.
- Support professional relationships with all other agencies in order to enable seamless cooperation and ensure services can respond to our young people in a positive and meaningful way

Risk assessment

We have carried out an assessment of any potential for harm while young people are availing of our services.

Below are a list of the areas of risk identified and the list of procedures for managing same. This list is not exhaustive; this task is on-going and will be reviewed regularly.

Risk Identified		Procedure in place to manage risk identified
1	Bullying by another young person	<ul style="list-style-type: none">• Robust Anti bullying policy and procedures.• Clear, defined Complaints Procedure for young people to report.• Effective systems for dealing with complaints• Culture of openness, inclusiveness and transparency which in turn empowers young people to speak up for themselves and others.

		<ul style="list-style-type: none"> Individualised Programmes for young people that recognize need, build on their strengths and encourages self-awareness and development
2	Harm from an adult in the service.	<ul style="list-style-type: none"> Thorough HR procedure's which ensure correct recruitment, Gardaí vetting and safety checks. Policies which guide good practice coupled with Supervision which allows for reflection, teaching and encourages ongoing Professional Development. An existing and ever tested culture of openness and accountability where all of the adults in the service have permission to actively challenge each other in a respectful and professional manner.
3	Safety of confidentiality	<ul style="list-style-type: none"> Confidentiality of young people's information is respected and treated with care Systems are in place which supports the gathering, filing and archiving of information whereby only the people who should see that information do so. The confidentiality statement that new employees sign is part of their contract and if broken in anyway can incur sanction.
4	Needs not identifies or missed	<ul style="list-style-type: none"> Thorough system in place for Admission, pre Placement and identification of needs and plans ensuring at every level the inclusion of family. Child centered Key Working System and team consistency Excellent use of staff meetings to identify, reflect and plan each week for each young person in our care Health and Welfare followed up on in real time
5	Loss of friends, loss of contact with family and community	<ul style="list-style-type: none"> Flexible, inclusive approach to the inclusion of family and friends in the service. Awareness of loss for young people in every aspect of their lives: proactive and innovative responses put in place to eliminate some of that loss and to manage it effectively Strong sense of advocacy for the young people to retain relationships in family, friends, community and education.
6	Bullying by staff member	<ul style="list-style-type: none"> Robust anti bullying policies and procedures Systems each day which facilitate handover, shift evaluation and reporting. Vigilance with regard to monitoring and observation by manager and senior staff Culture of openness, accountability and professional challenging.
7	Harm from visitors	<ul style="list-style-type: none"> No one visiting the centre is allowed upstairs to the bedroom areas All visitors are signed in and out of the unit Visitors to the young people would never be in the unit

		<p>on their own.</p> <ul style="list-style-type: none"> • All visits are risk assessed.
8	Harm from the use of social media or electronic devices.	<ul style="list-style-type: none"> • All staffs are instructed that the use of information or pictures of the unit or the young people on their personal sites is forbidden. • Staffs are not allowed to share their social media site, personal phone number or emails with the young people. • Staff do not carry their personal mobile phones with them in the unit • Young people are monitored, as far as is possible, in relation to their use of the internet and social media • Ongoing information and education of the pros and cons of the use of social media is provided for the young people.
9	Harm from visiting professionals	<ul style="list-style-type: none"> • No professional person will be allowed access to the unit or the young people without the proper ID • Visiting professionals will be asked to follow the normal safety procedures in the unit. • No information, either by phone, or written, will be shared with any professional without checking ID.

Smyly Trust Service will safeguard young people through its Care Practice Policies as follows:

➤ **Our Purpose and Function Policy safeguards young people by:**

Ensuring that clear needs led, strengths based practical parameters are written and stated within which the needs of the young people can be met and the highest quality of care can be delivered. It also safeguards young people in our care by ensuring that they, their families and all professionals involved in their care, understand the nature of the service being provided to them and the manner in which that service will be provided to them.

➤ **Our Recruitment Policy and Procedures safeguards young people by;**

Ensuring that only appropriately qualified personnel are employed to work in our centres and that a robust system is in place to guide all aspects of this procedure, including the advertising of posts, interviews, follow up and checks on references, Gardai Vetting and Qualification College transcripts.

➤ **Our Ethos and Approach to management and staffing procedures safeguard young people by:**

Ensuring that all staffs are supported, supervised and monitored in their role, in a meaningful, consistent and professional manner. This enables the retention of staff and lowers levels of sick leave. This, in turn, provides the young people with a consistent approach with the absence of unnecessary constant changes.

➤ **Our Staff Induction Policy safeguards young people by:**

Ensuring that all new staff members are thoroughly grounded in the ethos, practices, procedures and policies of the services so that they can play an affective role as members of the team in providing consistent and high quality care to the young people.

➤ **Our Confidentiality Policy safeguards young people by:**

Ensuring that the young person's right to privacy is respected and protected. It also safeguards young people by encouraging them to express their needs, concerns, fears, or complaints with the assurance that their voice will be heard without unduly compromising their privacy.

➤ **Our Ethos and Approach to staff Training and Development safeguards young people by;**

Ensuring that all staffs are encouraged to continually develop and hone their skills and training, in order to provide the young people with the best care experience. Also, by supplementing and enhancing the care being provided by seeking advice and input from experts in particular fields related to presenting needs by the young people. By ensuring that all staffs receive the appropriate, mandated trainings, TCI, First Aid, Fire safety, Children First in a timely manner.

➤ **Our Supervision Policy safeguards young people by;**

Ensuring that all staff whom are involved in caring for young people are held accountable for their care practice and also receive the necessary support and assistance in their professional development, are encouraged to work as an effective member of the team and given the tools and time to be reflective in their practice in order to achieve this and to contribute fully and effectively to the provision of the best care experience for the young people.

➤ **Our Admissions Policy safeguards young people by;**

Ensuring that we have made every effort to receive into our care, only those young people, who we can effectively care for, without jeopardising either their own safety or the safety of others already in our care. The process also safeguards by providing them with the necessary information and supports to transfer from home/other placement, with as little trauma as possible and to live safely, with a sense of security and belonging throughout their placement with us.

➤ **Our Care and Placement Planning safeguards young people by;**

Ensuring that there is an appropriate care plan and placement plan in place for the care of each young person and that the placement plan is reviewed and updated regularly. Ensuring that the placement plans are designed to meet the needs of the young people and are understood by them, their families, other significant people in their lives, so that we can all work together effectively.

➤ **Our Ethos and Approach to Education safeguards young people by:**

Minimising the risk of disruption in the young person's education, encouraging a culture of learning and development based on the young person's ability and choices and ensuring that there is affective advocacy in place to support the young persons access to education.

➤ **Our Ethos and Approach to Key Working supports young people by:**

Providing each young person with a key worker who will be responsible for overseeing all aspects of that young person's care, and who will, in conjunction with the Manager and the care team, design programmes and plans which will meet their needs. Ensure that all of the care team are up to date and share the collective goals to meet those needs. Our key Worker policy is designed to encourage the young person to build up healthy relationships with all of the care team at the same time as having a clear understanding of the role of their individual key worker. We believe this allows the young people to learn how to create and manage friendships without creating a dependency, recognise how to seek supports and learn new skills which they will use when maturing into semi independence.

➤ **Our Anti Bullying Policy safeguards young people by:**

Minimising the likelihood of any young person being bullied, and by providing staff and young people with clear mechanisms and strategies for managing bullying behaviour. We will ensure that both the young person being bullied and the young person carrying out the bullying receives the support and encouragement they need.

➤ **Our Ethos and Approach to Health and Wellbeing safeguards young people by:**

Ensuring that the young people's health is actively promoted through their life style, exercise and nutrition; ensuring that risks posed to their health and wellbeing are identified, managed and eliminated where possible; ensuring that all of their medical needs are properly attended to in a timely manner that respects their dignity, ensuring that the young people are involved in decision making regarding their own health and wellbeing in such a way that equips them in gradually assuming personal responsibility in this aspect of their lives.

➤ **Our Handover Policy safeguards young people by;**

Ensuring that all relevant information needed to manage young people's needs and plans from day to day is passed over from outgoing staff to incoming staff in a competent manner facilitating consistency and continuity, in the provision of individualised care for each young person.

➤ **Our Significant Event Notification safeguards young people by;**

Providing a clear, effective system for the reporting of significant events that facilitates the reflective practice, clear communication and consistent care practice that is necessary for the provision of the highest standard and quality of care to the young people, it also safeguards young people by providing Line Management, Social Workers, Monitoring officers and Inspectors a transparent account of the care provided to the young people which enables them

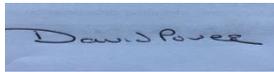
to carry out their duties and responsibilities in ensuring that young people are receiving the highest standards of care.

Implementation

Smyly Trust Service recognises 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 all children, young people and families safe from harm while availing of our service(s).

- This Child Safeguarding Statement will be reviewed in August 2019, or as soon as practicable following a material changes in any matter to which the statement refers.
- This Safeguarding statement will be furnished to each staff members and all of the relief staff
- This safeguarding statement will be made available to all parents and guardians on request.
- This safeguarding statement will be made available to Tusla and members of the public if requested.
- This Safeguarding statement will be displayed in full in the office of each unit.
- This Safeguarding statement will be seen on Smyly Trust Services website.

Signed on behalf of Smyly Trust Services:

A blue rectangular stamp containing a handwritten signature in black ink that reads "David Power".

Mr David Power, Director of Services

(Relevant Person)

Please note: Any further information on this statement can be obtained from the Director at email listed.