

# Villiers School

## North Circular Road, Limerick



### Child Safeguarding Statement and Risk Assessment

March 2024

# Villiers School

## Child Safeguarding Statement

Villiers School is a post-primary day and boarding school providing post-primary education to Students from First Year to Leaving Certificate Year / International Baccalaureate Diploma Programme Year II.

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](#), and the Child Protection Procedures for Primary and Post-Primary Schools (revised 2023) (<https://www.gov.ie/en/publication/fe465-child-protection-procedures-for-primary-and-post-primary-schools-2017/>) the Board of Management of Villiers School has 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, revised 2023, as part of this overall Child Safeguarding Statement
- 2 The Designated Liaison Person (DLP) is Jill Storey
- 3 The Deputy Designated Liaison Person (Deputy DLP) is Mary Quinn
- 4 The relevant person in Jill Storey
- 5 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 students 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 students;
- 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 students 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 students; 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.

- 6 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 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 students, 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 DE 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 child safeguarding statement for both the day school and the boarding school.
- All registered teachers employed by the school are mandated persons under the Children First Act 2015. Additionally, all boarding house parents and school nurses are considered mandated persons. The DLP maintains a list of these staff members.
- 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 in both the boarding and day school is attached as an appendix to this 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.

- 7 This statement has been published on the school's website and has been provided to all members of school personnel, the Parent Teachers Association and the patron (Board of Governors). 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 required.
- 8 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 12th February 2019. This Child Safeguarding Statement was reviewed by the Board of Management on 5th March 2024.

Signed:   
Chairperson, Board of Management

Signed:   
Head of School, Secretary to the Board of Management

Date: 5th March 2024

Date: 5th March 2024

## Child Safeguarding Assessment of Risk of Villiers School

In accordance with section 11 of the Children First Act 2015 and with the requirement of Chapter 8 of the *Child Protection Procedures for Primary and Post-Primary Schools 2017*, the following is the Written Risk Assessment of Villiers School, North Circular Road, Limerick.

### 1. List of school activities

- Daily arrival and dismissal of Students
- Provision of residential facilities and care for boarding students including sleeping, showering, dining, recreation and study facilities
- Provision of food, including dining hall and café option
- Recreation breaks for Students
- Classroom teaching
- One-to-one teaching
- One-to-one counselling
- Outdoor teaching activities
- Sporting Activities – e.g. hockey, rugby, soccer, basketball etc
- School outings – e.g. Dublin Zoo, King John’s Castle, Thomond Park etc
- School trips involving overnight stay– e.g. TY Achill trip, Junior MUN, TY Community Trips, Prefect Trips, Team Building Trips etc
- School trips involving overseas travel – e.g. MUN trips, Ski trips, Uganda trip, Belgium Cross-curricular trip, London Music Trip, etc
- Use of toilet/changing/shower areas in school
- Diocesan Sports Day
- Fundraising events involving Students – Colours Day, Charity events, Bake Sales etc
- Use of off-site facilities for school activities – for example, UL, Dromineer Yacht Club, Derg Isle Activity Centre, Belltable Theatre, etc
- School transport arrangements including use of bus escorts
- Care of students with special educational needs, including intimate care where needed
- Care of any vulnerable adult students, including intimate care where needed
- Management of challenging behaviour amongst Students, including appropriate use of restraint where required
- Administration of Medicine and First Aid
- Student personal and unstructured time
- Curricular provision in respect of SPHE, RSE, Wellbeing
- Prevention and dealing with bullying amongst Students
- Training of school personnel in child protection matters
- Use of external personnel to supplement curriculum
- Use of external personnel to support sports and other extra-curricular activities
- Care of students with specific vulnerabilities/ needs such as
  - Students from ethnic minorities in Ireland
  - Migrant students
  - Members of the Traveller community and Roma community
  - LGBTQ+ students
  - Students perceived to be LGBTQ+
  - Students of minority religious faiths
  - Students in care
  - Students on Child Protection Notification System
- Recruitment of school personnel including -
  - Teachers/SNAs
  - Administrative Staff
  - Boarding Staff
  - Medical Staff
  - Cleaning and Housekeeping Staff
  - Maintenance and Grounds Staff
  - Sports coaches

- External Tutors/Guest Speakers
- Volunteers/Parents and Guardians in school activities
- Visitors/contractors present in school during school hours
- Visitors/contractors present during after school activities
- Participation by Students in religious ceremonies/religious instruction external to the school
- Use of Information and Communication Technology by Students in school
- Application of sanctions under the school's Code of Behaviour including detention of Students, confiscation of phones etc.
- Students participating in work experience in the school
- Students from the school participating in work experience elsewhere
- Student teachers and co-op students undertaking training placement in school
- Use of video/photography/other media to record school events or curriculum requirements such as CBAs
- After school use of school premises by other organisations
- Use of school premises by other organisations during the day/evenings/weekends
- Prep/Saturday Study/Supervised Study

## **2. The school has identified the following risk of harm in respect of its activities in both the day and boarding school**

- Risk of harm not being recognised by school personnel
- Risk of harm not being reported properly and promptly by school personnel
- Risk of student being harmed in the school by a member of school personnel
- Risk of student being harmed in school by another student
- Risk of student being harmed in the school by volunteer or visitor to the school
- Risk of student being harmed by a member of school personnel, a member of staff of another organisation or other person while student participating in out of school activities e.g. school trip, ski lessons, golf lessons etc
- Risk of harm due to bullying of student
- Risk of harm due to inadequate supervision of students in day school
- Risk of harm due to inadequate supervision of students in boarding houses
- Risk of harm due to inadequate supervision of students while attending out of school activities
- Risk of harm due to inappropriate relationship/communications between student and another student or adult
- Risk of harm due to students inappropriately accessing/using computers, social media, phones and other devices while at school
- Risk of harm to students during personal and unstructured time
- Risk of harm to students with SEN who have particular vulnerabilities
- Risk of harm to student while a student is receiving intimate care
- Risk of harm due to inadequate code of behaviour
- Risk of harm in one-to-one teaching, counselling, coaching situation
- Risk of harm caused by member of school personnel communicating with Students in appropriate manner via social media, texting, digital device or other manner
- Risk of harm caused by member of school personnel accessing/circulating inappropriate material via social media, texting, digital device or other manner.

## **3. The school has the following procedures in place to address the risks of harm identified in this assessment in the day and boarding school**

- School Personnel are required to adhere to the Child Protection Procedures for Primary and Post-Primary Schools 2017 and all registered teaching staff are required to adhere to the Students First Act 2015

- The school –
  - Has provided each member of school 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 and Board of Governors members to avail of relevant training
  - Maintains records of all staff and board member training
- The school implements in full the SPHE curriculum
- The school implements in full the Wellbeing Programme
- The school has an Anti-Bullying Policy which fully adheres to the requirements of the Department’s Anti-Bullying Procedures for Primary and Post-Primary Schools
- The school has clear procedures in place for the safety of residential students
- The school has a supervision policy to ensure appropriate supervision of students during, assembly, dismissal and breaks and in respect of specific areas such as toilets, changing rooms etc.
- The school has clear procedures in respect of school outings
- The school has a Health and Safety policy
- The school adheres to the requirements of the Garda vetting legislation and relevant DE circulars in relation to recruitment and Garda vetting
- The school has codes of conduct for school personnel (teaching, non-teaching staff and boarding staff)
- The school complies with the agreed disciplinary procedures for teaching staff and has policies in place for non oireachtas funded staff
- The school has a Special Educational Needs Policy
- The school has an Inclusion Policy
- The school has an Anti-Racism Policy
- The school has an Intimate Care Policy/plan in respect of students who require such care
- The school employs qualified medical professionals who oversee procedures for the administration of medication to Students
- The school has in place a student Code of Behaviour
- The school has in place an ICT policy in respect of usage of ICT by Students, and including electronic devices such as laptops, tablets and mobile phones
- The school has in place a Critical Incident Management Plan
- The school has in place protocols and procedures for the use of external persons to supplement delivery of the curriculum
- The school has in place protocols and procedures for the use of external sports coaches
- The school has in place a policy and clear procedures for one-to-one teaching activities and counselling
- The school has in place protocols and procedures in respect of student teacher placements
- The school has in place protocols and procedures in respect of students undertaking work experience in the school
- The school has in place protocols and procedures in respect of students of the school undertaking work experience in external organisations

**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’s First Act 2015 and not general health and safety risk. This definition of harm is set out in Chapter 4 of the Child Protection Procedures for Primary and Post-Primary Schools (revised 2023).

In undertaking this risk assessment, the Boards of Governors and 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.

This Child Safeguarding Statement and including risk assessment review has been completed by the Boards of Governors and Management on 5th March 2024. It shall be reviewed as part of the school's annual review of its Child Safeguarding Statement.

## 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 and the *Child Protection Procedures for Primary and Post-Primary Schools 2017*.

Board of Management Activity		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'?	Y
2	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'?	Y
3	Has the Board reviewed and updated where necessary the written assessment of risk as part of this overall review?	Y
4	Has the Board arrangements in place to communicate the school's Child Safeguarding Statement to new school personnel?	Y
5	Has the Board received a Principals Child Protection Oversight Report (CPOR) at each Board meeting held since the last review was undertaken?	Y
6	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?	Y
7	Is the Board satisfied that all records relating to child protection are appropriately filed and stored securely?	Y
8	Has the Board ensured that the Parents' Association (if any), has been provided with the school's Child Safeguarding Statement?	Y
9	Has the Board ensured that the patron has been provided with the school's Child Safeguarding Statement?	Y
10	Has the Board ensured that the school's Child Safeguarding Statement is available to parents on request?	Y
11	Is the Board satisfied that the statutory requirements for Garda Vetting have been met in respect of all school personnel (employees and volunteers)? *	Y
12	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? *	Y
13	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)? *	Y
14	Has the Board considered and addressed any complaints or suggestions for improvements regarding the school's Child Safeguarding Statement?	Y
15	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'?	Y



16	Has the Board sought the feedback of Students in relation to the school's child safeguarding arrangements?	Y
17	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?	Y
18	Has the Board identified any aspects of the school's Child Safeguarding Statement and/or its implementation that require further improvement?	Y
19	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?	Y
20	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?	Y
<b>a. Information and Training</b>		
21	Has the DLP attended available child protection training?	Y
22	Has the Deputy DLP attended available child protection training?	Y
23	Have any members of the Board attended child protection training?	Y
24	Are the relevant contact details (Tusla and An Garda Síochána) to hand?	Y
25	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?	Y
<b>a. Complaints/Allegations</b>		
26	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? *	N/A
27	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'?	N
28	In relation to any cases identified at question 21 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?	N
<b>a. Principal/DLP</b>		
29	Does the school's Child Safeguarding Statement include a written assessment of risk as required under the Children First Act 2015?	Y
30	Are there both a DLP and Deputy DLP currently appointed?	Y
31	Since the Board's last review, did each CPOR contain all the information required under each of the 4 headings set out in sections 9.5 to 9.8 inclusive of the procedures?	Y
32	Since the Board's last review, has the Board been provided with and reviewed all documents relevant to the CPOR?	Y
33	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?	Y
34	Have the minutes of each Board meeting appropriately recorded the CPOR report?	Y
35	Where applicable, were unique identifiers used to record child protection matters in the Board minutes?	Y
36	Has the Board ensured that the Stay Safe programme is implemented in full in the school? (Applies to primary schools)	N/A
37	Has the Board ensured that the Wellbeing Programme for Junior Cycle students is implemented in full in the school? (Applies to post- primary schools)	Y
38	Has the Board ensured that the SPHE curriculum is implemented in full in the school?	Y

Signed:

Signed:

Signed:

Signed:

Chairperson, Board of Management

Head of School, Secretary to the Board of Management

Date: 5th March 2024

Date: 5th March 2024