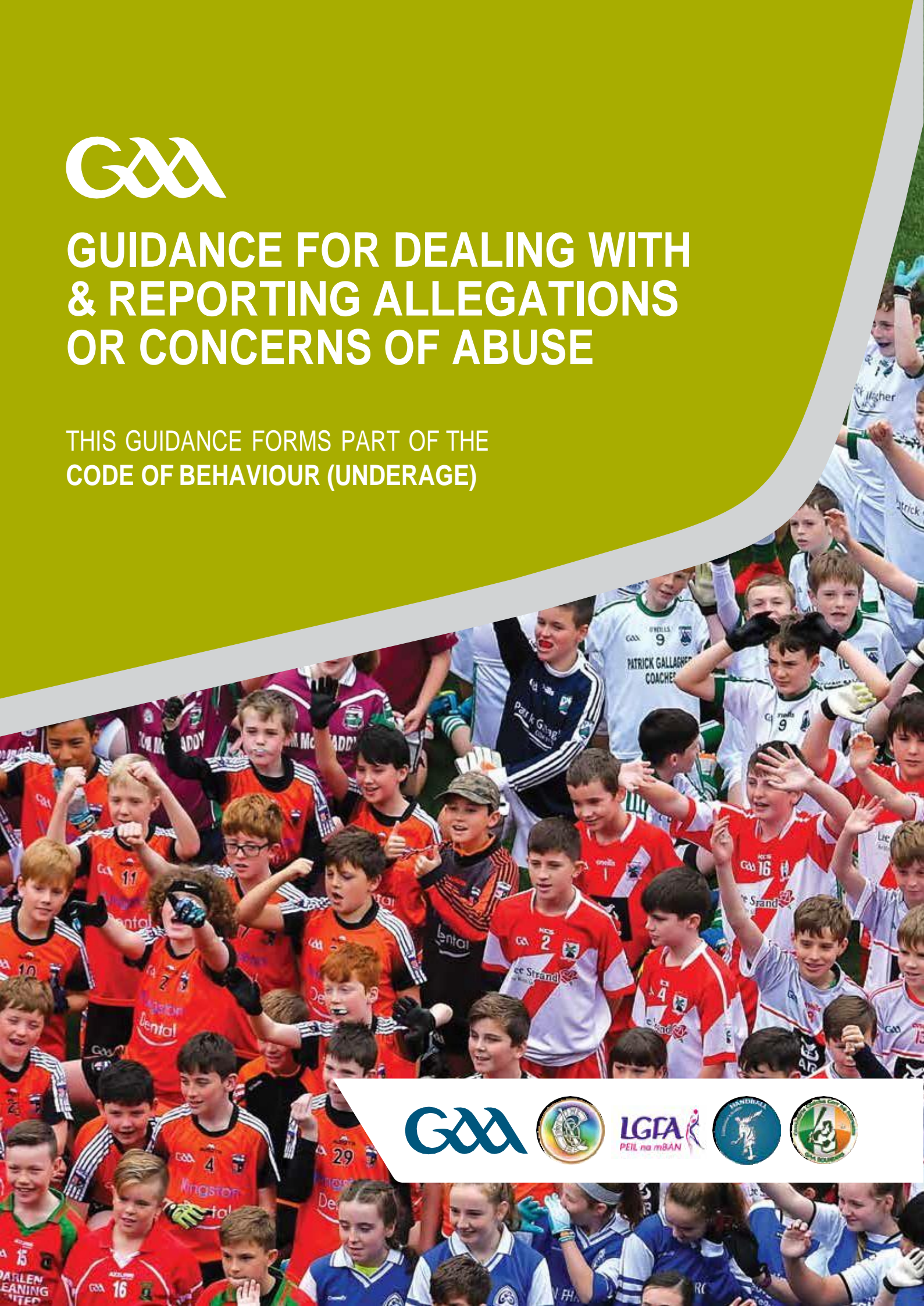




GUIDANCE FOR DEALING WITH & REPORTING ALLEGATIONS OR CONCERNS OF ABUSE

THIS GUIDANCE FORMS PART OF THE
CODE OF BEHAVIOUR (UNDERAGE)





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Feabhra 2020

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RÉAMHRÁ

INTRODUCTION

The publication and adoption of the revised Guidance for Dealing with & Reporting Allegations or Concerns of Abuse underlines our aim to provide a safe environment for children who participate in our Games and in our associated activities and directs us in meeting our legal obligations.

We further welcome the publication of this booklet as a commitment to the joint child safeguarding policy approach adopted by the GAA, LGFA, the Camogie Association, GAA Handball and GAA Rounders. The decision to agree a joint policy procedure recognises the close cooperation our Associations enjoy at Club and National level and the reality that many individuals hold membership in more than one of our Associations.

While this Guidance for Dealing with & Reporting Allegations or Concerns of Abuse primarily deal with allegations or concerns of abuse that may occur when children are involved in Association activities we are fully aware of our moral and legal responsibilities to uphold best practice in all aspects of our work with children and young people.

This Guidance booklet forms part of our joint Code of Behaviour (Underage) and while it has been drafted in compliance with our statutory obligations it also forms part of the rules of our Associations. Our Associations fully subscribe to and promote the role of Designated Liaison Persons (DLP) at Club, County, Provincial and National level and we thank them for their commitment and leadership. Our DLPs, who receive specialist training for their roles, are available to our members and to others to assist in reporting, without delay, any concerns or allegations of abuse in addition to the legal role that Mandated Persons in our Associations have in reporting to and assisting the statutory authorities.

We are indebted to the NCSC for ensuring that effective safeguarding policies, standards and guidance have been adopted and it is the duty of each member and unit of our Associations to ensure that they are personally compliant with the relevant statutory child safeguarding requirements

and guidelines in the jurisdictions in which the organisation operates.

We recognise that our Associations have a legal responsibility to take action to avoid a child being a victim of any form of abuse while engaged in our activities and to take appropriate action where allegations or concerns of abuse may arise. Similarly, we recognise that if a member of our Associations is made aware of an allegation of abuse, they have an obligation to report such matters that give reasonable grounds for concern to the relevant statutory authority. We shall endeavour to ensure that mentors, coaches and other personnel, who work with children or hold role of responsibility at club and county level, are familiar through the training we provide with the procedures that we have put in place for the protection of victims of child abuse and that they act accordingly.

Our basic objective is to prevent situations arising where children could be at risk of any form of abuse while engaged in Association activities which is reflected in our Club, County and National Child Safeguarding Statements.

This work will be supported by the various structures of our Associations and in particular by the National Child Safeguarding Committee and by our committed volunteers and staff.

Tom Ryan GAA (Ard Stiúrthóir)

Helen O'Rourke LGFA (Ard Stiúrthóir)

Sinéad McNulty Camogie (Ard Stiúrthóir)

John Kelly GAA Handball (National Manager)

Iain Cheyne GAA Rounders (Rúnaí)

GLOSSARY OF TERMS

Bullying: Bullying behaviour can be defined as repeated aggression be it verbal, psychological or physical, conducted by an individual or group against others. (See Section 2 of this Guidance booklet).

Categories of Abuse: Abuse is generally categorised into four categories – Neglect, Emotional Abuse, Physical Abuse and Sexual Abuse. Definitions for each of these categories of abuse are outlined in detail in Section 2 of the Guidance as are other forms of abuse.

Child: For the purpose of the Guidance a Child is any person under the age of 18 years¹.

Child Safeguarding, Protection and Welfare: In seeking to ensure the general welfare and protection of children and young people, our Associations shall safeguard and promote the interests and wellbeing of all those under 18 years of age who are involved in our games and other related activities.

- The terms child welfare, child protection and child safeguarding, as referenced in this booklet, can be found in certain child safeguarding legislation and elaborated upon in guidance publications, issued in tandem with such legislation. Child Welfare in a safeguarding context describes the procedures and actions adopted that promote the welfare of children and young people and protects them from harm.
- Sports associations also use the term **player welfare** as it may apply to both children and adults who play our games and this terminology in the case of children should not be confused with 'child welfare'. The term 'player welfare' in a sports context generally describes the welfare of a player while they are playing or participating in our games. Player welfare in this context generally refers to player injury and on-field care, issues such

as concussion, anti-doping and nutrition, the availability of medical aid and assistance and frequency of playing and training. Such requirements and the responsibilities to ensure that they are addressed are contained in our playing rules, regulations and coaching qualification training programmes.

- Child Safeguarding is the action that is taken to promote the welfare of children and young people and protect them from harm. Equally, it is important to note that 'child protection and welfare' is part of the safeguarding process. It focuses on protecting individual children/young people identified as suffering or likely to suffer significant harm. This includes child protection procedures which detail how to respond to concerns about a child including our Child Safeguarding Statements.

Child Safeguarding Training: Child Safeguarding Training is now a mandatory requirement in law for those who work with children. This requirement applies to our coaches, managers and others who fulfill a role of responsibility or a regulated role with children, on our behalf. The Gaelic Games Associations deliver three levels of safeguarding training;

Safeguarding 1: Child Protection in Sport Awareness Workshop is a face to face workshop primarily for coaches, managers and mentors of underage teams.

Safeguarding 2: Club Children's Officer Workshop

Safeguarding 3: Designated Liaison Person's Workshop

Debarment: An interim decision taken by a Designated Liaison Person at Club, County, Provincial or National level. Such action may only be taken following consideration of a matter that has given reasonable grounds for concern regarding a person who may, or may not be, working with children or vulnerable adults in

¹ The interpretation of a child as used throughout this Guidance. The Children (Northern Ireland) Order 1995 and the Protection of Children and Vulnerable Adults (NI) Order 2003 define a child as a person under 18 years of age while the Child Care Act 1991 (ROI) and Children First, National Guidance for the Protection and Welfare of Children define a child as any person under 18 years other than a person who is or has been married.

GLOSSARY OF TERMS *continued*

any of our Associations following their alleged conduct, whether it be as part of their role(s) in any of our Associations or as a result of their conduct elsewhere. A debarment decision shall exclude a person from participation in or attendance at certain activities as prescribed in their terms of debarment, for a specified or non-specified period of time, and until the matter has received the necessary and due consideration at a later stage. A debarment decision may be appealed to the National Child Safeguarding Appeals Panel.

Once communicated, a debarment comes into effect immediately and remains in effect until removed and until the person against whom the debarment decision has been informed of such a removal or a reversal of such decision. A debarment decision shall be communicated by a DLP to the recipient and may only be removed by a Case Management Committee, as appointed by the National Child Safeguarding Committee, or if successfully appealed to the National Child Safeguarding Appeals Panel. A debarment is not a suspension, but an interim decision taken following reasonable grounds for concern regarding a member or non-member who may have access to children or vulnerable persons in our Associations. (See Section 3.6 Reasonable Grounds for Concern)

Designated Liaison Person: The Designated Liaison Person at all levels of our Associations is generally responsible for receiving allegations of child abuse as they relate to Association personnel and activities and with reporting or assisting in the reporting of such allegations to the statutory authorities and to the National Designated Liaison Person in accordance with the procedures outlined in this Guidance booklet. The DLP has the authority to impose a debarment order following consideration of an allegation that has given reasonable grounds for concern.

Employee: An individual who works part time or full time for their Association or any unit of the Association under a contract of employment, whether oral or written, express or implied, and has recognised rights and duties.

Expulsion: The term expulsion within this booklet refers to the removal of membership rights from an individual or individuals. In the context of this Guidance, following consideration of instances of abuse or of relevant prosecutions or convictions against individuals, members may subsequently be expelled from their Association.

Gaelic Games Associations: Throughout this Guidance booklet we refer to the Gaelic Games Associations which for the purpose of the Guidance booklet describes the Gaelic Athletic Association, Ladies Gaelic Football Association, The Camogie Association, GAA Handball and GAA Rounders.

Guidance for Dealing with & Reporting

Allegations or Concerns of Abuse: The Guidance for Dealing with & Reporting Allegations or Concerns of Abuse has been agreed in accordance with our legal requirements. The Guidance applies to allegations, concerns, suspicions or disclosures of abuse of which we are aware, with a clear understanding and directive that 'Allegations and Concerns', as described hereafter but include suspicions and disclosures, that give rise to reasonable grounds for concern must be reported to the relevant statutory authority without delay. The Guidance has been enshrined in our Association rules.

Mandated Person: A mandated person is a person named under Schedule 2 of Children First Act 2015 (ROI). They have a legal responsibility to report concerns or allegations that reach or exceed the threshold of harm of abuse to Tusla. The GAA, LGFA, Camogie, GAA Handball and GAA Rounders have identified four key staff members, who due to their employment role and functions are Mandated Persons in their Association. (See Appendix 11). Other individual professionals listed in Schedule 2 of the Children First Act including those who are performing their professional function in a sports organisation e.g. physiotherapist, are also recognised as Mandated Persons as would a member of an Garda Síochána at all times due to their professional role. (See Appendix 11 Mandated Persons).

Mentor/Coach: Both terms are used throughout the Guidance to describe an individual who assists young people to develop their Gaelic Games' skills and abilities or who may have other roles of responsibility relating to underage teams or individuals in their Association.

National Child Safeguarding Committee

(NCSC): The Committee, consisting of nominees of the Gaelic Games Associations, appointed to advise our Associations on all matters pertaining to child safeguarding shall also oversee the implementation of the joint Code of Behaviour (Underage) and the Guidance for Dealing with & Reporting Allegations or Concerns of Abuse.

The NCSC shall, through the appointment of a Case Management Committee consider and take appropriate action following receipt of complaints and allegations made against members, non-members and staff that may have breached the Guidance for Dealing with and Reporting Allegations or Concerns of Abuse, as brought to its attention by members and or officials of the above Associations, parents/guardians of members, the public and statutory authorities.

The NCSC shall also, through the appointment of a National Code of Behaviour (Underage) Committee, consider and take appropriate action following receipt of complaints and allegations made against members, non-members and staff that may have breached the Code of Behaviour (Underage), as brought to its attention by members and or officials of the above Associations, parents/guardians of members, the public and statutory authorities.

National Designated Liaison Person as appointed by each of our Associations who, on behalf of their Association, shall in instances where reasonable grounds for concern are established, oversee the reporting of all allegations and concerns of abuse to statutory authorities and shall as part of his/her responsibilities advise Club, County and Provincial Designated Liaison Persons on their roles and responsibilities.

Parents/Guardians: A Parent may be defined as the natural parent, the adoptive parent or the adopting parent in respect of a child, or as the person(s) acting in loco parentis to the child. In the case of a child/young person under 18 years of age, the Guardian is charged with the legal responsibility for the care and management of the child and of the minor child's estate and general wellbeing².

Statutory Authorities: The authorities who promote the welfare and protection of children and who in cases of alleged abuse of children have the responsibility to investigate all such allegations. In the Republic of Ireland, the statutory authorities are An Garda Síochána and Tusla while it is the PSNI and the Department of Health Social Services and Public Safety (DHSSPS) who have a similar role in Northern Ireland. The DHSSPS however do not investigate individual cases. These investigations are carried out by the relevant Health and Social Care Trusts.

Safeguarding Guidance for Children & Young People in Sport (2019): Safeguarding Guidance published by Sport Ireland and Sport NI developed to assist National Governing Bodies of Sport (NGBs) and clubs in meeting their child safeguarding and child protection responsibilities. It addresses issues relating to the roles and responsibilities of all involved in children's sport and underpins the importance of policies and procedures in providing quality leadership for children. The Code outlines principles of good practice and child protection policy and procedures. The joint Code of Behaviour (Underage), published by the Gaelic Games Associations, incorporates the basic principles of the Safeguarding Guidance document and is reflected in the Gaelic Games Child Safeguarding Training Programme.

Tusla Portal: The Tusla Portal, is the preferred method of reporting to Tusla. It enables users to securely submit Child Protection and Welfare Report Forms (CPWRFs) and Retrospective Abuse Report Forms (RARFs) to Tusla online. To use the

2 This definition of Parents and Guardians does not purport to represent a legal definition

GLOSSARY OF TERMS *continued*

Tusla Portal, an individual will first need to create a user account. A user may submit a report on the Tusla Portal then print a copy for their own records.

Vulnerable Person:³A vulnerable person in this Guidance document means a person, other than a child, who

- (a) is suffering from a disorder of the mind, whether as a result of mental illness or dementia,
- (b) has an intellectual disability,
- (c) is suffering from a physical impairment, whether as a result of injury, illness or age, or
- (d) has a physical disability, which is of such a nature or degree—
 - (i) as to restrict the capacity of the person to guard himself or herself against harm by another person, or
 - (ii) that results in the person requiring assistance with the activities of daily living including dressing, eating, walking, washing and bathing.

Young Person: The terms young person and young people are frequently used throughout this Guidance booklet as is the term 'child' which for the purpose of the Guidance denotes any person under the age of 18 years.

³ This definition of Vulnerable Persons has been adopted for the purpose of this Guidance booklet as per the definition contained in the National Vetting Bureau (Children and Vulnerable Persons) Act 2012

GUIDANCE FOR DEALING WITH
& REPORTING ALLEGATIONS OR
CONCERNS OF ABUSE

POLICY



POLICY

SECTION 1 CHILD SAFEGUARDING STATEMENT

Clubs, County Boards and any other units within our Associations providing relevant services to children are required to prepare and display a Child Safeguarding Statement. The Statement cannot be agreed until a Risk Assessment has been carried out and it must be reviewed every 24 months.

It shall specify the services being provided and the principles and procedures observed by our Associations, to ensure that as far as is practicable, a child availing of our services is safe from harm.

A template has been issued to assist in drafting the Child Safeguarding Statement (Appendix 12)

Please print in A3

Your Club Crest

Child Safeguarding Statement GAA

The Gaelic Athletic Associations (GAA, LGFA, Camogie, Handball and Rounders) in accordance with our Code of Behaviour (Underage), our policies, procedures and our legislative requirements have agreed this Child Safeguarding Statement, which is binding on all members and units of our Associations.

The basic aims of the Gaelic Athletic Associations include fostering and developing our Gaelic Games and Irish cultural activities among young people and children. These games and related activities are organised and promoted by dedicated volunteers at Club, County, Provincial and National levels with the cooperation and support of an equally dedicated cohort of staff all of whom are committed to the safeguarding of children and young people in our Association as we seek to create a safe environment for young people to grow and develop.

PRINCIPLES TO SAFEGUARD CHILDREN FROM HARM

This statement recognises that in accordance with legislation and with the requirements of our Codes and Rules that the welfare and interests of children are paramount in all circumstances. It aims to ensure that all children and young people have a positive, developmental and enjoyable experience of Gaelic Games and when participating in our activities that they do so, as far as is practicable, in a safe and enjoyable environment.

| RISK ASSESSMENT | RISK IDENTIFIED | PROCEDURE/POLICIES IN PLACE |
|---|--|--|
| <p>In preparing this statement we have completed a risk assessment of the potential for harm to children when they are participating in our games and attending our activities under the following headings: Club and Coaching Practices; Complaints & Discipline; Reporting Procedures; Facilities; Recruitment; Communications and General Risk of Harm.</p> <p>To the right is a list of areas of risk identified and the list of procedures and policies that address these risks.</p> | <p>Risk of harm including assault, ill treatment or neglect of a child in a manner that seriously affects or is likely to seriously affect the child's health, development or welfare or sexual abuse of a child</p> | <p>Code of Behaviour (Underage) (QR code 1) Maintaining Good Practice and Behaviour (QR code 2) Recruitment Policy Vetting Policy Safeguarding Training Policy Guidance for Dealing with & Reporting Allegations or Concerns of Abuse (QR code 3)</p> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>1</p> </div> <div style="text-align: center;"> <p>2</p> </div> <div style="text-align: center;"> <p>3</p> </div> </div> |
| <p>PROCEDURES</p> <p>Our Child Safeguarding Statement has been prepared in accordance with the legislative requirements contained in the <i>Children First Act 2015</i>, <i>Children's First: National Guidance for the Protection and Welfare of Children (2017)</i>, the <i>Children (NI) Order 1995</i>, <i>Tusla's Child Safeguarding: A Guide for Policy, Procedure and Practice</i> and as required by our Association rules.</p> <p>Each Club shall maintain a list of members who, if known, and in accordance with the <i>Children First Act 2015</i> are specified as mandated persons, regardless of what role (if any), they hold in the Club.</p> | <p>Risk of harm of abuse when hosting an activity and or an away trip</p> <p>Risk of harm of online abuse through social media</p> <p>Bullying of a child</p> | <p>Code of Behaviour (Underage)-Hosting, Away Trips & Transport Code of Behaviour (Underage) Association Social Media Policy Anti-Bullying Statement, Guidelines & Training</p> |

The following procedures contained in our risk assessment support our intention to safeguard children while they are availing of our services.

- Procedure in respect of the management of allegations of abuse against any member, non-member or staff/volunteer of a child availing of our services
- Procedure for the safe recruitment and selection of workers and volunteers to work with children and young people
- Procedure for provision of and access to Gaelic Games Child Safeguarding Training and information including the identification of the occurrence of harm
- Procedure for the reporting of child protection or welfare concerns to the Association, Tusla and or Gateway Team as applicable
- Procedure for appointing a relevant person i.e. the Children's Officer (National, Club and County as appropriate) who is the relevant person for the purpose of this statement (see name below)

| MANDATED PERSON PROCEDURES | GAA/Rounders | Camogie |
|---|-------------------------------|------------------------|
| <p>The Mandated Person, who has a legal obligation to report harm of children as per legislation and who has been employed for the purpose of performing the child welfare and protection functions within each of our Associations is:</p> | <p>Gearóid Ó Maoilmhichil</p> | <p>Roberta Farrell</p> |
| | <p>Handball</p> | <p>John Kelly</p> |
| | <p>LGFA</p> | <p>Paula Prunty</p> |

mandatedperson@gaa.ie
mandatedperson@camogie.ie
mandatedperson.handball@gaa.ie
mandatedperson@lgfa.ie

All policies and procedures listed above are available at www.gaa.ie/the-gaa/child-welfare-and-protection

IMPLEMENTATION AND REVIEW

The Gaelic Athletic Associations recognise that implementation is an ongoing process. The Associations are committed to the implementation of this Child Safeguarding Statement and the accompanying child safeguarding policies and procedures that support our intention to keep children and young people safe from harm while availing of our service. This Statement adopted and endorsed by our Club Executive Committee will be reviewed by 31st of May 2023 or as soon as practicable after there has been a material change in any matter to which the statement refers.

Club Children's Officer

POLICY

SECTION 2 CATEGORIES AND DEFINITION OF CHILD ABUSE

Child abuse⁴ can generally be categorised into four types:

Neglect, Emotional Abuse, Physical Abuse and Sexual Abuse. A child may at any given time be subjected to more than one form of abuse.

2.1 Neglect

Child neglect is the most frequently reported category of abuse. Neglect occurs when a child does not receive adequate care or supervision to the extent that the child is harmed physically or developmentally. It is generally defined in terms of an omission of care, where a child's health, development or welfare is impaired by being deprived of food, clothing, warmth, hygiene, medical care, intellectual stimulation or supervision and safety. Emotional neglect may also lead to the child having attachment difficulties. The extent of the damage to the child's health, development or welfare is influenced by a range of factors. These factors include the extent, if any, of positive influence in the child's life as well as the age of the child and the frequency and consistency of neglect.

A reasonable concern for the child's welfare would exist when neglect becomes typical of the relationship between the child and the parent or carer

The following are features of child neglect:

- Children being left alone without adequate care and supervision
- Malnourishment, lacking food, unsuitable food or erratic feeding
- Non-organic failure to thrive, i.e. a child not gaining weight due not only to malnutrition but also emotional deprivation
- Failure to provide adequate care for the child's medical and developmental needs, including
- intellectual stimulation
- Inadequate living conditions – unhygienic conditions, environmental issues, including lack of adequate heating and furniture

- Lack of adequate clothing
- Inattention to basic hygiene
- Lack of protection and exposure to danger, including moral danger, or lack of supervision appropriate to the child's age
- Persistent failure to attend school
- Abandonment or desertion

2.2. Emotional Abuse

Emotional abuse is the systematic emotional or psychological ill-treatment of a child as part of the overall relationship between a caregiver and a child. Once-off and occasional difficulties between a parent/carer and child are not considered emotional abuse. Abuse occurs when a child's basic need for attention, affection, approval, consistency and security are not met, due to incapacity or indifference from their parent or caregiver. Emotional abuse can also occur when adults responsible for taking care of children are unaware of and unable (for a range of reasons) to meet their children's emotional and developmental needs. Emotional abuse is not easy to recognise because the effects are not easily seen.

A reasonable concern for the child's welfare would exist when the behaviour becomes typical of the relationship between the child and the parent or carer.

Emotional abuse may be seen in some of the following ways:

- Rejection, lack of comfort and love
- Lack of attachment, lack of proper stimulation (e.g. fun and play)
- Lack of continuity of care (e.g. frequent moves, particularly unplanned)
- Continuous lack of praise and encouragement
- Persistent criticism, sarcasm, hostility or blaming of the child
- Bullying

⁴ The categories of abuse contained in this section are based on the Children First National Guidance for the Protection and Welfare of Children 2017

SECTION 2 CATEGORIES AND DEFINITION OF CHILD ABUSE *continued*

- Conditional parenting in which care or affection of a child depends on his or her behaviours or actions. Extreme overprotectiveness
- Inappropriate non-physical punishment (e.g. locking child in bedroom)
- Ongoing family conflicts and family violence
- Seriously inappropriate expectations of a child relative to his/her age and stage of development

2.3 Physical Abuse

Physical abuse is when someone deliberately hurts a child physically or puts them at risk of being physically hurt. It may occur as a single incident or as a pattern of incidents. A reasonable concern exists where the child's health and or development is, may be, or has been damaged as a result of suspected physical abuse.

A reasonable concern exists where the child's health and/or development is, may be or has been damaged as a result of suspected physical abuse.

Physical abuse can include the following:

- Physical punishment
- Beating, slapping, hitting or kicking
- Pushing, shaking or throwing
- Pinching, biting, choking or hair-pulling
- Use of excessive force in handling
- Deliberate poisoning
- Suffocation
- Fabricated/induced illness
- Female genital mutilation

The Children First Act 2015 includes a provision that abolishes the common law defence of reasonable chastisement in court proceedings. This defence could previously be invoked by a parent or other person in authority who physically disciplined a child. The change in the legislation now means that in prosecutions relating to assault or physical

cruelty, a person who administers such punishment to a child cannot rely on the defence of reasonable chastisement in the legal proceedings. The result of this is that the protections in law relating to assault now apply to a child in the same way as they do to an adult.

2.4 Sexual Abuse

Sexual abuse occurs when a child is used by another person for his or her gratification or arousal, or for that of others. It includes the child being involved in sexual acts (masturbation, fondling, oral or penetrative sex) or exposing the child to sexual activity directly or through pornography.

Examples of child sexual abuse include the following:

- Any sexual act intentionally performed in the presence of a child
- An invitation to sexual touching or intentional touching or molesting of a child's body whether by a person or object for the purpose of sexual arousal or gratification
- Masturbation in the presence of a child or the involvement of a child in an act of masturbation
- Sexual intercourse with a child, whether oral, vaginal or anal Sexual exploitation of a child, which includes
 - » Inviting, inducing or coercing a child to engage in prostitution or the production of child pornography [for example, exhibition, modelling or posing for the purpose of sexual arousal, gratification or sexual act, including its recording (on film, videotape or other media) or the manipulation, for those purposes, of an image by computer or other means]
 - » Inviting, coercing or inducing a child to participate in, or to observe, any sexual, indecent or obscene act
 - » Showing sexually explicit material to children, which is often a feature of the

‘grooming’ process by perpetrators of abuse. Exposing a child to inappropriate or abusive material through information and communication technology Consensual sexual activity involving an adult and an underage person

The Criminal Law (Sexual Offences) Act 2006 states that the age of sexual consent is 17 years of age in the Republic of Ireland. The Sexual Offences NI Order 2008 stipulates that the legal age of sexual consent for the six counties of Antrim, Armagh, Derry, Down, Fermanagh and Tyrone is 16 years of age.

The above examples of child sexual abuse presented here are not necessarily deemed to be legal definitions but are adopted from statutory guidelines that govern our work with children and young people in Sport.

It should be remembered that sexual activity involving a young person may be sexual abuse even if the young person concerned does not themselves recognise it as abusive.

2.5 Other forms of Abuse

There are other forms of behaviour that may not be defined as abuse but should cause concern to Gaelic Games personnel working with children. The abuse spectrum has been expanded in recent years to cover not just the aforementioned categories but also recognising other examples of abuse that include Bullying, Peer Abuse, Organisational Abuse, Cyber Bullying, E Bullying and different forms of Internet Abuse. While they may not be generally included in the aforementioned categories of abuse it should be noted that in their extreme forms, they would all be regarded as abuse.

2.5.1 Bullying

Increased levels of Bullying amongst all age groups and in particular amongst young people is a concern for many sports organisations. Gaelic Games clubs have become increasingly aware of the issue of bullying and the detrimental impact it may have on those involved, i.e. victims, perpetrators, families, bystanders and the Association in general. It is vital therefore that all units of our Associations are equipped to deal with any instances of bullying and in doing so shall seek to counteract and prevent such unacceptable behaviour occurring or re-occurring.⁵

What is Bullying? Bullying behaviour can be defined as repeated aggression be it verbal, psychological or physical, conducted by an individual or group against others. The term ‘target’ is used to describe the person or persons that are bullied.

Bullying contains seven key features:

- An intention to be hurtful
- The intention is carried out
- The behaviour harms the target (the person or persons being bullied)
- The bully overwhelms the target with his or her power
- There is often no justification for the action
- The behaviour repeats itself again and again
- The bully derives a sense of satisfaction from hurting the target

There are a number of forms or types of bullying which may take place in a sports context including:

- Direct bullying – where the behaviour is obvious and bystanders are aware of it, e.g. physical or verbal bullying
- Indirect bullying – where the behaviour is more difficult to recognise, e.g. intimidation or isolation
- Verbal bullying – including slandering, ridiculing, slagging, sarcasm, abusive telephone calls, name calling etc.
- Physical bullying- including pushing, striking, shoving, assaults, damage to person’s property and theft
- Gesture bullying – including non-verbal gestures/glances which can convey threatening or frightening messages/intent
- E-bullying/Cyber-bullying – using web pages, emails, text etc. to abuse, intimidate and attack others, either directly or indirectly
- Relational bullying – behaviour which sets out to deliberately damage another person’s friendship or feelings of inclusion in a friendship group, e.g. exclusion, isolation etc.
- Extortion – the deliberate extortion of money or other items of property accompanied by threats

⁵ Detailed information on addressing Bullying behaviour may be obtained <https://www.gaa.ie/the-gaa/child-welfare-and-protection/tackling-bullying>

SECTION 2 CATEGORIES AND DEFINITION OF CHILD ABUSE *continued*

- Homophobic bullying – bullying that is typically aimed at young people who are or who are perceived to be gay, lesbian or bisexual. It can include name calling, isolation and violence
- Racial bullying – can be expressed physically, socially or psychologically when one is labelled negatively as being different from others according to one's race and could also include taunting, gesturing or graffiti
- Mobbing – This means that the target is being bullied by a group of perpetrators and not just one perpetrator
- Sexual – unwanted physical contact, sexually abusive comments

All types and forms of Bullying are unacceptable. Bullying behaviour may take place in any setting whether it is in schools, the home or in a sporting environment. Instances of Bullying in a sporting environment, as with many other forms of social interaction by young people, may be carried out by other children, younger or older, by children individually or as part of a group or by an adult or adults involved in the club. Indeed, a child may be suffering from Bullying outside of their participation in any of our Associations, but the actions suffered may still impinge upon the child's participation in Gaelic Games Club activities and games.

Bullying is a 'whole organisation matter' and as such requires a 'whole organisation' approach. This means that any anti-bullying approach should step beyond those children and young people and sports leaders who are directly involved and take account of everyone in the organisation or club, as they all have a part to play in countering bullying.

A whole organisation approach aims to create a supportive environment where it is not acceptable to bully and where the ethos of the organisation is that it is 'ok to tell' or to report instances of bullying. In creating this type of environment, the cycle of silence in relation to bullying can be broken. In the first instance, it is the responsibility of the Club whether it is through their Children's

Officer, their volunteer coaches, or employees to deal with any instances of Bullying at Club level. All Clubs should develop and implement strategies both in relation to prevention and intervention in order to adequately address the issue of bullying.

Prevention strategies include an anti-bullying policy, awareness raising through training, codes of behaviour, peer mentoring, and health education programmes. Intervention strategies include mediation, the 'No Blame Approach', Parental/Guardian involvement and disciplinary measures.

The more extreme forms of bullying behaviour would be regarded as physical or emotional abuse, and as such should be referred to the Club's Designated Liaison Person who in line with this Guidance may deal with the matter as a reported allegation of abuse. Each Club should have a clear policy on countering bullying behaviour which is known to members, and in particular to the underage players and their parents. As with all policies the Club's Anti Bullying Policy should be made known to all and implemented in full and should form part of the Club Child Safeguarding Statement.

2.5.2 Peer Abuse

In some cases of abuse the alleged perpetrator will also be a child. In these situations, the Gaelic Games child welfare and protection procedures, including those outlined in the Code of Behaviour (Underage) and in this Guidance for Dealing with & Reporting Allegations or Concerns of Abuse should be adhered to for both the victim and the alleged abuser. If there is any conflict of interest between the welfare of the person against whom allegations of abuse are made and the victim, the victim's welfare is of paramount importance.

Abusive behaviour perpetrated by children must be taken seriously. Early referral and intervention are essential in all such instances. Peer Abuse can be defined as the physical, mental, emotional or sexual mistreatment of a person by somebody else of the same peer and/or age group. Quite often in a sporting context, whether in a team or individual

context a key concern would be where a child/young person is mistreating another child/young person of a similar age.

2.5.3 E-Bullying/Cyber Bullying

Action that results in the deliberate tormenting, threatening, harassing, humiliating, embarrassing, or otherwise targeting of a child or young person by another person using the Internet, interactive and digital technologies or mobile phones would constitute E-Bullying or Cyber Bullying.



POLICY

SECTION 3 DEALING WITH CONCERNS OR SUSPICIONS OF ABUSE

While Designated Liaison Persons at all levels of the Association should be fully aware as to the procedures for reporting allegations or concerns of abuse the procedure prior to reporting, i.e. the responding and recording procedure is also a key aspect to identifying any cases of abuse or of poor practice. Designated Liaison Persons at Club level should, as deemed appropriate, seek the guidance and advice from their County, Provincial or National Designated Liaison Person and the statutory authorities on such matters. The accurate recording of allegations or disclosures will be of major assistance to statutory authorities and to the National Child Safeguarding Committee should an allegation be processed internally and/or externally.

The Guidance provided is primarily concerned with instances of abuse that may occur when children are engaged in Gaelic Games activities or against Gaelic Games personnel (e.g. mentors, employees etc.) who act on behalf of the Association. The Association has a direct responsibility to deal with such instances of abuse including instances where the abuse may be perpetrated by one child against another. Should a complaint or allegation of abuse be made that is deemed to be non-Association related this matter should be referred to the relevant Designated Liaison Person so as to enable them bring such matters to the attention of the relevant statutory authority in the jurisdiction in which they operate or the individual may themselves report the matter to the relevant statutory authority.

Through our work with young people in the Gaelic Games Associations our mentors, coaches and indeed other parents may be seen to be part of a safe environment in which young people may wish to share their concerns or divulge confidential information. Young people may choose to seek such advice because they believe the environment of their Club to be safe, secure and supportive.

It is important to recognise that a young person and indeed an adult wishing to report or outline their concerns may also have feelings of reluctance,

hesitancy, and guilt about what they wish to report. Designated Liaison Persons or any member of the Association who may be in receipt of such reports or disclosures should respond in a supportive, sensitive and caring manner.

If parents do not wish to have the allegation pursued it should be explained that for the purpose of protecting their own and other children that all allegations must be recorded and reported in line with statutory obligations.

If a DLP or Deputy DLP is conflicted in relation to the parties to or the subject matter of an allegation or concern, they shall notify the Chairperson of the Committee that appointed them, or should they be the Chairperson they shall notify the Secretary of the Committee, and shall remove themselves from the case.

3.1 Responding to disclosures or allegations of abuse

When responding to a disclosure or allegation of abuse it is important to observe the following and to exercise particular care and act most sensitively if the disclosure is being made by a young person or child:

- Be sensitive and listen carefully to what is being reported to you
- Take what is said to you seriously
- React calmly when responding, as over-reacting may alarm the young person and compound feelings of anxiety and guilt
- Emphasise that the discussion, while confidential, may have to be shared with others so as to pursue the allegation correctly and keep the child safe
- Reassure the person that they have taken the correct action in making the disclosure
- Never make a judgmental statement or express an opinion about the allegation or the alleged abuser
- Do not make false promises, particularly regarding secrecy

- If asking any questions do so for the purpose of clarification only
- Explain and ensure that the young person understands the procedures which will follow
- Check back with the person making the disclosure in a calm manner that what you have heard is correct
- Inform the relevant Designated Liaison Person of the allegation received as per the procedures outlined in Section 4 of this Guidance
- Make a written record of the conversation as soon as possible, with as much information as possible, using the wording shared by the young person or child
- Treat all information received in a confidential manner

3.1.1 Responding to adults who disclose retrospective childhood abuse

There are an increasing number of adults disclosing abuse that took place during their childhood. Such disclosures may come to light when people attend counselling or may sometimes arise as a consequence of adult services and services which work with parents/guardians and families.

Where such a disclosure is made it is essential to establish whether there may be a current risk to any child or young person who may be in contact with the alleged abuser revealed in the disclosure and this may necessitate carrying out a risk assessment to establish these facts.

If any risk is deemed to exist to a child/young person who may be in contact with an alleged abuser, and in accordance with our reporting procedures; a mandated person or DLP should report the allegation to Tusla or their local Gateway Team without delay.

Tusla have issued a Retrospective Abuse Report Form which should be used when reporting cases of adults disclosing childhood abuse to them. (See form Appendix 6).

3.2 Recording disclosures or allegations of abuse

It is the relevant Designated Liaison Person acting on behalf of their Association who shall record specific information as part of the reporting procedures, as outlined elsewhere in this section of the Guidance booklet. Where a mandated report

is being submitted it a Mandated Person who shall make the report (see Appendix 11).

It will be necessary when making reports to complete the relevant statutory reporting form and to do so online if required e.g. in the case of Tusla to preferably use the Tusla Portal. DLPs should also use and complete the Association's internal Reporting Allegations of Abuse Form. (See Appendix 8). In cases where the young person themselves may be reporting the disclosure or allegation to a Gaelic Games Designated Liaison Person please consider the following so as to ensure the accuracy of all information recorded and the welfare of the young person:

- Be accurate and factual in the recording of disclosures or allegations
- Record the conversation as soon as possible, and in as much detail as possible
- Do not ask specific or leading questions and don't ask the person to repeat their story unnecessarily
- Treat the information confidentially, sharing it only with persons who have a right to know
- Sign and date the record

3.3 Confidentiality

Confidentiality should be maintained in respect of all allegations involving cases of alleged abuse. This however does not supersede the rights of the child to be kept safe from abuse or harm. Confidentiality is vital if the rights of both the child and the person against whom the allegations or complaint has been made are to be protected.

The following points should be considered so as to ensure that all parties acknowledge and adhere to the required levels of confidentiality at all times:

- All information should be treated in a careful and sensitive manner and should be discussed on a need to know basis only with those who need to know, as outlined elsewhere in this booklet
- The sharing of information on a 'need to know basis' is not deemed to be a breach of confidentiality
- Use and disclose the information collated only in ways compatible with the purposes for which it was initially given
- If a young person discloses information

SECTION 3 DEALING WITH CONCERNS OR SUSPICIONS OF ABUSE *continued*

relating to possible child abuse it cannot be dealt with as a 'secret' between the young person and the person to whom they have reported their concerns

- Information should be conveyed to the parents of the child unless to do so may further endanger the child. The conveying of information should always be done in a sensitive manner and discussions with the statutory authorities should take place in advance of the sharing of information with all parties, so as to ensure that any such actions do not obstruct or hinder ongoing investigations that may be taking place
- All persons involved in a child protection and welfare process (the child, his/her parents/guardians, the alleged offender, his/her family, coaches) should be afforded appropriate respect, fairness, support and confidentiality at all stages of the procedure
- Information should be stored in a secure place, with limited access only by the relevant Designated Liaison Person or relevant Mandated Person
- Breaches of confidentiality shall be deemed a serious matter and dealt with accordingly within the Association
- The sharing of information or the passing on of information to relevant authorities is not deemed to be a breach of confidentiality

3.4 Anonymous Complaints

Anonymous complaints can be difficult to deal with but should not be ignored. In all cases the safety and welfare of the child remains paramount and as such anonymous complaints should be followed up in a discreet manner. Any such complaints relating to possible abuse or other child protection concerns, that have reached the threshold for reasonable grounds for concern, should be brought to the attention of the Designated Person.

Note: It is not the role of a Designated Liaison Person or anybody else in our Associations to commence investigation surrounding the allegations of abuse or

to interview the person against whom an allegation has been made or interview others that may have been subject to the allegation. This role shall be carried out by the statutory authorities in the relevant jurisdiction in which the Association operates.

3.5 Reporting Allegations of Child Abuse

Any member/employee of our Associations who is informed, knows, suspects or is concerned that a child is, has been or may be the subject of child abuse, while engaged in Association activities or who has received information regarding any such concerns involving persons who act on behalf of the Association, has a duty to convey such concerns as a matter of urgency to the Designated Liaison Persons at Club, County, Provincial or National level in accordance with Gaelic Games procedures, as outlined elsewhere in this Guidance.

Members/Employees are furthermore obliged to facilitate and co-operate with any review or consideration of a complaint, a report or allegation of abuse which may be carried out by statutory authorities or by the relevant Club, County or Provincial Designated Liaison Person or by the National Child Safeguarding Committee.

Members/Employees may themselves submit a report of alleged abuse to the relevant statutory authority regardless of what action may be taken by the Gaelic Games. See Tusla Dedicated Contact Points (Appendix 4) and Health and Social Care Trusts Contact Details (Appendix 3).

Additionally, the Mandated Person, (See Appendix 11) who is also the Association's National Designated Liaison Person, must as a matter of policy be informed of all reports submitted to statutory authorities on behalf of any unit of the Association both in the Republic of Ireland and in Northern Ireland and of any decisions made not to report an allegation of abuse that failed to reach the threshold for reasonable grounds for concern. This requirement to inform the Association of any reports submitted to statutory authorities is in place so as to enable the Association's Mandated Person/National Designated Liaison Person to take necessary actions involving members of the

Association who may be working with children and if required to put supports in place for children who may be subject to the report of abuse.

It should be noted from the outset that when a report of abuse has been received all units and members of the Association are obliged to consider the following:

- The safety and welfare of the child must be of paramount concern to all members of the Association. Any steps deemed necessary to protect the child should be implemented as a matter of urgency while also being careful that the person against whom the allegation has been made is not unreasonably penalised
- When an allegation has been made and where reasonable grounds for concern have been established the matter shall be reported to the relevant authorities as a matter of urgency and also to the Mandated Person/National DLP. The formal reporting may be made directly by the relevant DLP or jointly with the Association's National DLP/Mandated Person
- All matters concerning any allegation of abuse must be dealt with in strict confidence
- The principle of natural justice must always be adhered to thus ensuring that the presumption of innocence applies until otherwise proven
- If an allegation of child abuse is received protective measures proportionate to the level of risk, should be taken by the relevant Designated Liaison Person. Other than in exceptional circumstances, where a risk to a child's welfare and safety takes precedence the advice of the relevant statutory authority should be sought before contact is made with the person against whom the allegation is made. This should ensure that any actions taken by the Association will not impact negatively on possible future external investigations
- The need to invoke the temporary debarment of the person against whom an allegation has been made, shall be done in a confidential manner, while also ensuring that the welfare of the child is deemed to be of paramount importance. All debarment actions shall be of a temporary nature and shall be considered proportionate to the acts carried out or alleged

and must be reported to the Mandated Person/National DLP

- All reports made, whether internal or external to the Association, shall note times, dates, locations etc. and should be signed by the person that raised the concern or made the allegation (See Appendices 6/7/8).
- Designated Liaison Persons shall accept reports, allegations or concerns of abuse from members or non-members of the Association verbally or in writing but must request a written or signed report in the event of reporting such matters to the statutory authorities. The absence of a written or signed report does not prohibit a report from being made to the statutory authorities nor should it cause a delay in making a report to the statutory authorities
- Any reports or concerns regarding allegations of abuse, once received by the Designated Liaison Person, shall be recorded, signed, dated and where reasonable grounds for concern have been established shall be reported by the Designated Liaison Person to the statutory authorities and to the Mandated Person/National DLP
- Responses to and the reporting of allegations/reports/concerns of abuse to the Statutory Authorities and to the Mandated Person/National DLP should be carried out as soon as possible and without delay

3.6 Reasonable Grounds for Concern

The ability to recognise child abuse depends very much on a person's willingness to accept the possibility of its existence as it does on an individual's knowledge and information on such matters. Child abuse may not be visible to all and while a young person may disclose that they are being abused we primarily rely on adults to be vigilant and to observe any possible forms of suspected abuse and to report all such matters to their Designated Liaison Person.

Mentors or other adults in a club are not expected to be in a position to instantly recognise instances of abuse, particularly without any prior training or experience in these matters.

The following would constitute reasonable grounds for concern and should be reported to the designated person⁶:

6 Based on Children First National Guidance for the Protection and Welfare of Children (2017)

SECTION 3 *DEALING WITH CONCERNS OR SUSPICIONS OF ABUSE* continued

- 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

If you think a child is in immediate danger and you cannot contact Tusla you should contact the Gardaí without delay or in Northern Ireland contact the Police Service of Northern Ireland (PSNI) if you are unable to make contact with the Health and Social Care Trust

Note: The guiding principles on reporting child abuse or neglect may be summarised as follows:

The safety and well-being of the child must take priority over concerns about adults against whom an allegation may be made. Reports of concerns should be made without delay to the statutory authorities.

A suspicion that is not supported by any objective indicator of abuse or neglect would not constitute a reasonable suspicion or constitute reasonable grounds for concern. If an individual is unsure as to how to proceed with their concerns, they should consult with their relevant Designated Liaison Person. Where reasonable grounds for concern exist, the relevant statutory authority must be contacted unless the matter is previously known to them. However, any new allegations or concerns must be reported without delay.

POLICY

SECTION 4 THE ROLE OF THE DESIGNATED LIAISON PERSON

All Clubs and County Boards shall appoint a Designated Liaison Person who on behalf of the Club or County shall be responsible for dealing with any concerns relating to the possible abuse of children. If deemed appropriate Provincial Councils may also appoint a Designated Liaison Person who shall assist and advise Club and County Designated Liaison Persons on their roles.

Designated Liaison Persons must complete the Gaelic Games Designated Liaison Persons Safeguarding Training workshop and have the ability to approach child welfare and protection matters in a sensible, balanced, facilitative and nonthreatening manner and should be aware of the responsibilities that they are required to fulfil on behalf of their Club/County and their Association.

The DLP must be familiar with the safeguarding and child welfare roles and responsibilities of statutory authorities and agencies within their jurisdiction and with the role of the National Designated Person and Mandated Persons.

Note: When a Club or County appoints their Designated Liaison Person it is equally important to select a Deputy Designated Liaison Person who in the event of the unavailability of the Designated Liaison Person may be called upon to fulfil this role. Relevant training should also be made available to Deputy Designated Liaison Person so as to familiarise them as to their responsibilities.

It is important to note that the Designated Liaison Person does not have a counselling or therapeutic role or a responsibility for investigating or validating child protection concerns within their Club or County.

If a DLP is conflicted in relation to the parties to or the subject matter of an allegation or concern the matter should be referred to the Deputy DLP. Should the Deputy DLP also be conflicted then the matter should be notified to the Chairperson of the Committee that appointed them and a temporary DLP should be appointed to address the matter under consideration.

Investigations of alleged abuse are carried out by the relevant Statutory Authorities as outlined in Children First – National Guidance for the Protection and Welfare of Children,⁷ Co-Operating to Safeguard Children and Young People in Northern Ireland (2017 NI) and in Keeping Children Safe: Our Duty to Care NI (2017) or by other specially appointed and trained personnel. Further review and consideration of any allegations or concern of abuse within our Associations may be carried out as deemed necessary by the appropriate body or persons appointed for such purposes including the National Child Safeguarding Committee's Case Management Committees. Any review or consideration of alleged abuse should only take place following consultation with the relevant statutory authority.

Note: Should a Gaelic Games Designated Liaison Person, or other member of the Association, be made aware of a complaint or allegation of abuse against a person, regardless of whether that person is in membership or the employment of the Association or not, this matter should be referred without delay by the Designated Liaison Person or member of the Association to the relevant statutory authority in the jurisdiction in which they reside, having established reasonable grounds for concern. The DLP may seek informal consultation from the relevant statutory authority when an allegation or concern of abuse is made to them.

4.1 The Club Designated Liaison Person

A prerequisite for all Club Designated Liaison Persons, prior to being appointed or accepting their role, is that they must have knowledge of Legislation and Guidance for Dealing with & Reporting Allegations or Concerns of Abuse procedures pertinent to the jurisdiction in which they operate. This may include:

- a) The Code of Behaviour (Underage)
- b) The Guidance for Dealing with & Reporting Allegations or Concerns of Abuse
- c) Safeguarding Guidance for Children & Young

⁷ Information on Children First – National Guidance for the Protection and Welfare of Children is available in Appendix 10 of this Guidance booklet

SECTION 4 THE ROLE OF THE DESIGNATED LIAISON PERSON *continued*

People in Sport (Sport Ireland and Sport Northern Ireland)

- d) Children First – National Guidance for the Protection and Welfare of Children (Dept of Children & Youth Affairs)
- e) Co-operating to Safeguarding Children and Young People in Northern Ireland (2017)
- f) Keeping Children Safe: Our Duty to Care – Standards & Guidance for Safeguarding Children & Young People (Volunteer Now)

The Club Designated Liaison Person is responsible for reporting all allegations or suspicions of child abuse to Tusla (ROI) or Health and Social Care Trusts (NI) and/or An Garda Síochána/Police Service of Northern Ireland, having established reasonable grounds for concern.

The Designated Liaison Person at club level must keep the National Designated Liaison Person informed of all actions they take for further possible consideration and monitoring within the Association.

In accordance with Gaelic Games procedures all referrals from DLPs, whether reported thereafter to the statutory authorities or not, must also be reported to the National Designated Liaison Person for further possible consideration within the Association.

4.1.1 The Club Designated Liaison Person shall

- Formally report allegations or concerns of child abuse to Tusla (ROI) or Health and Social Care Trusts (NI) and/or An Garda Síochána/Police Service of Northern Ireland, having established reasonable grounds for concern. This may be done directly by themselves or as a joint report with a Mandated Person and must be done without delay
- Consult informally with statutory authorities if deemed necessary
- Refer reports and allegations of abuse to their National Designated Liaison Person and may seek the advice of the National Designated

Liaison Persons if deemed necessary

- Have knowledge of statutory guidelines and relevant legislation as they relate to child protection and welfare of young people in their jurisdiction
- Have knowledge of definitions, categorisation and indicators of abuse
- Undertake Child Safeguarding training as provided by the Gaelic Games Associations and any other training deemed relevant to their role
- Be familiar with and able to carry out reporting procedures as outlined in the Guidance for Dealing with & Reporting Allegations or Concerns of Abuse
- Communicate with parents and external agencies as appropriate
- Assist with and identify the need for Child Protection in Sport Awareness Workshop training within the Club and other appropriate training in consultation with their Club Children's Officer
- Be aware of local contacts and support services that may assist in developing and delivering their role
- Advise, as appropriate, club administrators on issues of confidentiality, record keeping and data protection
- Ensure that all individual case records are maintained, that all actions taken are recorded and that such records are kept in a secure and confidential place
- Make themselves known to the general membership of the Club and in particular to team mentors, managers and to parents

4.2 The County Designated Liaison Person

A County Designated Liaison Person shall be selected by each County Board to act on their behalf.

The person chosen by the County Board to fulfil this role shall have detailed knowledge of the Code of

Behaviour (Underage) and the Guidance for Dealing with & Reporting Allegations or Concerns of Abuse booklet and also the Safeguarding Guidance for Children & Young People in Sport (Sport Ireland and Sports NI). Similarly to their club counterpart the County Designated Liaison Person shall be required in situations to lead on child welfare and protection matters in the County in a knowledgeable, sensible, balanced, facilitative and non-threatening manner and should be aware of the responsibilities that they are required to fulfil on behalf of their County.

4.2.1 The County Designated Liaison Person shall:

- Ensure that all Clubs have appointed a Designated Liaison Person and that these officers are fully aware of their responsibilities and of the contents of the Code of Behaviour (Underage) and the Guidance for Dealing with & Reporting Allegations or Concerns of Abuse booklet and also the Safeguarding Guidance for Children & Young People in Sport (Sport Ireland and Sports NI)
- Act as the formal liaison person between the County Board and statutory authorities on all matters related to allegations of child abuse arising from activities organised under the auspices of the County Board
- Liaise with the National Designated Liaison Person on appropriate
- Formally report allegations or concerns of child abuse to the statutory authorities as required, having established that reasonable grounds for concern exist
- Make any such reports or referrals in line with agreed internal procedures
- Have knowledge of statutory guidelines and relevant legislation as they relate to child protection and welfare of young people in their jurisdiction
- Have knowledge of definitions, categorisation and indicators of abuse
- Undertake DLP Workshop training as provided by the Gaelic Games Associations and any other training deemed relevant to their role
- Communicate with parents and external agencies as appropriate
- Assist with and identify the need for Child Protection in Sport Awareness Workshop training within the County through their liaison

with Club Designated Liaison Persons and Children's Officers at Club and County level

- Be aware of local contacts and support services that may assist in developing and delivering their role
- Advise, as appropriate, Club and County administrators on issues of confidentiality, record keeping and data protection
- Ensure that all individual case records pertaining to their role are maintained, that all actions taken are recorded and that such records are kept in a secure and confidential place

4.3 The Provincial Designated Liaison Person

A Provincial Designated Liaison Person may be appointed by the relevant Provincial Council as the need for such a role is identified and agreed. The person appointed shall ensure that each County in their Province has appointed a County Designated Liaison Person and that such persons are fully au fait with their roles and responsibilities.

4.3.1 The Provincial Designated Liaison Person shall:

- Have comprehensive and detailed knowledge and experience of child welfare, protection and reporting procedures and be familiar with all such procedures in the jurisdictions in which they operate
- Promote the role of Club and County Designated Liaison Persons and provide information and advice for them in assisting them to fulfil their role
- Promote the joint Code of Behaviour (Underage), the Guidance for Dealing with & Reporting Allegations or Concerns of Abuse and the Safeguarding Guidance for Children & Young People in Sport (Sport Ireland and Sports NI)
- Liaise and consult with statutory authorities and other relevant agencies on child welfare and protection matters as appropriate
- In consultation with National Designated Liaison represent the Association on matters relating to the reporting of child abuse allegations, if so required

In the event of an allegation of abuse being made or reported at a Provincial event it is the Provincial Designated Liaison Person who shall act as a Designated Liaison Person for such matters and shall follow the Reporting of Allegations of Abuse Procedures as outlined elsewhere in this booklet.

SECTION 4 THE ROLE OF THE DESIGNATED LIAISON PERSON *continued*

The Provincial Designated Liaison Person may be required in situations to lead on child welfare and protection matters in a knowledgeable, sensible, balanced, facilitative and non-threatening manner and should be aware of the responsibilities that they are required to fulfil on behalf of their Province and their Association.

4.4 The National Designated Liaison Person

A National Designated Liaison Person (NDLP) shall be appointed by the National Management Committee in each of our Associations to oversee the reporting as required of any allegations of abuse to the relevant authorities, where reasonable grounds for concern have been established.

The person chosen to fulfil this role shall have comprehensive and detailed knowledge and experience of child welfare, child protection and relevant reporting procedures and be familiar with all such procedures in all jurisdictions in which the Association operates. The NDLP shall make the Association and its subsidiary units aware as to their child protection and welfare responsibilities and shall, in consultation with other Designated Liaison Persons, represent their Associations on matters relating to the reporting of child abuse allegations, where such representations may be required. The assistance of other DLPs, when called upon by the NDLP, shall be forthcoming.

Each National DLP shall inform and update their relevant Management Committee and the National Child Welfare and Protection Committee (NCSC)

on all cases reported to statutory authorities, while respecting the confines of confidentiality. Additionally, cases not reported to the statutory authorities, which have been brought to the attention of the relevant National Designated Liaison Person, shall be reported to the NCSC for possible re-consideration.

4.4.1 The National Designated Liaison Person shall:

- Promote the role of Club, County and Provincial Designated Liaison Persons and provide information and training opportunities to assist them in their role
- Promote the use of the Code of Behaviour (Underage) and the Guidance for Dealing with & Reporting Allegations or Concerns of Abuse
- Ensure that all case records are maintained and that all actions taken are recorded and that such records are kept in a secure and confidential place
- Advise the NCSC and the Coiste Bainistí on all matters relevant to their role on child welfare and protection issues within the Association
- Assist in the risk assessment of relevant information returned from the vetting of individuals in different jurisdictions
- Liaise with and consult with statutory authorities and other relevant agencies on child welfare and protection matters, as appropriate

HOW TO CONTACT YOUR NATIONAL DESIGNATED LIAISON PERSON

County Designated Liaison Persons contact details may be obtained at <https://www.gaa.ie/the-gaa/child-welfare-and-protection/allegations-of-abuse>

All Clubs are obliged to inform its membership as to the existence and identification of their Club Designated Liaison Person and their contact details

- The GAA/Rounders/Handball National Designated Liaison Person is Gearóid Ó Maoilmhichíl nationaldlp@gaa.ie or by telephone at 01- 836 3222.
- The LGFA National Designated Liaison Person is Paula Prunty. nationaldlp@lgfa.ie or by telephone at 01-8363156
- The Camogie Association National Designated Liaison Person is Roberta Farrell. nationaldlp@camogie.ie or by telephone at 01-8192934

National Child Safeguarding Committee (NCSC)

The Committee, consisting of nominees proposed by the Gaelic Games Associations, and appointed to advise our Associations on all matters pertaining to child safeguarding shall oversee the implementation of the joint Code of Behaviour (Underage) and the Guidance for Dealing with & Reporting Allegations or Concerns of Abuse.

While the NCSC shall ensure that effective safeguarding policies, standards and guidance have been adopted it is the duty of each member and unit to ensure that they are personally compliant with the relevant statutory child safeguarding requirements and guidelines in the jurisdictions in which the organisation operates.

The NCSC shall, through the appointment of a Case Management Committee consider and take appropriate action following receipt of complaints and allegations made against members, non-members and staff that may have breached the Guidance for Dealing with and Reporting Allegations or Concerns of Abuse, as brought to its attention by members and or officials of the above Associations, parents/guardians of members, the public and statutory authorities.

The NCSC shall also, through the appointment of a National Code of Behaviour (Underage) Committee, consider and take appropriate action following receipt of complaints and allegations made against members, non-members and staff that may have breached the Code of Behaviour (Underage), as brought to its attention by members and or officials of the above Associations, parents/guardians of members, the public and statutory authorities.

Interim action on behalf of NCSC

Following a complaint, allegation or report of abuse relating to members of the Gaelic Games Associations or against non-members interim actions in accordance with the terms of debarment and/or recommendations on action may be taken by the Association's National Designated Liaison Person. All such actions taken must be re-affirmed or otherwise by a Case Management Committee or a Code of Behaviour (Underage) Hearings Committee appointed by the NCSC, within 21 days of the date on which such action was taken.

Further information on the role and Terms of Reference of National Child Safeguarding Committee may be obtained by contacting the nationalchildrensoffice@gaa.ie

POLICY

SECTION 6 NATIONAL CHILD SAFEGUARDING APPEALS PANEL

National Child Safeguarding Appeals Panel

A National Child Safeguarding Appeals Panel shall be responsible for the management of the appeals process relating to decisions reached by:

- a) A Case Management Committee, appointed by the National Child Safeguarding Committee, following consideration of complaints and allegations made against members, non-members and staff that may have breached the Guidance for Dealing with and Reporting Allegations or Concerns of Abuse
- b) A Code of Behaviour Hearings Committee, at Club, County or National level following consideration of complaints and allegations made against members, non-members and staff that may have breached the Code of Behaviour (Underage)
- c) The Authorised Signatory in refusing an acceptance letter to a member of our Associations, following the processing of a Garda Vetting and/or Police criminal

background application

- d) The National Designated Liaison Person in accordance with Section 5B of the Guidance for Dealing with and Reporting Allegations or Concerns of Abuse
- e) A Club, County, Provincial or National Designated Liaison Persons following the placing of a debarment upon members or non-members imposed following grounds for concern for the safeguarding of children in our Associations

Information on how to appeal such decisions and the Terms of Reference of the National Child Safeguarding Appeals Panel may be obtained by contacting the National Child Safeguarding Appeals Panel, Páirc an Chrócaigh, Baile Átha Cliath 3 or from cwpappeals@gaa.ie



GUIDANCE FOR DEALING WITH
& REPORTING ALLEGATIONS OR
CONCERNS OF ABUSE

PRACTICE



PRACTICE

SECTION 7 MANAGING ALLEGATIONS AGAINST A VOLUNTEER, STAFF MEMBER OR EMPLOYEE

7.1 Allegations of Child Abuse relating to a volunteer in our Associations

The Designated Liaison Person in each Club, County or Province shall receive allegations or reports of abuse.

- If the relevant DLP is unsure as to how to manage an allegations of abuse they should seek advice from the relevant statutory authority and the NDLP/NMP and where reasonable grounds for concern are established in relation to an allegation or concern of abuse (See 3.6) then the relevant DLP must report this matter to the relevant statutory authority without delay
- Where a mandated person, knows believes or has reasonable grounds to suspect, on the basis of information they have received that a child (a) has been harmed, (b) is being harmed, or (c) is at risk of being harmed, he or she as soon as possible must report that knowledge, belief or suspicion to Tusla or their Gateway team
- All matters reported to the Statutory Authorities must also be reported to the National Designated Liaison Person
- Where it has been established that there are reasonable grounds for suspecting that a child has been, is being, or is at risk of abuse or harm, a debarment order against any person named in the complaint or report shall be considered. Consultation on a debarment should take place with the National DLP. The debarred person(s) shall be instructed to withdraw from all activities in our Associations pending the outcome of a full consideration and review of the allegation
- In most circumstances it is the DLP, or a person on their behalf, who following consultations with the National DLP shall;
 - » issue a debarment order and shall do so in writing, and
 - » inform the person against whom allegations have been made as to the nature of the allegations or may delegate such action to another officer
- It is however not appropriate for the DLP to engage any further with the person who has been debarred due to the possibility that they may be engaging with the family of the child, who is the subject of the concern. Any further engagement with the person against whom the allegation has been made would more appropriately be carried out by the Deputy Designated Liaison Person or another senior officer (Club, County, Provincial or National), and who is not conflicted in such matters
- Any engagement with either the person against whom allegations have been made or with the family of the child, who is the subject of the concern, should only take place following consultation with the relevant Statutory Authority. Always allow for the necessary level of confidentiality when reporting such allegations.
- The debarment of any individual should be done in a confidential manner and the presumption of innocence remains until proven otherwise. A debarment decision, once communicated, comes into effect immediately and remains in effect until removed and the person against whom the debarment decision has been informed of such a removal or a reversal of such decision
- A debarment decision must be confirmed in writing to the person whose actions has given cause for concern
- The Cathaoirleach of the Club shall be informed if a debarment order is made against any member of the Club. Such information shall be treated with the strictest of confidence and the Club shall be obliged to adhere to the terms of the debarment

Reporting retrospective allegations or concerns

Any person who may be unsure about whether to report a retrospective allegation or concern or not, should consult with their relevant statutory

authority. Reports by adults of childhood abuse will be assessed by the relevant statutory authority who, in the event of on-going concerns, will take necessary actions to ensure any child who may be at risk of harm is protected.

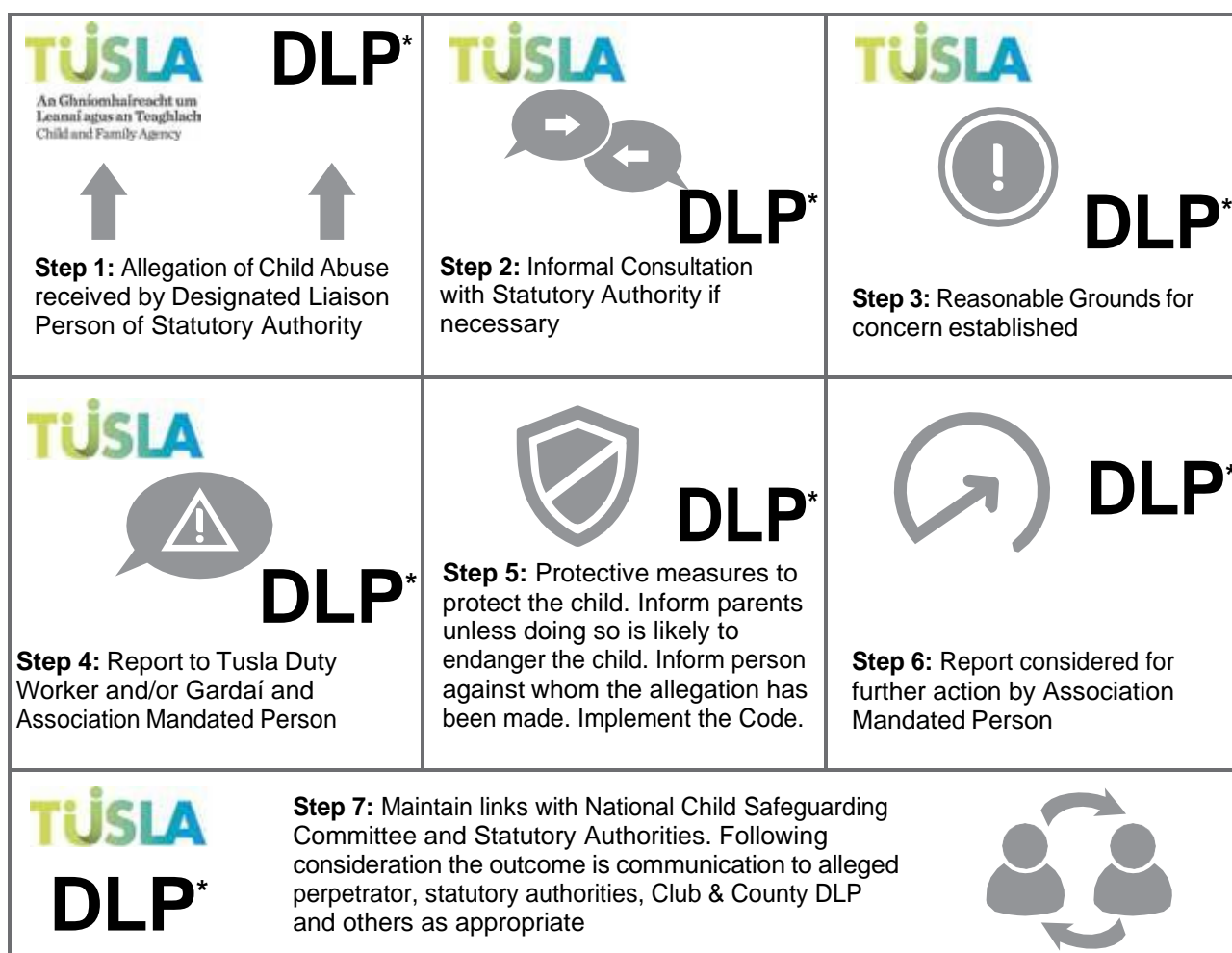
The Retrospective Abuse Report Form (RARF) should be used to report disclosures of Childhood abuse by adults to Tusla. (See Appendix 6)

NON AVAILABILITY OF DESIGNATED LIAISON PERSON OR IN CASE OF EMERGENCY

In an emergency, or in the event of a Club or County Designated Liaison Persons (or Deputy DLP) being unavailable to assist, reports and/or allegations of abuse must be made directly to An Garda Síochána or Tusla or to the Police Service of Northern Ireland (PSNI) or Health and Social Care Trust by a member of the GAA or by any member of the public without delay.

Reporting Pathway

Pathway for dealing with and reporting allegations of abuse against staff or members.



*Designated Liaison Person

SECTION 7 MANAGING ALLEGATIONS AGAINST A VOLUNTEER, STAFF MEMBER OR EMPLOYEE *continued*

7.2 Allegations of Child Abuse relating to a staff member or an employee

Where any of our Associations, at Club, County, Provincial or National level has entered into an employer/employee arrangement with an individual the 'employer' must ensure that employees are aware of the internal line management reporting procedures for dealing with allegations of abuse. These procedures should clarify how allegations of abuse are processed when such allegations are made against fellow employees, volunteers or young people. Employers should be aware of employment legislation and any other employee relations policies when dealing with allegations involving paid employees.

Similarly, as to cases involving allegations of abuse made against a volunteer, should any allegations of abuse be made against an employee the safety and welfare of the child must be the paramount concern to all members of our Associations. Any steps deemed necessary to protect the child should be implemented as a matter of urgency while also being careful that the person against whom the allegation has been made is not unreasonably penalised.

7.3.1 Employer's procedural responsibilities

It is recommended that the same person should not have responsibility for dealing with the issues surrounding the reporting of allegations and the employment/contractual issues. The Designated Liaison Person will normally have responsibility for the volunteer or young person while a person acting in the capacity of employer or on behalf of the employer e.g. a Chief Executive Officer, County Secretary, Human Resources Manager or equivalent senior person will have responsibility for dealing with allegations made against an employee.

7.3.2

Staff and indeed volunteers may be subject to erroneous or malicious allegations. Therefore, any allegations of abuse should be dealt with sensitively and relevant supports provided, within the resource capabilities of the Association and following legal and statutory authority advice.

7.3.3

The principal aim however is to protect the child while taking care to treat the employee fairly. Organisations need to identify how they can best fulfil this objective.

7.3.4

Action taken in reporting an allegation of abuse against an employee should be based on an opinion formed reasonably and in good faith. When an allegation is received it should be assessed promptly and carefully. It will be necessary to decide whether a formal report should be made to the statutory authorities and informal advice may be sought prior to making any such decision. The decision to formally report should be based on the threshold for reasonable grounds for concern being reached. (The reasonable grounds for concern are outlined in Section 3.6 of the Guidance).

7.3.5 When an allegation has been made against an employee

All actions shall be guided by agreed Gaelic Games reporting procedures, as outlined elsewhere in this Guidance booklet, by the employee's contractual arrangements and by the principles of natural justice.

- The Chief Executive Officer, County Secretary, Human Resources Manager or equivalent senior person, (which may be dependent on the employee's place of employment), shall be informed of the allegation as soon as possible and shall take responsibility for processing the matter on behalf of the Association or their actions may involve external agencies if the 'employee' is externally funded or contracted
- The first priority should be to ensure that no child is exposed to unnecessary risk. The employer should, as a matter of urgency, take any necessary protective measures. These measures should be proportionate to the level of risk and should not unreasonably penalise the employee financially or otherwise, unless this action is deemed necessary to protect children. Where protective measures do

penalise the employee, it is important that early consideration be given to the case

- The agreed recording and reporting procedures, as outlined elsewhere in the Guidance should be adhered to at all times in respect of the young person and the employee
- The CEO/HR Manager or equivalent senior person should advise the employee of the allegation. This should be done in private and with due consideration of confidentiality and natural justice and following advice from the statutory authorities. The procedures for dealing with the allegation should also be outlined to the employee
- The employee should be afforded the right to respond in accordance with established grievance procedure. The response should be noted and made available to the statutory authorities as part of any subsequent formal reporting procedure
- The CEO/HR Manager or equivalent senior person should also notify the statutory authority of any other organisation working with children with which the person against whom the allegation is made may be involved
- If the allegation is against the CEO or any member of the National Children's Office Staff, the allegation should be referred to the Chairperson of the National Coiste Bainistí or an equivalent senior person
- The parents/guardians of the young person should be informed immediately of the complaint against the employee unless doing so you endangers the young person or impacts on any investigation being carried out by statutory authorities. Advice must be taken from the statutory authorities and the Mandated Person/National DLP as to how this might best be done
- Any follow up on an allegation of abuse against an employee should be made in consultation with the relevant statutory authorities. An immediate meeting should be arranged for this purpose
- After the consultations referred to above have taken place, and when pursuing the question of the future position of the employee the CEO/HR Manager or equivalent senior person on behalf of the employer should advise the employee of the situation and should follow

the agreed procedures

- Employers should ensure that any actions taken by them do not undermine or frustrate any investigations being conducted by the statutory authorities
- Employers must keep comprehensive records of any allegations made, details of how the allegations were managed and details of any action taken, and decisions reached. These records must be stored confidentially, and a copy given to the individual concerned. This information must be retained on file for an agreed period of time, including information on those who may leave the employment of the organisation for further possible reference. Records should be confidentially maintained as they be required to be made available to the statutory authorities as part of any subsequent or on-going investigations

7.3.6 Where an allegation has been made against a young person

In some cases of abuse the alleged perpetrator will also be a child. In these situations, the Gaelic Games child welfare and protection procedures, including those outlined in the Code of Behaviour (Underage) and in this Guidance for Dealing with & Reporting Allegations or Concerns of Abuse should be adhered to for both the victim and the alleged abuser. If there is any conflict of interest between the welfare of the person against whom allegations of abuse are made and the victim, the victim's welfare is of paramount importance.

Abusive behaviour perpetrated by children must be taken seriously. Early referral and intervention are essential in all such instances. Peer Abuse can be defined as the physical, mental, emotional or sexual mistreatment of a person by somebody else of the same peer and/or age group. In a sporting context, whether in a team or individual context, we need to be cognisant of situations where a child/young person could identify the opportunity to mistreat another child/young person of a similar age.

7.4 Where 'Reasonable Grounds for Concern' may not exist

There will be occasions where certain instances of alleged abuse against a volunteer or staff member/employee may be suspected, or there may be doubts as to the substantive nature of an allegation or suspicion. A suspicion which is not supported by any objective indication of abuse or neglect would not constitute a reasonable suspicion or

SECTION 7 MANAGING ALLEGATIONS AGAINST A VOLUNTEER, STAFF MEMBER OR EMPLOYEE *continued*

reasonable grounds for concern. Where there may be insufficient grounds for establishing or substantiating such concerns the following course of action is recommended but should be proceeded with carefully and confidentially while ensuring the welfare of the child remains paramount:

- The issue, as it may relate to a volunteer or young person in the Association, should be subject to clarification of facts and updating where appropriate with the Mandated Person/National DLP
- In the case of an employee the matter should be subject to updating by the CEO/HR Manager or equivalent senior person previously involved in the initial reporting of the allegation or suspicion of abuse
- Advice at all times may be sought from the National Designated Person and informal consultation may always be obtained from the relevant statutory authority
- The conduct of the person that caused such concerns should be monitored and recorded as appropriate
- A formal review of the matter should be agreed between the relevant Designated Liaison Person and the Mandated Person/National DLP as it relates to a volunteer or young person and the CEO/HR Manager or equivalent senior person in consultation with the National Designated Liaison Person, as it relates to an employee
- Should reasonable grounds for concern be established, following the commencement of this course of action, the formal reporting procedures should be enacted
- At all times the welfare of any child involved in such matters should be of paramount concern and the Association through the appointed Designated Liaison Persons or while acting in the capacity of an employer should act accordingly

7.5 When an allegation is not referred to the statutory authorities

In situations where the Designated Liaison Person, following consultations (perhaps with the relevant statutory authority) subsequently decides that an allegation received or concerns relayed to them will not be formally reported to the relevant statutory authorities, as it has not the threshold for reasonable grounds for concern, the individual who raised the concerns or made the allegations should be given a clear written statement of the reasons why the reported concerns are not being reported to the statutory authorities. The individual should be advised that, if they remain concerned about the situation, they are free to consult with, or report to, the statutory authorities themselves.

Should the person who passed their concerns be a child then the child's parents should be informed of the decision not to formally report to the statutory authorities, unless there are extenuating reasons not to report this to the parents.

All reports of alleged abuse made against members of the Association **must** be forwarded to the Mandated Person/National Designated Liaison Person, regardless of whether it has or has not been reported to the relevant statutory authorities. Where a decision is made not to refer reported concerns to statutory authorities, due to not reaching the threshold for referring, this decision and the reasons contained therein must be recorded and subsequently brought to the attention of the Mandated Person/National Designated Liaison Person.

The above directions also apply to situations where an allegation received, or concerns relayed against an employee are not being reported to the relevant statutory authorities.

7.6 False Allegations

The making of a false allegation by any member of our Associations shall be deemed to be a serious issue of misconduct and dealt with accordingly. Any allegation made, which is subsequently found to be false or of a malicious nature, shall also be

deemed to be a serious breach of the Guidance and subsequent disciplinary action may follow.

In the Republic of Ireland, the **Protection for Persons Reporting Child Abuse Act, 1998** provides immunity from civil liability to persons who report child abuse 'reasonably and in good faith' to the Health Service Executive or An Garda Síochána. This also applies to reports made to Tusla. The Act also covers the offence of 'false reporting'. The main provisions of the Act are:

- The provision of immunity from civil liability to any person who reports child abuse "reasonably and in good faith" to designated officers of Tusla or any member of An Garda Síochána
- 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
- 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

It should be noted that an individual who reports concerns in 'good faith' is not deliberately attempting to slander another person's name. The Criminal Law Act (NI) 1967 exists in the six counties and places the responsibility on everyone to report offences or to forward information to the police by emphasising the, 'duty of every other person, who knows or believes,

- (a) that the offence or some other arrestable offences has been committed: and
- (b) that he/she has information, which is likely to secure, or to be of material assistance in securing, the apprehension, prosecution or conviction of any person for that offence.



GUIDANCE FOR DEALING WITH
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APPENDICES



APPENDICES

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APPENDIX 1

CHILD WELFARE AND PROTECTION AS OVERSEEN BY ULSTER GAA

The role of the Gaelic Games' Associations in administering good practice for the safeguarding of children and young people in the Association is outlined throughout the Guidance for Dealing & Reporting Allegations or Concerns of Abuse. Ulster GAA provides an additional and specific child welfare and protection advisory role for the nine counties of Ulster. This role includes child protection awareness training, advisory services on dealing with concerns or allegations of abuse, Garda Vetting and Access NI Vetting of those working with children in the GAA in Ulster.

Appendix 1 of this Guidance solely applies to the six counties of Antrim, Armagh, Derry, Down, Fermanagh and Tyrone due to the specific child welfare and protection role carried out by Ulster GAA in these Counties and the jurisdictional differences that may also apply elsewhere in this Guidance booklet.

Ulster GAA is registered as an 'umbrella body' with AccessNI and processes applications for enhanced vetting disclosure certificates for the above County Boards and their affiliated clubs. Through a service level agreement Ulster GAA also processes applications for vetting disclosure certificates with AccessNI on behalf of Ulster Camogie Council and Ulster Ladies Gaelic Council.

Additional to this role Ulster GAA also facilitates Garda Vetting applications on behalf of GAA County Boards and Clubs in Cavan, Donegal and Monaghan.

A Reporting Allegations of Abuse to Statutory Authorities

The process of reporting allegations of abuse to statutory authorities in Antrim, Armagh, Derry, Down, Fermanagh and Tyrone is in line with Section 6 of this Guidance.

Ulster GAA, in common with all Provincial Councils, assists the Association in promoting good practice in child welfare and protection. In accordance with this Guidance booklet they willingly provide Club and County Board Designated Liaison Persons who wish to report allegations or concerns of abuse to the statutory authorities with advisory services so

as to ensure compliance with relevant legislation and guidance, regardless of jurisdiction

Should a member of any of our Associations believe or suspect that a child is suffering or is in danger of suffering significant harm or may be in danger of being abused they should immediately pass on such concerns to the relevant Designated Liaison Person who will assist them in formally reporting such matters to the relevant Health and Social Care Trust. All reports made to the Statutory Authorities shall also be reported to the National Designated Liaison Person. (See Appendix 5 Child Protection and Welfare Report Form Tusla, Appendix 7 Standard Reporting Form (Trust) and Appendix 8 Gaelic Games (internal) Reporting Allegations of Abuse Form).

It should be noted that an individual may, if they so wish, directly report their concerns to the statutory authorities themselves.

B Glossary of Terms

Within this booklet definitions and terminology which may have previously been defined (See Section 2) may for the purposes of interpretation in the aforementioned six counties have cause to be re-defined as follows:

Adult at Risk: The definition of an adult, based on the Safeguarding Vulnerable Groups Order 2007 (NI) amended by the Protection of Freedoms Act 2012, takes account of a complex range of interconnected personal characteristics and/or life circumstances, which may increase exposure to harm either because a person may be unable to protect him/herself or their situation may provide opportunities for others to neglect, exploit or abuse them. It is not possible to definitively state when an adult is at risk of harm, as this will vary on a case by case basis. The following definition is intended to provide guidance as to when an adult may be at risk of harm, in order that further professional assessment can be sought. An 'Adult at risk of harm' is a person aged 18 or over, whose exposure to harm through abuse, exploitation or neglect may be increased by their: a) personal

characteristics and/or b) life circumstances. Personal characteristics may include, but are not limited to, age, disability, special educational needs, illness, mental or physical frailty or impairment of, or disturbance in, the functioning of the mind or brain. Life circumstances may include, but are not limited to, isolation, socio-economic factors and environmental living conditions.

An 'Adult in need of protection' is a person aged 18 or over, whose exposure to harm through abuse, exploitation or neglect may be increased by their: a) personal characteristics and/or b) life circumstances and c) who is unable to protect their own well-being, property, assets, rights or other interests; and d) where the action or inaction of another person or persons is causing, or is likely to cause, him/her to be harmed.

Child: A child is defined by Article 1 of the Children (NI) Order 1995 as any person under 18 years of age.

Gateway Teams: These are the first points of contact if you have concerns about a Child or Family. They will treat all contacts as enquiries in the first instance. Enquiries can include requests for information, advice and concerns about a child or family. An enquiry is always completed first; it is an initial filtering system before a referral is taken. If you contact by phone, the Duty Worker will seek some general information about you, the child or family and the nature of your concern. On the basis of this information they will be able to judge whether or not the enquiry should be progressed to referral.

Social Care Trusts: The five Social Care Trusts established as part of a statutory duty under the Children (NI) Order 1995 are Belfast Health and Social Care Trust, Northern Health and Social Care Trust, Southern Health and Social Care Trust, Western Health and Social Care Trust, South Eastern Health and Social Care Trust. The contact details for the five Social Care Trusts is available in Appendix 3.

Statutory Authorities: The authorities who promote the welfare and protection of children and who in cases of alleged abuse of children have the responsibility to investigate all such allegations. In the Republic of Ireland the statutory authorities are An Garda Síochána and the Health Service Executive while it is the PSNI and the Department of Health (DOH) who have a similar role in Antrim,

Armagh, Derry, Down, Fermanagh and Tyrone. The DOH however do not investigate individual cases. These investigations are carried out by the relevant Health and Social Care Trusts through the Gateway Teams.

C Legislation, guidance and reporting structures to be considered when promoting the safeguarding of children and young people under the auspices of Ulster County Boards and Clubs

Health and Social Care Trusts

Established as part of a statutory duty under the Children (NI) Order 1995 to ensure the welfare of a child. Where there is a risk that a child is in danger of abuse or serious neglect Social Services must always intervene to safeguard them. In other situations where a family needs support or additional services to help them cope, Social Services may be able to help or offer advice or may ask another professional or a voluntary agency to help.

Police Act (Known as Part 5 of the Police Act 1997)

This piece of legislation has now been enacted thus enabling the PSNI to disclose what is termed 'soft intelligence', i.e. non-conviction information, when they deem it appropriate. This coincided with the establishment of Access NI, the equivalent to the Disclosure & Barring Scheme (DBS Checks) in England and Wales.

AccessNI

AccessNI is a criminal history disclosure service established under part V of the Police Act 1997. It provides access to criminal history information to individuals and, in certain circumstances through umbrella bodies, to organisations who are recruiting to sensitive positions. Its role is to complement each organisation's own safeguarding measures thus complementing existing recruitment and staff/volunteer selection procedures. In accordance with GAA policy Ulster GAA will ensure that anyone working in any capacity with children or vulnerable adults in Ulster must be vetted by AccessNI prior to being employed or involved in any way.

An Umbrella Body is an organisation which has registered with AccessNI to make applications for vetting checks (Standard or Enhanced Disclosures) on behalf of other organisations or individuals. Ulster GAA is registered as an umbrella body

APPENDIX 1 CHILD WELFARE AND PROTECTION AS OVERSEEN

BY ULSTER GAA *continued*

with AccessNI and will process applications for vetting disclosure certificates for all GAA County Boards and Clubs in Ulster. Through a service level agreement Ulster GAA will also process applications for vetting disclosure certificates with AccessNI on behalf of Ulster Camogie Council and Ulster Ladies Gaelic Council.

Disclosure and Barring Service

The Disclosure and Barring Service (DBS) helps employers in England, Wales and Northern Ireland make safer recruitment decisions and prevent unsuitable people from working with vulnerable groups, including children. The DBS decides whether it is suitable for a person to be placed on or removed from a barred list.

Barring people from working with vulnerable groups

If the DBS receives information that indicates that a person may pose a risk of harm to vulnerable groups, including children, they will look into this and may make a decision to include this person on a barred list. The individual concerned will be told why and will be able to have their say. If barred, an individual may be able to appeal, depending on the circumstances.

Disclosure and Barring Service

Safeguarding vulnerable groups – the law under safeguarding legislation

A person who is barred from working with children or vulnerable adults will be breaking the law if they work or volunteer, or try to work or volunteer, with those groups

- Any organisation which knowingly employs someone who is barred to work with those groups will also be breaking the law
- If your organisation works with children or vulnerable adults and you dismiss a member of staff or a volunteer because they have harmed a child or vulnerable adult, or you would have done so if they had not left, you must tell the Disclosure and Barring Service (DBS).

Regulated Activity

The new definition of regulated activity (i.e. work that a barred person must not do) in relation to children comprises, in summary: (i) unsupervised activities: teach, train, instruct, care for or supervise children, or provide advice/ guidance on well-being, or drive a vehicle only for children; (ii) work for a limited range of establishments ('specified places'), with opportunity for contact: e.g. schools, children's homes, childcare premises. <https://www.health-ni.gov.uk/>

Legal age of sexual consent

The Sexual Offences NI Order 2008 stipulates that the legal age of sexual consent for the six counties is 16 years of age. The Criminal Law (Sexual Offences) Act 2006 states that the age of sexual consent is 17 years of age in the Republic of Ireland.

The Criminal Law Act (NI) 1967

A key 'reporting' piece of legislation which places the responsibility on everyone to report offences or to forward information to the police by emphasising the, 'duty of every other person, who knows or believes,

- (a) that the offence or some other arrestable offences has been committed: and
- (b) that he has information, which is likely to secure, or to be material assistance in securing, the apprehension, prosecution or conviction of any person for that offence.'

Significant Harm

The Children (NI) Order 1995 introduces into the Northern Ireland legislation, the concept of 'significant harm' as the threshold that justifies compulsory intervention in family life in the best interests of children. The HSS Trusts are duty bound to make enquiries or cause enquiries to be made in circumstances where they have a reasonable cause to suspect that a child is suffering or is likely to suffer significant harm.

Difficult as it may be to define what constitutes significant harm consideration needs to be given to

the severity of ill-treatment and this may include the degree and the extent of physical harm, the duration and frequency of abuse and neglect, and the extent of premeditation, degree of threat and coercion, and sadism in child sexual abuse.

Further information on child welfare and protection matters may be obtained by contacting:

Ulster GAA

8-10 Market Street, Armagh,
Co Armagh, BT61 7BX

Tel: 028 (048) 3752 1900

Fax: 028 (048) 3752 8092

Email: info.ulster@gaa.ie

Web: www.ulster.gaa.ie

Gateway Teams

Belfast HSC Trust - 028 9050 7000

Northern HSC Trust - 0300 1234 333

South Eastern HSC Trust - 0300 1000 300

Southern HSC Trust - 0800 7837 745

Western HSC Trust - 028 7131 4090



APPENDIX 2

TUSLA AREA MANAGEMENT STRUCTURES AND HEALTH & SOCIAL CARE AREAS



An Ghníomhaireacht um
Leanaí agus an Teaghlach
Child and Family Agency



Northern HSC Trust 0300 1234 333

Belfast HSC Trust 028 9050 7000

South Eastern HSC Trust 0300 1000 300

Southern HSC Trust 0800 7837 745

Western HSC Trust 028 7131 4090

APPENDIX 3

HEALTH AND SOCIAL CARE TRUSTS CONTACT DETAILS

Health and Social Care Trusts in Northern Ireland/Gateway Teams

If you have concerns about a child you must seek advice from professionals. If you think a child or young person under the age of 18 years is being abused or neglected, please contact the Gateway team in your local Health and Social Care Trust (contact numbers below). Do this as soon as you can and before the situation gets any worse.

If you believe that a child or young person is at immediate risk, this should be reported without delay to the police service as a 999 emergency and contact should also be made to your local Health and Social Care (HSC) Trust:

Gateway Teams

Northern HSC Trust - 0300 1234 333

Belfast HSC Trust - 028 9050 7000

South Eastern HSC Trust - 0300 1000 300

Southern HSC Trust - 0800 7837 745

Western HSC Trust - 028 7131 4090

OUT OF HOURS DUTY SOCIAL WORKER

(028) 95049999

(After 5pm weekdays, weekends and public holidays)

You can talk with an NSPCC counsellor for free, 24 hours a day. Call 0808 800 5000.



Northern HSC Trust 0300 1234 333

Belfast HSC Trust 028 9050 7000

South Eastern HSC Trust 0300 1000 300

Southern HSC Trust 0800 7837 745

Western HSC Trust 028 7131 4090

APPENDIX 4

TUSLA DEDICATED CONTACT POINTS

| AREA | TEL: NO | ADDRESS |
|--|-------------|---|
| SOUTH | | |
| Carlow- The duty social work office covering Carlow is located in Tipperary | 052 6177302 | Tusla-Child and Family Agency, Yellow House, Wester Road, Clonmel, Co Tipperary, E91 PR83 |
| Kilkenny - The duty social work office covering Kilkenny is located in Tipperary | 052 6177302 | Tusla-Child and Family Agency, Yellow House, Wester Road, Clonmel, Co Tipperary, E91 PR84 |
| Tipperary- South | 052 6177302 | Tusla-Child and Family Agency, Yellow House, Wester Road, Clonmel, Co Tipperary, E91 PR85 |
| Wexford | 053 9185680 | Tusla-Child and Family Agency, Ely House, Ferrybank, Co Wexford |
| Waterford - The duty social work office covering waterford is located in Wexford | 053 9185680 | Tusla-Child and Family Agency, Ely House, Ferrybank, Co Wexford |
| Cork | 021 4923493 | Tusla-Child and Family Agency, Block 36, St. Finbarr's Campus, Douglas Road, Cork |
| Kerry - South | 066 7184501 | Tusla-Child and Family Agency, Rathass, Tralee, Co Kerry, V92 YA25 |
| WEST | | |
| Clare- The duty social work office covering Clare is located in Limerick | 061 588688 | Tusla-Child and Family Agency, Unit 3, St. Camillus Hospital, Shelbourne Road, Limerick |
| Limerick | 061 588688 | Tusla-Child and Family Agency, Unit 3, St. Camillus Hospital, Shelbourne Road, Limerick |
| Tipperary North- The duty social work office covering Tipperary North is located in Limerick | 061 588688 | Tusla-Child and Family Agency, Unit 3, St. Camillus Hospital, Shelbourne Road, Limerick |
| Cavan West- The duty social work office covering Cavan West is located in Sligo | 071 9155133 | Tusla-Child and Family Agency, Markievicz House, Barrack St, Sligo |
| Donegal | 074 9123672 | Tusla-Child and Family Agency, Millennium Court, Pearse Road, Letterkenny, Co Donegal |
| Leitrim- The duty social work office covering Leitrim is located in Sligo | 071 9155133 | Tusla-Child and Family Agency, Markievicz House, Barrack St, Sligo |
| Galway | 091 546235 | Tusla-Child and Family Agency, 25 Newcastle Road, Galway |
| Mayo | 094 9049137 | Tusla-Child and Family Agency, 1st Floor, Mill Lane, Bridge Street, Castlebar, Mayo |
| Roscommon- The duty social work office covering Roscommon is located in Galway | 091 546235 | Child and Family Agency, 25 Newcastle Road, Galway |
| Sligo | 071 9155133 | Tusla-Tusla-Child and Family Agency, Markievicz House, Barrack St, Sligo |

| AREA | TEL: NO | ADDRESS |
|---|--------------|---|
| DUBLIN MID LEINSTER | | |
| Dublin South East | 01 9213400 | Tusla-Child and Family Agency, Unit 9, Nutgrove Retail Park, Churchtown, Dublin 14 |
| Wicklow- The duty social work office covering Wicklow is located in Churchtown | 01 9213400 | Tusla-Child and Family Agency, Unit 9, Nutgrove Retail Park, Churchtown, Dublin 14 |
| Laois- The duty social work office covering Offaly is located in Westmeath | 044 9353997 | Tusla-Child and Family Agency, Primary Care Centre, Harbour Road, Mullingar, Co Westmeath |
| Longford- The duty social work office covering Offaly is located in Westmeath | 044 9353997 | Tusla-Child and Family Agency, Primary Care Centre, Harbour Road, Mullingar, Co Westmeath |
| Offaly- The duty social work office covering Offaly is located in Westmeath | 044 9353997 | Tusla-Child and Family Agency, Primary Care Centre, Harbour Road, Mullingar, Co Westmeath |
| Westmeath | 044 9353997 | Tusla-Child and Family Agency, Primary Care Centre, Harbour Road, Mullingar, Co Westmeath |
| Dublin South Central | 076 6955749 | Tusla-Child and Family Agency, Bridge House, Cherry Orchard Hospital, Dublin 10 |
| Dublin South West- The duty social work office covering Dublin South West is located in Kildare | (045) 920000 | Tusla-Building 2, Vista Primary Care Centre, Ballymore Road, Naas, Kildare, W91 HT2X |
| Kildare | (045) 920000 | Tusla-Building 2, Vista Primary Care Centre, Ballymore Road, Naas, Kildare, W91 HT2X |
| Wicklow West- The duty social work office covering West Wicklow is located in Kildare | (045) 920000 | Tusla-Building 2, Vista Primary Care Centre, Ballymore Road, Naas, Kildare, W91 HT2X |
| DUBLIN NORTH EAST | | |
| Cavan- The duty social work office covering Cavan is located in Monaghan | 047 30475 | Tusla-Child and Family Agency, Support Services Building, Rooskey, Monaghan |
| Monaghan | 047 30475 | Tusla-Child and Family Agency, Support Services Building, Rooskey, Monaghan |
| Dublin North | 01 8708000 | Tusla-Child and Family Agency, 180-189 Lakeshore Drive, Airside Business Park, Swords, Co. Dublin |
| Dublin North City | 01 8567704 | Tusla-Child and Family Agency, Wellmount Health Centre, Wellmount Park, Finglas, Dublin 11 |
| Louth- The duty social work office covering Louth is located in Meath | 046 9098560 | Tusla-Child and Family Agency, Meath Enterprise Centre, Trim Road, Navan, Co Meath |
| Meath | 046 9098560 | Tusla-Child and Family Agency, Meath Enterprise Centre, Trim Road, Navan, Co Meath |

Dublin is divided into 5 Tusla Areas, if you are unsure as to what your area is

please see link to find out the corresponding Tusla area

<https://www.tusla.ie/services/child-protection-welfare/contact-a-social-worker/dublin/>

APPENDIX 5

TUSLA - CHILD PROTECTION AND WELFARE REPORT FORM MANDATED PERSONS AND NON-MANDATED PERSONS (CHILDREN FIRST ACT 2015 & CHILDREN FIRST NATIONAL GUIDANCE)

Tusla - Child Protection and Welfare Report Form

TUSLA
Child Protection and Welfare Report Form
MANDATED PERSONS AND NON-MANDATED PERSONS
(Children First Act 2015 & Children First National Guidance)

Use block letters when filling out this form.
Fields marked with an * are mandatory.

1. Tusla Area (this is where the child resides)*

2. Date of Report*

3. Details of Child

| | |
|----------------|----------------|
| First Name* | Surname* |
| Male* | Female* |
| Address* | Date of Birth* |
| Estimated Age* | School Name |
| Enrolment | School Address |

4. Details of Concern*

Please complete the following section with as much detail about the specific child protection or welfare concern or allegation as possible. Include dates, times, incident details and names of anyone who observed any incident. Please include the parents and child's view, if known. Please attach additional sheets, if necessary.

Please use 'Tusla Children First - A Guide for the Reporting of Child Protection and Welfare Concerns' for additional assistance on the steps to consider in making a report to Tusla.

5. Type of Concern

| | | |
|-----------------------|--|----------------|
| Child Welfare Concern | | |
| Emotional Abuse | | Physical Abuse |
| Neglect | | Sexual Abuse |

6. Details of Reporter

| | |
|--|---------------|
| First Name | Surname |
| Address * | Organisation |
| Reporting in a professional capacity, please use your professional address | Position Held |
| Mobile No. | Telephone No. |
| Enrolment | Email Address |

TUSLA
Child Protection and Welfare Report Form
MANDATED PERSONS AND NON-MANDATED PERSONS
(Children First Act 2015 & Children First National Guidance)

Is this a Mandated Report made under Sec 14, Children First Act 2015? Yes ☐ No ☐

Mandated Person's Type

7. Details of Other Persons Where a Joint Report is Being Made

| | |
|--|---------------|
| First Name | Surname |
| Address * | Organisation |
| Reporting in a professional capacity, please use your professional address | Position Held |
| Mobile No. | Telephone No. |
| Enrolment | Email Address |

8. Parents Aware of Report

Are the child's parents/carers aware that this concern is being reported to Tusla? Yes ☐ No ☐

If the parent/carer does not know, please indicate reasons:

9. Relationships

Details of Mother

| | |
|---------------|---------------|
| First Name | Surname |
| Address | Mobile No. |
| Telephone No. | Email Address |
| Enrolment | |

Is the Mother a Legal Guardian? Yes ☐ No ☐

Details of Father

| | |
|---------------|---------------|
| First Name | Surname |
| Address | Mobile No. |
| Telephone No. | Email Address |
| Enrolment | |

TUSLA
Child Protection and Welfare Report Form
MANDATED PERSONS AND NON-MANDATED PERSONS
(Children First Act 2015 & Children First National Guidance)

Is the Father a Legal Guardian? Yes ☐ No ☐

10. Household Composition

| First Name | Surname | Relationship | Date of Birth | Estimated Age | Additional Information e.g. school, occupation, other |
|------------|---------|--------------|---------------|---------------|--|
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

11. Details of Person(s) Allegedly Causing Harm

| | |
|---------------|---------------|
| First Name* | Surname* |
| Male* | Female* |
| Address | Date of Birth |
| Estimated Age | Mobile No. |
| Enrolment | Telephone No. |
| Occupation | Email Address |
| Position Held | Organisation |

Relationship to Child

Address at time of alleged incident

If name unknown please indicate reason

First Name*

Male*

Female*

Address

Date of Birth

Estimated Age

Mobile No.

Telephone No.

Email Address

Occupation

Position Held

Relationship to Child

Address at time of alleged incident

If name unknown please indicate reason

TUSLA
Child Protection and Welfare Report Form
MANDATED PERSONS AND NON-MANDATED PERSONS
(Children First Act 2015 & Children First National Guidance)

12. Name and Address of Other Organizations, Personnel or Agencies Known to be Involved Currently or Previously with the Family

| Profession | First Name | Surname | Address | Contact Number | Recent Contact e.g. 14/9 months ago |
|-----------------------|------------|---------|---------|----------------|--|
| Social Worker | | | | | |
| Public Health Nurse | | | | | |
| G.P. | | | | | |
| Hospital | | | | | |
| School | | | | | |
| Neighbour | | | | | |
| Police/ Garda/ Gárdaí | | | | | |
| Other | | | | | |

13. Any Other Relevant Information, including any Previous Contact with the Child or Family

Please ensure you have indicated if this is a mandated report in section 6.
Thank you for completing the report form.

In completing this report form you are providing details on yourself and on others. Details such as name, address and date of birth fall under the definition of 'Personal Data' in the Data Protection Acts, 1988 & 2003. Tusla has a responsibility under these Acts in its capacity as a Data Controller to, amongst other things, obtain and process this data fairly, keep it safe and secure, and to keep it for a specified lawful purpose. That purpose is to fulfil our statutory responsibility under the Child Care Act 1991 to promote the protection and welfare of children. Tusla may, during the course of the assessment of this report disclose such Personal Data to other agencies including An Garda Síochána. Further details about Tusla's responsibilities as a Data Controller and your rights as a Data Subject can be found on our website, www.tusla.ie. As you are providing Personal Data on others, you are a Data Processor. We ask that you only provide those details that are necessary for the report and that you keep this report and the Personal Data contained in it secure from unauthorised access, disclosure, destruction or accidental loss.

14. For Completion by Tusla Authorised Person on Receipt of Report

Report Received by

| | | |
|------------|---------|------|
| First Name | Surname | Date |
|------------|---------|------|

Mandated Report Acknowledgement by

| | | |
|------------|---------|------|
| First Name | Surname | Date |
|------------|---------|------|

TUSLA
Child Protection and Welfare Report Form
MANDATED PERSONS AND NON-MANDATED PERSONS
(Children First Act 2015 & Children First National Guidance)

| | | |
|------------|---------|-----------|
| First Name | Surname | Date Sent |
|------------|---------|-----------|

Authorised Person Signature*

Date*

Child Previously Known


Allocated Case No

The Tusla Portal allows users to securely submit Child Protection and Welfare Report Forms (CPWRFs) and Retrospective Abuse Report Forms (RARFs) to Tusla online. To use the Tusla Portal, you will first need to create a user account. Please see link to portal <https://www.tusla.ie/children-first/web-portal>

APPENDIX 6

RETROSPECTIVE ABUSE REPORT FORM (TUSLA)

Retrospective Abuse Report Form



Retrospective Abuse Report Form
MANDATED PERSONS AND NON MANDATED PERSONS
(Children First Act 2015 & Children First National Guidance)

Use block letters when filling out this form.
Fields marked with an * are mandatory.

1. Tusla Area (this is where the person subject to allegations of abuse resides (PSAA))*

2. Date of report*

3. Date information was received by reporter*

4. Reporter details if third party*

| | |
|---|---------------|
| First name | Surname |
| Address if reporting in a professional capacity, please use your professional address | Position held |
| Mobile no. | Telephone no. |
| Email address | |
| Enrolment | |

Reporter's relationship to adult complainant


Is this a mandated report made under Sec 14, Children First Act 2015? Yes ☐ No ☐

Mandated person's type

5. Details of other persons where a joint report is being made

| | |
|---|---------------|
| First Name | Surname |
| Address if reporting in a professional capacity, please use your professional address | Position held |
| Mobile no. | Telephone No. |
| Enrolment | Email Address |

| | |
|---|---------------|
| First Name | Surname |
| Address if reporting in a professional capacity, please use your professional address | Position held |
| Mobile no. | Telephone No. |
| Enrolment | Email Address |



Retrospective Abuse Report Form
MANDATED PERSONS AND NON MANDATED PERSONS
(Children First Act 2015 & Children First National Guidance)

6. Details of person disclosing abuse (adult complainant)*

| | |
|----------------------------|---------------|
| First name | Surname |
| Address | Position held |
| Date of birth | Estimated age |
| Previous address, if known | |
| Telephone No. | |
| Enrolment | |

7. Type of abuse being reported*

| | |
|-----------------|----------------|
| Emotional abuse | Physical abuse |
| Neglect | Sexual abuse |


8. Details and description of alleged abuse*

| | |
|---------------------------|--------------------------------|
| Date of alleged abuse | Period of alleged abuse |
| Location of alleged abuse | Reason for report at this time |

Further detail (include, if known, age of adult complainant at time of abuse, age of PSAA at time of abuse). Please attach additional sheets if necessary.

9. Details of person subject to allegations of abuse (PSAA)

| | |
|---------------|---------------|
| First name* | Surname* |
| Address | Position held |
| Date of birth | Estimated age |
| Mobile no. | Telephone no. |
| Enrolment | Email address |
| Occupation | |



Retrospective Abuse Report Form
MANDATED PERSONS AND NON MANDATED PERSONS
(Children First Act 2015 & Children First National Guidance)

10. Details of PSAA's social and employment status

11. PSAA household composition

| First name | Surname | Relationship | Date of birth | Estimated age | Additional information, e.g. school, occupation, etc. |
|------------|---------|--------------|---------------|---------------|---|
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

12. Does the PSAA have contact with children? Yes ☐ No ☐

If yes, please complete information below. If No, proceed to 11.

Details of child

| | |
|--|----------------------|
| First name | Surname |
| Address | Position held |
| Mobile no. | Telephone no. |
| Enrolment | Email address |
| Parent/carer's names | Parent/carer's names |
| Relationship to adult complainant | Relationship to PSAA |
| Frequency of contact, if known | |
| Male <input type="checkbox"/> Female <input type="checkbox"/> Unknown <input type="checkbox"/> | |


Please attach additional sheets for additional children, if necessary.

13. Based on information known at this time, is the PSAA known to the Tusla Social Work Department? Yes ☐ No ☐

If yes, please provide detail:

14. Based on information known at this time, is the adult complainant known to the Tusla Social Work Department? Yes ☐ No ☐

If yes, please provide detail:



Retrospective Abuse Report Form
MANDATED PERSONS AND NON MANDATED PERSONS
(Children First Act 2015 & Children First National Guidance)

15. Based on information known at this time, has a report been made to An Garda Síochána? Yes ☐ No ☐

| | |
|-----------------|-------------------------|
| Garda name: | Telephone no. |
| Garda district: | Email: |
| Address: | PULSE ID number: |
| Enrolment | Date modification made: |
| | Next report made: |

16. Is the PSAA aware of this report? Yes ☐ No ☐

If yes, please provide further details:

17. Any additional information Yes ☐ No ☐

Please provide any further information that will assist Tusla in assessing and prioritising this report:

In completing this report form you are providing details on yourself and on others. Details such as name, address and date of birth fall under the definition of 'Personal Data' in the Data Protection Acts, 1988 & 2003. Tusla has a responsibility under these Acts in its capacity as a Data Controller to, amongst other things, obtain and process this data fairly; keep it safe and secure; and to keep it for a specified lawful purpose. That purpose is to fulfil our statutory responsibility under the Child Care Act 1991 to promote the protection and welfare of children. Tusla may, during the course of the assessment of this report disclose such Personal Data to other agencies including An Garda Síochána. Further details about Tusla's responsibilities as a Data Controller and your rights as a Data Subject can be found on our website, www.tusla.ie. As you are providing Personal Data on others, you are a Data Processor. We ask that you only provide those details that are necessary for the report and that you keep this report and the Personal Data contained in it secure from unauthorised access, disclosure, destruction or accidental loss.

Please ensure you have indicated if this is a mandated report in section 2.
Thank you for completing the report form.


18. For completion by Tusla authorised person on receipt of report

Report received by

| | | |
|------------|---------|------|
| First name | Surname | Date |
|------------|---------|------|

Mandated report acknowledgement by

| | | |
|------------|---------|-----------|
| First name | Surname | Date sent |
|------------|---------|-----------|



Retrospective Abuse Report Form
MANDATED PERSONS AND NON MANDATED PERSONS
(Children First Act 2015 & Children First National Guidance)

Authorised person signature*

Date*

Child previously known to the Tusla Social Work Department? Yes ☐ No ☐

Allocated case no.

Please see link to Tusla website for the Retrospective Abuse Report Form
https://www.tusla.ie/uploads/content/Retrospective_Abuse_Report_Form_FINAL.pdf

Guidance for Dealing with & Reporting Allegations or Concerns of Abuse

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APPENDIX 7

TEMPLATE REPORTING FORM (GATEWAY TEAM REPORT)

This is a sample template incident form that may assist in recording and compiling information prior to making a report to your local Health and Social Care Trust

HSC contact details are available in Appendix 3

| | |
|---|-----------------------------------|
| Club or Agency: | (Insert Club / Organisation Name) |
| Your name: | |
| Your position: | |
| Child's name: | |
| Child's address: | |
| Parents/carers Names & Address: | |
| Child's date of birth: | |
| Date and time of any incident: | |
| Your observations: | |
| Exactly what the child said and what you said: (Remember; do not lead the child – record actual details. Continue on separate sheet if necessary) | |
| Action taken so far: | |
| Designated Liaison Person Informed; Yes <input type="checkbox"/> No <input type="checkbox"/> | |
| External agencies contacted (date & time) | |

| | |
|---|--|
| Police Yes <input type="checkbox"/> No <input type="checkbox"/> | If yes – which: Name and contact number: Details of advice received: |
| Social services Yes <input type="checkbox"/> No <input type="checkbox"/> | If yes – which: Name and contact number: Details of advice received: |
| Sport Governing body Yes <input type="checkbox"/> No <input type="checkbox"/> | Name and contact number: Details of advice received: |
| Local Council or Education Department Yes <input type="checkbox"/> No <input type="checkbox"/> (If appropriate) | If yes – which: Name and contact number: Details of advice received: |
| Other (e.g. NSPCC) | Which: Name and contact number: Details of advice received: |

Signature

Date

Remember to maintain confidentiality on a need to know basis – only if it will protect the child. Do not discuss this incident with anyone other than those who need to know.

NB. A copy of this form should be sent to social services after the telephone report and to the Association's National Designated Liaison Person.

APPENDIX 8

GAELIC GAMES ASSOCIATIONS (INTERNAL) REPORTING ALLEGATIONS OF ABUSE FORM

Reported Allegations of Abuse Form – internal reporting form

While this document should be forwarded in the first instance to the National Designated Liaison Person and may be used for internal Association purposes please be aware that the document

may also be required by the relevant statutory authorities should they wish to investigate this matter further. The contents of this form should not be shared with any other person, except with the prior knowledge and permission of the National DLP.

| | |
|---|--|
| Club: | |
| County: | |
| Club Designated Liaison Person: | |
| County Designated Liaison Person: | |
| Child's name: | |
| Child's address: | |
| Parent/Guardian Name: | |
| Child's date of birth: | |
| Date and time of any incident: | |
| What was observed or reported and by whom: | |
| Exact details of what was reported to the Club, County, Provincial Designated Liaison Person or other Association member: | |
| Action taken so far: | |

| | |
|--|--|
| Designated Liaison Person Informed; Yes <input type="checkbox"/> No <input type="checkbox"/> Name: | |
| (Please state if Club, County, Provincial or National Designated Liaison Person has been informed) | |
| Decision taken by Club Designated Liaison Person and reasons for decision taken: | |
| | |
| This report has been forwarded to: | |
| Date and time: | |

Signature

Date

This form should be forwarded as a matter of urgency to the Associations National Designated Liaison Person (see page 23).

The contents of this report should not be shared with anyone other than those who need to know.

Should it be necessary please use additional pages to complete this form accompanied by any other relevant documentation.

APPENDIX 9

THE CHILDREN'S OFFICER

The Children's Officer at Club and County level

The role of Children's Officer is central to the implementation of the Code of Behaviour (Underage) at both Club and at County level. The Club and County Children's Officer shall have as their primary aim the establishment of a child and youth centred ethos within their Club and County and will be viewed by many as the link between the children/young people or their parents and the Association. Persons chosen as Children's Officers shall have the confidence of parents, mentors and children alike as somebody that can represent the views of others and ensure that the club acknowledges and delivers upon their child safeguarding responsibilities at all times.

Club Children's Officer

The Club Children's Officer shall be a person of high integrity, shall have good communicative skills and shall be knowledgeable themselves as to how the Club can ensure the rights of young people are respected and maintained. It is the responsibility of the Children's Officer to regularly report to their Club Executive or Management Committee on how Club Policy and procedures and the participation of young people in the club may be impacting on the welfare and safeguarding of underage players and their coaches/mentors.

The Club Children's Officer should;

- Promote greater awareness within the Club of the Code of Behaviour (Underage) and participate fully on the Club Executive
- Ensure, in as far as possible, that all Players, Coaches/Team mentors, Parents/Guardians, Officials and spectators adhere to the Code of Behaviour (Underage)
- Distribute copies of the joint Code of Behaviour (Underage) at club level and ensure that all mentors in particular sign and abide by the Code
- Liaise with parents of underage players and ensure that they are aware of and understand the basic elements of the Code of Behaviour (Underage) and that they, with their son/daughter, sign the Code of Behaviour (Underage)
- Influence policy and practice within the Club in order to prioritise children's and young people's needs
- Promote greater consultation with underage players and participation by them in club activities and planning
- Encourage the involvement of parents/guardians in organising Club activities and to co-operate with parents in ensuring that every young person enjoys his/her involvement with the Club
- Establish good links with local schools involved in the promotion of Gaelic Games
- Liaise with Coiste Na nÓg to ensure that the "child centred ethos" is being adhered to through coaching and games development
- Develop good practice procedures in the recruitment and selection of persons working with young people in the Club
- Assist, or oversee if deemed appropriate, Garda Vetting and/or Access NI E-Application process as applicable to the jurisdiction of the Club
- Monitor, in association with team coaches, any significant drop out rates, lack of attendance or Club transfers of underage players and report accordingly to the Club Executive or Management Committee
- Maintain on-going contact with the County Board Children's Officer and with other Club Children's Officers in their locality
- Avail of any training provided for them at County, Provincial or National level
- Assist with the organising of the delivery of the Child Protection in Sport Awareness workshops and other appropriate training in consultation with the Club's Designated Liaison Person
- Ensure that all coaches/mentors and managers of underage teams have fulfilled the minimum requirement of vetting, attendance at relevant child safeguarding training and have a minimum coaching qualification

Club Children's Officers do not have the responsibility to validate child protection allegations or concerns within the Club. The liaison person appointed by the Club to deal with such concerns is the Club's Designated Liaison Person as per the Guidance for Dealing with & Reporting Allegations or Concerns of Abuse.

The County Children's Officer

The County Children's Officer is a key and senior position in the promotion of child welfare and the interests of children and young people in the Association and the implementation of our Code of Behaviour (Underage).

The person chosen for this role shall have the confidence of all Clubs and in particular of the Club Children's Officers within the County.

The County Children's Officer shall;

- Assist Club Children's Officer in identifying their roles at Club level and the manner in which they may implement an annual work plan to deliver upon such roles
- Promote the Code of Behaviour (Underage) at County level
- Coordinate, with the assistance of Club Children's Officers, the delivery of the Child Protection in Sport Awareness Workshops at Club level throughout the County
- Assist where necessary the County Vetting Coordinator in the processing of vetting applications of all persons working in any capacity with children and young people. on behalf of our Associations
- Influence policy and practice within the County with the assistance of Club Children's Officer so as to prioritise the welfare needs of children and young people in the Association
- Promote greater consultation with underage players and participation by them in Club and County activities

- Encourage and promote the involvement of parents/guardians in our activities at County level
- Liaise with the County Bord na nÓg and Coaching & Games Development to ensure that the "child centred ethos" is being adhered to throughout the County as required
- Develop good practice procedures in the recruitment and selection of persons working with young people and ensure that such procedures are adhered to by all Clubs
- Monitor, in association with Club Children's Officers, any significant drop out rates, lack of attendance or significant Club transfers of underage players and report accordingly to the County or other appropriate forum
- Maintain on-going contact with the Club Children's Officers and with the National Children's Office as appropriate
- Avail of any training provided for them at County, Provincial or National level

County Children's Officers do not have the responsibility to validate child protection allegations or concerns at County level. The liaison person appointed by the County Committee to deal with such concerns is the County Designated Liaison Person as per the Guidance for Dealing with & Reporting Allegations or Concerns of Abuse.

APPENDIX 10

CHILD PROTECTION LEGISLATION & GUIDELINES

Reference is made below to key Child Protection Legislation and Guidelines which are deemed relevant to the role of Designated Liaison Persons at Club, County or Provincial level.

United Nations Convention on the Rights of the Child

The United Nations Convention on the Rights of the Child is a set of minimum standards that promotes the rights of the child worldwide. It contains many key Articles that have influenced national childcare and welfare legislation including the definition of a child as a person under 18 years of age. It specifically outlines non discrimination rights and the rights of the child to express their opinion and to be heard. The Convention is a binding international treaty and all signatories are subject to monitoring on how they implement the Convention in their own Country.

Safeguarding Guidance for Children & Young People in Sport (2019)

Safeguarding Guidance published by Sport Ireland and Sport NI developed to assist National Governing Bodies of Sport (NGBs) and clubs in meeting their child safeguarding and child protection responsibilities. It addresses issues relating to the roles and responsibilities of all involved in children's sport and underpins the importance of policies and procedures in providing quality leadership for children. The Code outlines principles of good practice and child protection policy and procedures. The joint Code of Behaviour (Underage), published by the Gaelic Games Associations, incorporates the basic principles of the Safeguarding Guidance document and is reflected in the Gaelic Games Child Safeguarding Training Programme.

Child Care Act 1991

This is the key piece of legislation which regulates childcare policy in Ireland. Under this Act Tusla has a statutory responsibility to promote the welfare of children who are not receiving adequate care and protection. If it is found that a child is not receiving adequate care and protection, Tusla has a duty to take appropriate action to promote the welfare of the child. This may include supporting families in

need of assistance in providing care and protection to their children. The Child Care Act also sets out the statutory framework for taking children into care, if necessary.

Protection for Persons Reporting Child Abuse Act 1998

This Act protects you if you make a report of suspected child abuse to designated officers of Tusla, the Health Service Executive (HSE) or to members of the Gardaí as long as the report is made in good faith and is not malicious. Designated officers also include persons authorised by the Chief Executive Officer of Tusla to receive and acknowledge reports of mandated concerns about a child from mandated persons under the Children First Act 2015. This legal protection means that even if you report a case of suspected child abuse and it proves unfounded, a plaintiff who took an action would have to prove that you had not acted reasonably and in good faith in making the report. If you make a report in good faith and in the child's best interests, you may also be protected under common law by the defence of qualified privilege. You can find the full list of persons in Tusla and the HSE who are designated officers under the 1998 Act, on the website of each agency (www.tusla.ie and www.hse.ie).

Criminal Justice Act 2006

Section 176 of this Act created an offence of reckless endangerment of children. This offence may be committed by a person who has authority or control over a child or abuser who intentionally or recklessly endangers a child by:

1. Causing or permitting the child to be placed or left in a situation that creates a substantial risk to the child of being a victim of serious harm or sexual abuse; or
2. Failing to take reasonable steps to protect a child from such a risk while knowing that the child is in such a situation.

Criminal Justice (Withholding of Information on Offences Against Children and Vulnerable Persons Act 2012

Under this Act, it is a criminal offence to withhold information about a serious offence, including a sexual offence, against a person under 18 years or a vulnerable person. The offence arises where a person knows or believes that a specified offence has been committed against a child or vulnerable person and he or she has information which would help arrest, prosecute or convict another person for that offence, but fails without reasonable excuse to disclose that information, as soon as it is practicable to do so, to a member of An Garda Síochána.

The provisions of the Withholding legislation are in addition to any reporting requirements under the Children First Act 2015.

National Vetting Bureau (Children and Vulnerable Persons Acts 2012-2016)

Under these Acts, it is compulsory for employers to obtain vetting disclosures in relation to anyone who is carrying out relevant work with children or vulnerable adults. The Acts create offences and penalties for persons who fail to comply with their provisions. Statutory obligations on employers in relation to Garda vetting requirements for persons working with children and vulnerable adults are set out in the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012–2016.

Children First Act 2015 and Children First Guidance

Since the enactment of the Children First Act 2015, the term is now a generic term used to encompass the guidance, the legislation and the implementation of both. Children First relates to the recognition of child abuse and neglect, the reporting of same to Tusla – the Child and Family Agency, and the best practice which organisations should adhere to so as to keep children who avail of their services safe from harm. Non statutory obligations for all persons coming into contact with children are set out in the Children First Guidance, and the Children First Act 2015 sets out additional statutory obligations for defined categories of persons and for organisations providing relevant services to children. The Gaelic Games Associations and our activities come under the term ‘relevant services to children’ as outlined in the Act and our policies, guidance, training and practices seek to ensure that we abide by our legal obligations under the Children First Act. While

the Act is not applicable in Northern Ireland our Associations by agreement that the provisions of the Act shall set the minimum standards of safeguarding practices in our Associations.

Children First Act 2015 <https://www.gaa.ie/api/pdfs/image/upload/lxqxszmowfw8g6z1evvv.pdf>

Children First Guidance <https://www.gaa.ie/api/pdfs/image/upload/y5ls1f1kepvbrtqsnh6h.pdf>

Criminal Law (Sexual Offences) Act 2017

This Act addresses the sexual exploitation of children and targets those who engage in this criminal activity. It creates offences relating to the obtaining or providing of children for the purposes of sexual exploitation. It also creates offences of the types of activity which may occur during the early stages of the predatory process prior to the actual exploitation of a child, for example, using modern technology to prey on children and making arrangements to meet with a child where the intention is to sexually exploit the child. The Act also recognises the existence of underage, consensual peer relationships where any sexual activity falls within strictly defined age limits and the relationship is not intimidatory or exploitative.

The Sex Offenders Act 2001

The main purpose of the Act is to impose a requirement on certain sex offenders to inform An Garda Síochána of their names and addresses and any changes to these details in order to ensure that this information is kept up to date. The Act provides for post release supervision of sex offenders by the Probation and Welfare Service and makes it an offence for those who seek or accept work involving unsupervised contact with children without informing the employer of their conviction. If a person is convicted of a sexual offence outside Ireland, where that offence would constitute a sexual offence in Ireland, they are subject to the same Garda notification requirements if they subsequently come to live in Ireland. If they fail to notify the Gardaí of their details, then the Gardaí can prosecute them for non-compliance or failure to comply with the requirements.

General Data Protection Regulation (GDPR), Irish Data Protection Acts 1988 – 2018 & UK Data Protection Act 2018

The above data protection legislation is intended to control how personal data is used by organisations. The GDPR places direct data processing obligations on organisations at an EU-wide level, which

APPENDIX 10 CHILD PROTECTION LEGISLATION & GUIDELINES *continued*

includes all GAA Units. GAA Units should follow the advice and guidance on the GAA website at www.gaa.ie and in the 'GDPR Repository' available on the GAA OneDrive via '@gaa.ie' accounts. The Repository is accessible in the 'Shared with Me' section of OneDrive. If you have any questions or queries in relation to data protection, please email dataprotection@gaa.ie

Legal age of sexual consent

The Sexual Offences NI Order 2008 stipulates that the legal age of sexual consent in the 6 counties is 16 years of age. The Criminal Law (Sexual Offences) Act 2006 states that the age of sexual consent is 17 years of age in the Republic of Ireland.

Co-operating to Safeguard Children and Young People in Northern Ireland (2017)

It provides the overarching policy framework for safeguarding children and young people in the statutory, private, independent, community, voluntary and faith sectors. It outlines how communities, organisations and individuals must work both individually and in partnership to ensure children and young people are safeguarded as effectively as possible.

Keeping Children Safe: Our Duty to Care 2017 (NI)⁸

Sets out the principles of best practice and how to promote the rights of children within the community and voluntary sector. It provides advice on developing safe recruitment practices and strategies on developing safe management practice and policies within organisations while clearly stating the principle that child safety is paramount. It also suggests ways that organisations could raise awareness among their staff and volunteers about child abuse and how staff should respond to accidents or complaints and alleged or suspected abuse.

The Safeguarding Vulnerable Groups (Northern Ireland) Order 2007

Amended by the Protection of Freedoms Act 2012 provides the legislative framework for the

establishment of a Disclosure and Barring Service and requirements relating to individuals who work with children and vulnerable adults. This legislation defines 'regulated activity' with children and prevents persons on barred lists from engaging in regulated activity.

Police Act (Known as Part 5 of the Police Act 1997)

This piece of legislation has now been enacted thus enabling the PSNI to disclose what is termed 'soft intelligence', i.e. non-conviction information, when they deem it appropriate. This coincided with the establishment of Access NI, the equivalent to the Criminal Records Bureau in England and Wales.

The Children (NI) Order 1995

Defines a Child as a person under 18 years of age and aims to ensure that the child's best interests are the paramount consideration in all decisions affecting the child. The Order sets out the law in relation to the responsibilities of parents and also the statutory duty of the state to protect and provide services for children. The five good practice principles of this legislation are: Paramourncy, Parental Responsibility, Prevention, Partnership and Protection.

The Criminal Law Act (NI) 1967

A key 'reporting' piece of legislation which places the responsibility on everyone to report offences or to forward information to the police by emphasising the, 'duty of every other person, who knows or believes,

- (a) that the offence or some other arrestable offences has been committed: and
- (b) that he has information, which is likely to secure, or to be material assistance in securing, the apprehension, prosecution or conviction of any person for that offence.'

Protection of Children Act 1978 (NI)

An Act to prevent the exploitation of children by making indecent photographs of them; and to penalise the distribution, showing and

⁸ First published in 2002. Current edition published in 2017

advertisement of such indecent photographs. The Act stipulates that it is an offence for a person—

1. To take, or permit to be taken, any indecent photograph of a child
2. To distribute or show such indecent photographs; or to have in his possession such indecent photographs, with a view to their being distributed or shown by himself or others
3. To publish or cause to be published any advertisement likely to be understood as conveying that the advertiser distributes or shows such indecent photographs or intends to do so.

The Sex Offenders Act 1997

This Act imposes a requirement on certain sex offenders to notify the police of their name(s) and address and any changes to these details in order to ensure that the information on sex offenders contained within the police national computer is kept fully up to date. The Act thereby implements a 'sex offenders register.'

The Sexual Offences (NI) Order 2008

The Order makes provision about sexual offences including the offences of rape, sexual assault and causing a person to engage in sexual activity without consent. It specifically makes provision

relating to sexual offences against children and about sexual offences against a person with a mental disorder. The Sexual Offences Order sees the creation of new offences and increased tariffs for those who harm children. Part 2 of the act was implemented in 2003 which focused on the registration of those convicted and their management. This Order modifies the Sex Offenders Act 1997 to provide for a court to have the power to make a restraining order when sentencing a sex offender.

The Sexual Offences Act 2003 (NI)

This legislation means that people who have been cautioned or convicted for sexual offences on or after 1 September 1997, or who have been released from prison on or after that date, having been convicted for sexual offences must notify the police of certain details including name(s), address(es), date of birth, National Insurance Number etc. This process is sometimes referred to as 'signing the sex offender's register' and offenders are required to notify for periods which are determined by the sentence handed down by the Courts.

APPENDIX 11

MANDATED PERSON

MANDATED PERSONS

Children First Act 2015 places a legal obligation on certain people, many of whom are professionals, to report child protection concerns at or above a defined threshold to Tusla - Child and Family Agency 'as soon as practicable'. These mandated persons must also assist Tusla, on request, in its assessment of child protection concerns about children who have been the subject of a mandated report.

Mandated persons are people who have contact with children and/or families who, by virtue of their qualifications, training and experience, are in a key position to help protect children from harm. Mandated persons include key professionals working with children in the education, health, justice, youth, sports and childcare sectors.

Tusla has two forms for reporting child protection and welfare concerns – the Child Protection and Welfare Report Form (CPWRF) and the Retrospective Abuse Report Form (RARF). The Child Protection and Welfare Report Form is to be completed and submitted to Tusla for concerns about children under the age of 18. The Child Protection and Welfare Report Form is to be completed and submitted to Tusla for concerns about children under the age of 18. The Retrospective Abuse Report Form is to be completed and submitted to Tusla for cases of adults disclosing childhood abuse, aka Retrospective Abuse. Both these Forms can be completed online using the Tusla portal.

The majority of volunteers in sports clubs are not mandated persons. A mandated person is normally a paid professional. However, there are some situations where a paid professional who is volunteering in a sports club may be regarded as a mandated person.

These may include, but may not be limited to:

- A person who is employed by a sports club or sports organisation to be the
- 'safeguarding officer, child protection officer' and 'is employed for the purpose of performing

the child welfare and protection function' of the sporting organisation, is a mandated person. This does not apply to DLPs in local clubs

- A member of An Garda Síochána, who is a mandated person 24/7
- A physiotherapist, who acting in their role as a physiotherapist for the sports club.
- A doctor or nurse, whose role in the Club is that of a doctor or nurse
- administering medical assistance
- A counsellor, whose role in the club is that of providing counselling

Volunteers in our Associations are not identified as mandated persons but will continue to report any allegations or concerns of child abuse, internally in their Association as per Association rules and externally to the relevant statutory authority as per legislation.

Please note that, in order to be considered to be a mandated person in a volunteer role in a club, the person is performing the function of the profession or qualification that deems them to be a mandated person. For example, a physiotherapist whose role in the club is as the manager of the U10 team and who is not engaging in the role of a physiotherapist in the club, is not a mandated person in the club. Remember: all persons, mandated or not, must always report child protection or welfare concerns to Tusla, if they have reasonable grounds for concern about a child.

Mandated Persons have two main legal obligations under the Children First Act 2015. These are:

- To report the harm of children above a defined threshold to Tusla
- To assist Tusla, if requested, in assessing a concern which has been the subject of a mandated report
- Each of the Gaelic Games Associations selected a Mandated Person, who due to their

child safeguarding employment roles also assume the Mandated Person role. This is in accordance with Section 2 of the Children First Act 2015.

The threshold for making a mandated report

A mandated person, in accordance with legislation, is required to report any knowledge, belief, or reasonable suspicion that a child has been harmed, is being harmed, or is at risk of being harmed, to the Authorised Person within Tusla or similarly as we require to the HSC Trust Gateway Team.

The threshold of harm for each category of abuse at which mandated persons have a legal obligation to report concerns should be known by a mandated person.

“Harm” means, in relation to a child:

- (a) assault, ill-treatment or neglect of the child in a manner that seriously affects or is likely to seriously affect the child’s health, development or welfare, or
- (b) sexual abuse of the child

Joint Reporting

A mandated person can make a report jointly for example with a Club or County DLP and there is nothing to prevent the mandated person from providing a copy of the mandated report submitted to Tusla for the information of the Designated Liaison Person if it is deemed appropriate.

The legal obligations however under legislation, to report mandated concerns, rest with the Mandated Person and not with the DLP.

If a concern does not reach the threshold for mandated reporting, but there is a belief that it gives grounds for reasonable concern about the welfare or protection of a child, then the matter should be reported to the relevant statutory authority, i.e. Tusla or the Gateway team.

County Boards and Clubs do not select or appoint a Mandated Persons but individuals who fall under the list of those identified as Mandated Persons under Schedule 2 of the Children First Act 2015 may in the event of them fulfilling their professional roles in a Club or County setting be recognised Mandated Persons.

The GAA, LGFA, Camogie and Handball have identified four key staff members, who due to their employment role and functions are Mandated Persons in their Association. The respective Mandated Persons in the GAA, LGFA and Camogie also fulfil the role of National Designated Liaison Person and they may be contacted at:

| | |
|-----------------|---|
| GAA | mandatedperson@gaa.ie (and for GAA Rounders) |
| Camogie | mandatedperson@camogie.ie |
| Handball | mandatedperson.handball@gaa.ie |
| LGFA | mandatedperson@lgfa.ie |

APPENDIX 12

RISK ASSESSMENT AND CHILD SAFEGUARDING STATEMENT

Clubs, County Boards, and other units of our Associations providing relevant services to children,⁹ must under legislation and in accordance with Association rules prepare and display a Child Safeguarding Statement. The Child Safeguarding Statement cannot be agreed until a Risk Assessment has been carried out.

Risk Assessment: Our Associations provide what is titled a 'relevant service to children' and must therefore complete the risk assessment and safeguarding statement process. The risk assessment considers the potential for harm to come to children while they are in our care. It should be noted that risk in this context is the risk of abuse and not general health and safety risk.

Once we recognise the potential risk, we then use the outcome of the risk assessment to draft a Child Safeguarding Statement and the Statement outlines how these risks will be managed. A risk assessment should enable us to identify any potential risks and the policies and procedures that minimise the risk by responding in a timely manner.

To assist in this process, we have designed a Risk Assessment document for the Gaelic Games Associations. <https://www.gaa.ie/the-gaa/child-welfare-and-protection/children-first>

Child Safeguarding Statement: The Child Safeguarding Statement which follows on from the risk assessment is the Statement agreed by the Club Executive or County Committee that outlines the policies and procedures which are in place to manage the risks previously identified in the risk assessment process.

A comprehensive Child Safeguarding Statement, available in draft format at <https://www.gaa.ie/the-gaa/child-welfare-and-protection/children-first> specifies our Association services, policies, codes and guidance and the principles and procedures we observe that ensures a child availing of our services is, as far as is practicable safe, from harm.

The draft Statement should be assessed and examined to ensure it addresses the safeguarding procedures in your unit.

- Review the Risk Assessment & Statement process every 24 months
- The Child Safeguarding Statement must be circulated to all members, must be signed, contain the Club/County logo as appropriate, must contain the name of the first point of contact in respect of the statement and must be displayed publicly
- Where one overall Committee at Club level caters for the promotion of our games at underage level you are only obliged to complete one Statement procedure. If a Club has more than one Committee, e.g. a GAA, or Camogie or LGFA, then each Committee may complete their own risk assessment or agree to produce a joint Child Safeguarding Statement

⁹ The term relevant service describes many areas of work and services for children including education, recreational, leisure, social or physical activities, supervision, health, disability, with children education, health, disability, residential care and more. The term encompasses all services provided by the Gaelic Games Associations for underage members.

APPENDIX 13

CHILD SAFEGUARDING TRAINING

Safeguarding Guidance for Children & Young People in Sport: Child Safeguarding Training is now a mandatory requirement in law for those who work with children. This requirement applies to our coaches, managers and others who fulfil a role of responsibility or a regulated role with children, on our behalf. The Gaelic Games Associations deliver three levels of safeguarding training:

Safeguarding 1: Child Protection in Sport Awareness Workshop is a face to face workshop primarily for coaches, managers and mentors of underage teams.

Safeguarding 2: Club Children's Officer Workshop.

Safeguarding 3: Designated Liaison Person's Workshop.

The three training programmes are based on the Sport Ireland/Sport NI safeguarding programmes and have been enhanced so as to reflect the contents of our Code of Behaviour (Underage) and the Guidance for Dealing and Reporting Allegations or Concerns of Abuse and the general ethos of our Associations, our procedures and our practices.

All three programmes are delivered in workshop format with attendees receiving a recognised certificate of attendance which is valid for three years. All workshops are delivered by qualified Safeguarding Tutors under the direction of our Child Safeguarding Training Committee.

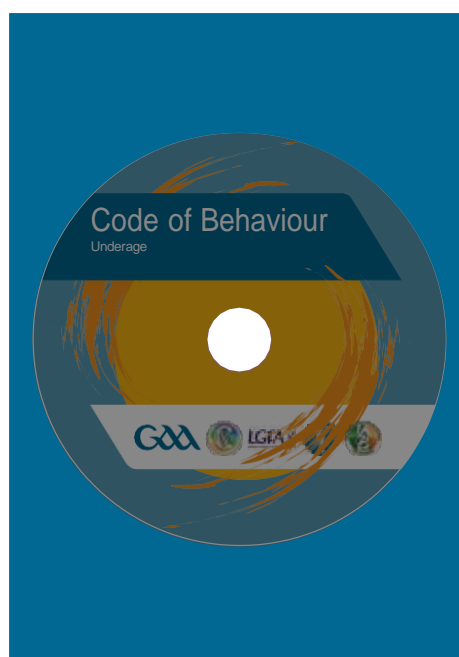
Any person working on our behalf as a coach/mentor, a Children's Officer or a DLP must have attended the recognised child safeguarding training programme relevant to their roles.

If a person has attended a non-Gaelic Games Child Protection Safeguarding 1 Workshop with another Sports Association or a Local Sports Partnership (LSP) they must then, in advance of taking up a role as an underage coach, undertake the new on-line Child Safeguarding Programme so as to familiarise themselves with our agreed safeguarding policies, procedures and in particular our joint Code of Behaviour (Underage) or they may attend the Gaelic Games Safeguarding 1 Workshop.

Online Refresher

The new on-line training programme is available free of charge by accessing <https://www.gaa.ie/the-gaa/child-welfare-and-protection/safeguarding-training>

The Gaelic Games Associations also provide safeguarding training for referees and for stewards as part of their internal training courses.



APPENDIX 14

CHILD SAFEGUARDING STRUCTURES IN INDEPENDENT, AMALGAMATED AND COMBINED TEAMS

In the GAA, LGFA and Camogie provision is made to enable Clubs who are unable to field a team due to the lack of players at a specified age group to join with another Club/Clubs and for their players to play with another team. In accordance with the rules of each Association permission must be sought and granted for this to happen. This section of the Guidance outlines Child Safeguarding Guidance for these Independent, Combined and Amalgamated Teams.

Gaelic Athletic Association (GAA)

In the **GAA**, and in accordance with Rule 3.19 (n) and Rule 6.8, two or more Club(s) that are unable to field a Club team at U.21/20, U.17 or younger age-grades may seek permission from the County Committee for their players to play with another team.

If there are five players or more involved, they must play on an 'Independent Team'.

In the first instance an Independent Team can only come about when the Executive Committees of two or more GAA clubs decide to form an Independent Team and get the consent of their County Committee.

A player must be a registered member of his Club in order to play on an Independent Team and he remains a registered member of his Club, during and after the period he is playing on the Independent Team.

Camogie Association

In the **Camogie Association**, and in accordance with Rule 28.5, where Clubs have insufficient numbers of players to compete in underage or adult competitions, they may combine with a team from only one other specific club to participate in underage or adult competitions, subject to prior approval from the unit in charge of the competition.

A team is deemed to be a combined team if it comprises three or more players from a different club. where teams combine under Rules 28.5 and 28.6 players' registrations and player grading will remain with their home club.

Ladies Gaelic Football Association (LGFA)

In the LGFA rule 136 (c) states that 'in exceptional circumstances, and in accordance with rule, where Clubs are not in a position to field Under 12, Under 14, Under 16 or Under 18 teams from their own resources, permission may be obtained from the County Board, for the players of not more than two Clubs in this position, to form an amalgamated Under 12, Under 14, Under 16, or Under 18 team.

The amalgamated team may not apply under Rule 136 (d) for permission for any player or players from another Club to play with the said amalgamated team.

LGFA rules also include other conditions regarding the timelines attached to such applications and the necessity to obtain permission from the relevant County Board.

Applications to form an amalgamated Under 12, Under 14, Under 16, or Under 18 team, must be made on an annual basis prior to the commencement of the competition or a date set earlier by the County Board, whichever is the earliest. The application shall set out the circumstances and details for such a request in full and must receive sanction from the County Board in charge. Other interpretations of amalgamated teams are addressed under LGFA Rule 188.

Child Safeguarding Guidance for Independent/ Amalgamated/Combined Teams?

The provisions of the Code of Behaviour (Underage) and the Guidance for Dealing with & Reporting Allegations or Concerns of Abuse apply to all Clubs and teams and in this instance to Independent Teams.

Children's Officer - Each Club Executive must agree to nominate and ratify one of the Club Children's Officers to act as Children's Officer for the Independent Team from AGM to AGM.

Club Executives may agree to put arrangements in place to change or rotate this appointment as appropriate as long as it is ratified annually by each Club Executives. The Clubs may decide to have the same individual or the same Club continue holding

this position if it suits the Clubs as long as that decision is both taken and ratified annually.

Designated Liaison Person - Similarly, each Club Executive must agree to nominate and ratify one of the Club Designated Liaison Persons (DLP) for the Independent Team. (The DLP is not required to sit on the joint sub-committee).

What is there is an alleged breach of the Code of Behaviour (Underage)?

In the event of an alleged breach of the Code of Behaviour (Underage) the appointed Children's Officer for the Independent/Amalgamated/Combined Team and/or the person alleging the breach of the Code must make such concerns known to the Club Executive(s) of that member(s).

The matter may then in accordance with procedures be forwarded to the relevant Club Code of Behaviour Hearings Committee of that member.

In the event of an alleged breach of the Code of Behaviour (Underage) at an Independent team activity or game by a non-member of the Association, the Club to which the alleged breach is reported shall deal with the matter if appropriate in accordance with the provisions of the Code of Behaviour (Underage).





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