

Child Safeguarding Statement

November 2020

Introduction

Bord Iascaigh Mhara (BIM) is the Irish State agency responsible for developing the Irish Seafood Industry, by supporting and enabling an increase in the value creation of a sustainable Irish seafood sector across the supply chain, from catch to consumer. BIM helps to develop the Irish Seafood Industry by providing technical expertise, business support and funding, training, and promoting responsible environmental practice.

BIM currently operate two National Fishery Colleges, with coastal training units, in Greencastle, Co. Donegal and Castletownbere, Co. Cork. These colleges offer specialised training courses for individuals currently engaged and for those seeking to pursue a career in the seafood industry. BIM meet these demands by providing training options for persons from the age of 14 years upwards.

As part of any of the courses, students will attend a 3-day Basic Safety Training induction which focuses on Personal Survival Techniques, Elementary First Aid and Fire Fighting and Fire Prevention Training. Students/learners will also be provided with information in respect of BIM's child safeguarding statement and the Policy and Procedures for the Protection and Safeguarding of Children 2020.

BIM have carried out risk assessments to help eliminate and reduce potential risks to both our staff and students attending both BIM Colleges, the Coastal Training Units, and the various BIM offices. These detailed, service specific, child safeguarding risk assessments can be made available by contacting healthandsafety@bim.ie

This Child Safeguarding Statement is in compliance with the requirements of the Children First Act 2015 and of Children First National Guidelines for the Protection and Welfare of Children 2017. The statement sets out the services being provided by and the principles and procedures that are in place to ensure, as far as practicable, that a child/young person availing of, or in contact with, BIM services is safe from abuse or harm. This statement includes an assessment of risk of "harm" to a child/young person while attending or in contact with BIM services. Procedures to manage such risks are specified.

This document has been developed with reference to the following:

- Children First Act 2015
- "Children First National Guidelines for the Protection and Welfare of Children". DYCA 2017
- "Guidance on Developing a Child Safeguarding Statement" (tusla.ie)
- "What is a risk assessment?" (tusla.ie)

The legal requirement for BIM to complete a Child Safeguarding Statement

The legal requirement for BIM to complete a Child Safeguarding Statement, as a relevant service, is as follows:

Under Section 10 of the Children First Act 2015 a provider of a relevant service “shall ensure, as far as practicable, that each child availing of the service from the provider is safe from harm while availing of that service.”

Provider means in relation to a relevant service, a person

- Who provides a relevant service, and
- Who, in respect of the provision of such relevant service-
 - Employs (whether under contract of employment or otherwise) one or more than one other person to undertake any work or activity that constitutes a relevant service,
 - Enters a contract for services with one or more than one person for the provision by the person of a relevant service, or
 - Permits one or more than one person (whether or not for commercial or other consideration and whether or not as part of a course of education or training, including an internship scheme) to undertake any work or activity, on behalf of the person, that constitutes a relevant service.”

*(Reference Schedule 1 Children First Act 2015 for a full definition of relevant services,
Appendix 2 of the BIM Child Safeguarding Policy)*

Providers of such relevant services, such as BIM, are required under Section 11 (2) of the Act to:

- Undertake an assessment of any risk including the potential for harm to a child while availing of the service.
- Prepare in accordance with subsection (3) a child safeguarding statement, and
- Appoint a relevant person as the first point of contact in relation to the Child Safeguarding Statement.

Section 11(3) of the act states that such a “child safeguarding statement shall include a written assessment of the risk and, in that regard, specify the procedures that are in place:

- To manage any risks identified.
- In respect of any member of staff who is the subject of any investigation (howsoever described) in respect of any act, omission, or circumstance in respect of a child availing of the relevant service.

- For the selection or recruitment of any person as a member of staff of the provider regarding that person's suitability to work with children.
- For the provision of information and, where necessary, instruction and training, to members of staff of the provider in relation to the identification of the occurrence of harm.
- For reporting to the Agency (TUSLA, Child and Family Agency) by the provider or a member of staff of the provider (whether a mandated person or otherwise) in accordance with this act or the guidelines issued by the Minister under Section 6 (Children First National Guidelines, 2017).
- For maintaining a list of persons (if any) of the relevant service who are mandated persons, and
- For appointing a relevant person for the purposes of this part of the Act.

The relevant person for BIM is:

Sarah Delaney

T: +353 1 2144 211

E: Sarah.delaney@bim.ie

NB: Children First national guidance states that providers of relevant services should appoint a named person to lead the implementation of guiding principles and child safeguarding procedures. This person is also responsible for ensuring that the policies and procedures are aligned with best practice as set out in Children First national guidance 2017.

The named person for BIM is the Corporate Services Director:

Caroline Bocquel

T: +353 1 2144 100

E: caroline.bocquel@bim.ie

The Organisation

The following are examples of BIM's relevant services:

- Onsite and offsite college-based training of children/ young person's such as:
 - Basic Safety Training/induction Course
 - Pilot Deckhand Foundation Programme
 - Certificate in Fishmonger Skills
- NOTE: Such courses are also attended by adults.**
- Providing transition year courses or training for students

Nature of Service

BIM directly provides employment to 140 staff and has a primary function of organising national supports to the fisheries, aquaculture, and processing sectors. It has four strategic priorities for these sectors:

- Skills
- Sustainability
- Innovation
- Competitiveness

BIM is committed to helping the seafood industry reach its full potential.

NOTE: The level of work-related contact with children/young people for some of the BIM staff may be daily while for other staff it may be occasional. BIM has completed this child safeguarding statement in respect of all BIM services, both onsite and offsite. It will be the responsibility of the providers of relevant services (contractors) who are working either jointly with BIM or using the facilities, to have in place their own Children First compliant policy and procedures, for example

the Aquaculture Remote Classroom (ARC). This information should also include a completed safeguarding children risk assessment, a child safeguarding statement and confirmation that a relevant person is appointed. BIM does not have a responsibility to quality assure such documentation.

Principles to Safeguard Children

Principles to safeguard children and keep them safe from harm

BIM is committed to a child centred approach in the provision of services and the use of its facilities by all persons under 18 years. This includes in particular:

- All persons working or training within BIM under the age of 18 years.
- Transition Year students under the age of 18 years on work placements.
- Temporary staff under the age of 18 years.

BIM are committed to the following principles in safeguarding children/young people and maintaining child centred relevant services:

- That the safety and welfare of children/young people is everyone's responsibility.
- That the promotion of the welfare, health and safety of children/young people is paramount.
- That children/young people attending BIM and using the facilities are to be respected as individuals and encouraged to reach their potential, regardless of background.
- That children/young people raising welfare or abuse concerns will be treated equally and listened to by staff.
- That any identified welfare or protection concern of a child/young person that becomes known to BIM staff will be managed appropriately by the body. The response will be in compliance with best practice as set out in Children First 2017 and will adhere to BIM's Policy and Procedures for the Protection and Safeguarding of Children 2020.
- That safe management procedures are in place for all staff, covering recruitment, Garda vetting and a person's suitability to work with children.
- That designated liaison persons and mandated persons in respect of child safeguarding are identified, trained, and are known to all staff members and volunteers.
- That safe procedures are in place and implemented, to respond to an allegation of abuse of a child/young person against a staff member.
- That procedures are in place to respond to an allegation of abuse of a child by another child/young person.
- That a specific safeguarding child training plan is in place to ensure that all staff are aware of their role in keeping children safe and to raise organisational awareness of this issue.
- That BIM has developed and is maintaining clear and secure record keeping procedures in respect of child welfare and protection concerns. Such records will be retained by the Designated Liaison Person.
- That a code of behaviour is in place for staff which sets out their responsibilities in interacting with children and young people.
- That a code of behaviour is in place which outlines the responsibilities of children and young people in their interactions with each other and adults whilst attending a BIM facility or engaging with its services.



Bord Iascaigh Mhara
An Cheannoifig
Bóthar Crofton,
Dún Laoghaire,
Co. Bhaile Átha Cliath
A96 E5A0

Bord Iascaigh Mhara
Head Office
Crofton Road,
Dún Laoghaire,
Co. Dublin
A96 E5A0

T +353 (0)1 214 4100
F +353 (0)1 284 1123
www.bim.ie

- That BIM recognises the importance of multi-agency working in keeping children safe and on that basis working relationships have been developed with the relevant statutory agencies e.g. An Garda Síochana and Tusla.

Risk Assessment

As per the requirements of complying with the Children First Act 2015 BIM has completed a safeguarding children risk assessment. This is with a view to having a safeguarding plan in place which minimises the risk, as far as practicable, to any children/young people attending their facilities and/or having contact with the services.

The completed risk assessment frameworks are set out below.

NOTE: Section 11(1) (a) of the Children First Act 2015 defines risk as 'any potential for harm to a child while availing of the service'

Section 2 of the Act defines harms as 'harm means in relation to a child:

- 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
- Sexual abuse of the child, whether caused by a single act, omission or circumstances or a series or combination of acts omissions or circumstances or otherwise.

Risk Assessment Framework Part 1

Completed: June 2020 by BIM			
General Questions	Yes	No	Not Known
Do you provide a service in multiple locations?	X		
Do your staff have contact with children and families in the service you provide?	X		
Do you fund other groups/organisations to provide services to children? If yes, are they Children First compliant in terms of policy and procedures?			X

Do service level agreements and grant agreements include Children First compliance as part of the funding conditions?	X		
---	---	--	--

Risk Assessment Framework 2

The table below sets out the identified risks to the safety of children and young people, involved with or in contact with Bord Iascaigh Mhara (BIM) services and the steps taken to manage and minimise the risk of harm. These risks are relevant to BIM services.

Responsibility is placed on relevant services contracted by BIM, in contact with children, to manage the risk issues relevant to them and to take steps to minimise the risk of harm.

*Rank: L = Low, M =Medium, H = High (at point of completion of this framework)

Potential risk/harm to children identified	*Rank L/M/H	Current controls-procedure in place to manage risk identified	Future actions required-by Named Person Corporate Services Director
A named person is not appointed to ensure implementation of the Act (Children First Act 2015)	L	A named person has been identified. The details of this person are known to all staff members and contractors	Ensure the named person is aware of his/her responsibilities and that a 6 monthly report is provided to the management team on implementation and compliance with the Act and the Children First national Guidance
A declaration of guiding principles in safeguarding is not in place	L	The guiding principles for safeguarding children are contained within the BIM Child Safeguarding Statement and within the BIM Policy and procedures for the Protection and Safeguarding of Children Procedures. The statement also includes a child safeguarding risk assessment	Ensure all staff and contracted individuals or bodies are aware of the guiding principles

Key child safeguarding personnel are not in place, including designated liaison person (DLP) and mandated persons (where applicable)	L	Designated liaison person and Deputy liaison persons are in place	Ensure the safeguarding structure is established and populated by appropriately trained and experienced personnel
Contact details for DLPs are not known	L	Contact details for DLPs and mandated persons are within the safeguarding children policy and procedures document and online on the BIM website under Safeguarding Children and in safeguarding notices across sites	Ensure the safeguarding children communications plan is implemented
DLP roles are not clearly understood by all staff	L	All staff and relevant others have received briefing information in respect of the role and function of DLPs and their role as part of Children First training	Ensure the safeguarding children training plan is implemented
Mandated persons roles are not clearly understood by all staff	L	All staff and relevant others have received briefing information in respect of the role and function of mandated persons	As above in 5
A procedure for maintaining a list of mandated persons is not in place	L	A procedure for maintaining a list of mandated persons is in place and is held by the named person responsible for leading the implementation of the Act	Ensure the relevant person establishes and maintains a list of mandated persons

<p>Children First compliant procedures are not in place for reporting children first or welfare concerns – allegations, suspicions, concerns or knowledge in respect of child abuse are not reported appropriately</p>	<p>L</p>	<p>A BIM Policy and Procedures for the Protection and Safeguarding of Children 2020 document is in place which is Children First compliant</p>	<p>Ensure this document continues to be appropriate to safeguarding children by initiating a review of the content at least every 2 years or earlier if there is a material change caused by revised national guidance or new legislation</p>
<p>All staff are not aware of the need to inform TUSLA if reasonable grounds for concern are deemed to exist in respect of an allegation of abuse of a child</p>	<p>L</p>	<p>All staff have access to BIM Policy and Procedures for the Protection and Safeguarding of Children 2020. In addition, they have completed the E learning Children First module on the TUSLA.ie website.</p>	<p>Ensure the safeguarding children training plan is implemented</p>
<p>Children First compliant procedures are not in place for information sharing and recording all child protection or welfare concerns, including those which initially do not meet reasonable grounds for Concern</p>	<p>L</p>	<p>Children First compliant procedures are in place for information sharing and recording all child protection or welfare concerns in respect of children and young people. This process is managed by the DLPs</p>	<p>Ensure regular 6 monthly reports are received from the named person</p>
<p>A policy is not in place for responding to information requests on behalf of children / young people referenced in protection and welfare reports</p>	<p>L</p>	<p>A policy is in place for responding to information requests on behalf of children / young people referenced in protection and welfare reports</p>	<p>Ensure this policy is established by mid-2021</p>
<p>A clear policy on confidentiality is not in place</p>	<p>L</p>	<p>A policy in respect of confidentiality is in place</p>	<p>Ensure the relevance of this policy to safeguarding children is reviewed at a minimum every 2 years</p>

Guidance on responding to children who disclose abuse is not included in guiding principles and child safeguarding procedures	L	Guidance is in place in Policy and Procedures for the Protection and Safeguarding of Children 2020 on responding to children who disclose abuse	Ensure all staff and contracted individuals or bodies are aware of the guidance
Clear procedures are not in place for responding to adult disclosures of childhood abuse where it is identified there may be a current risk to a child	L	Procedures are in place in BIM Policy and Procedures for responding to adult disclosures of childhood abuse where it is identified there may be a current risk to a child	Ensure all staff and contracted individuals or bodies are aware of the guidance
Clear procedures are not in place for responding to allegations of child abuse against staff and volunteers	L	These procedures are in place and referenced within the BIM policy and procedures	Ensure all staff and contracted individuals or bodies are aware of the procedures
There is not a written procedure for responding to allegations made against a child or young person received by staff/volunteers	L	As above	Ensure all staff and contracted individuals or bodies are aware of the procedures
A whistleblowing policy is not in place for staff/volunteers to report concerns externally if they are inhibited, for any reasons, in reporting a concern internally	L	As above	Ensure that the relevance of this policy in respect of safeguarding children should be reviewed at a minimum of every 2 years
A Children First compliant recruitment and selection procedure is not in place regarding a person's suitability to work with children /young people	L	Safe recruitment procedures are in place, including Garda vetting for all relevant staff	Ensure that HR provide regular 6 monthly updates on the status of their compliance with Children First and safe recruitment procedures

The organisation does not have a training strategy for child safeguarding training based on a training needs analysis	L	A training strategy for Child Safeguarding training is in place for BIM	Ensure that a safeguarding children training needs analysis is completed before mid-2021
Child safeguarding training provided is not consistent with Children First national guidance 2017 and the Children First Act 2015	L	The Child Safeguarding training made available to staff is consistent with Children First national guidance 2017 and the Children First Act 2015	Ensure that all elements of the safeguarding children training plan are fully implemented
All staff/volunteers have not received child safeguarding training relevant to their role in the organisation	L	By the end of 2020, all relevant staff will have received child safeguarding training relevant to their role in the organisation. This process will be tracked by the named person and the HR service	Ensure that the relevant person and HR provide regular updates
A record of attendees of child safeguarding training is not held by the organisation	L	A record of attendees of child safeguarding training is held jointly by the named person and the HR service	As above
There are not policies and procedures in place to support the safe management of activities in involving children	L	The BIM Policy and Procedures document references procedures to support the safe management of activities involving children/young people. Health and Safety risk assessments are also completed for some activities	Ensure this is implemented internally and with external individuals and /or groups associated with BIM services or facilities.
An accident/incident procedure is not in place for children/young people	L	Reference BIM policy and procedures document	As above

Training may be in a remote location, adjacent to unprotected piers with lack of toilet facilities	L	Permission/consent form signed by parent/guardian for child over 16 years of age. A responsible person also in attendance for a child under 16 years of age	Ensure all college staff aware of procedure and responsibilities as outlined in Policy and Procedures for the Protection and Safeguarding of Children 2020
Training facility e.g. pool, may be at a distance from the BIM training facility	L	Permission/Consent form signed by parent/guardian and transportation arrangements ensured by said person	Ensure all college staff aware of procedure and responsibilities as outlined in Policy and Procedures for the Protection and Safeguarding of Children 2020
A child/young person may be in swimming pool, engineering workshop or fire training changing rooms with adults during training sessions	L	Permission/Consent form signed by parent/guardian if child under 16 years. Responsible Adult also present	Ensure all college staff aware of procedure and responsibilities as outlined in Policy and Procedures for the Protection and Safeguarding of Children 2020
There is not a code of behaviour in place for staff and contracted persons which specifies acceptable and unacceptable practice regarding interacting/working with children/young people	L	Reference BIM policy and procedures document	Ensure all managers are aware of the requirement for all staff and contracted persons to comply with this code of behaviour
There is not a code of behaviour in place for children/young people, attending or in contact with BIM services, which states the roles and responsibilities in place to encourage positive behaviour	L	Reference Safeguarding children policy and procedures document.	As above in 25

The responsibility for all staff and contracted persons to report concerns that they may have about a colleague's practice with children /young people is not clearly stated in policy	L	Reference BIM Safeguarding children policy and procedures document	Ensure that all staff and contracted persons are aware of these procedures
A disciplinary procedure is not in place	L	Disciplinary and Grievance procedure in place	Ensure that this policy is reviewed at least every 2 years in respect of relevance to safeguarding children
A lone workers policy is not in place	L	Reference BIM safeguarding children policy and procedures. HR reference	Ensure that this policy is reviewed at least every 2 years in respect of relevance to safeguarding children
A procedure to provide a copy of the child safeguarding policy declaration to parents/guardians upon request is not in place	L	This procedure is in place	Ensure this information is available in soft and/or hard copy across all BIM services and facilities
Children and young people have not been made aware of their right to be protected consulted and treated with respect	L	Children and young people have been made aware of their right to be protected consulted and treated with respect	Ensure this process is initiated in March 2021
An anti-bullying policy in respect of children and young people has not been developed	L	An anti -bullying policy in respect of children and young people has been developed and is referenced within the BIM safeguarding children policy and procedures	Ensure this policy will be reviewed as part of the regular safeguarding children review process
A communications policy in respect of child safeguarding has not	L	A communications policy in respect of child safeguarding is in place	Ensure this is implemented and reviewed at least every 2 years

been developed			
A policy for working in partnership with parents/guardians has not been developed	L	A policy for working in partnership with parents/guardians has been developed	Ensure this is completed by mid-2021
A complaints policy is not in place	L	A complaints policy is in place.	Ensure this is reviewed at a minimum of every 2 years in respect of relevance to safeguarding children
A child safeguarding plan is not in place to ensure implementation, monitoring and review of the guiding principles and child safeguarding procedures	L	A 3-year Child Safeguarding plan is being developed and led by the named person	Ensure this plan is completed by mid-2021 and is subject to 6 monthly review and is led by the named person

NOTE: All BIM staff, contractors, learners, and students must be familiar with and adhere to the contents of this Child Safeguarding Statement.

A child/young person is anyone under 18 years of age, excluding a person who is or has been married (from 1.1.19, under the Domestic Violence Act 2018, a person under the age of 18 can no longer apply to the Circuit Courts for permission to marry. However, a person may get married if permission was granted before 1.1.19 or an application was made before 1.1.19 and permission was granted afterwards).

Procedures

This Child Safeguarding Statement has been developed in compliance with the Children First Act 2015, Children First: National Guidance for the Protection and Welfare of Children (2017) and TUSLA's Child Safeguarding: A Guide for Policy, Procedure and Practice.

The following procedures support BIM's intention to safeguard children and young people while they are availing of our services:

- BIM child safeguarding statement (November 2020)
- BIM child safeguarding risk assessment and plan (November 2020)
- BIM policy and procedures for the protection and safeguarding of children (November 2020)
- BIM guidance regarding confidentiality
- BIM anti-bullying guidance
- BIM online safety for children guidance
- BIM CCTV policy BIM Human Resources safe recruitment procedures including national Garda vetting procedures
- BIM code of behaviour for staff regarding their interactions with children and young people
- BIM code of behaviour for children and young people for when they are attending BIM services and facilities
- BIM lone worker guidance
- BIM protected disclosures of information policy
- BIM grievance and disciplinary process
- BIM safeguarding children training strategy and action plan
- BIM Data Protection Policy

All procedures and policies listed above are available on request or are available on the BIM website, www.bim.ie

Implementation

This Child Safeguarding Statement has now been provided to:

- All staff, contractors and agencies linked with BIM.
- On request it will be provided to a parent/guardian (primary carer) of a child/young person availing of the relevant services or activities.
- It will also be provided to all learners and students under 18 years of age.
- Or to TUSLA, child and family agency.

This statement is also available online on the BIM website: www.bim.ie

Bord Iascaigh Mhara is committed to the implementation of this child safeguarding statement and to the policies and procedures that will support our intention to keep children and young people (under 18 years) safe from abuse or harm, as far as practicable, while attending our facilities and/or services.

This child safeguarding statement will be reviewed no later than 2 years from the date of issue of this document or as soon as practicable if there has been a material change in any matter to which this statement refers.

Print Name: Jim O'Toole
CEO, Bord Iascaigh Mhara

Signed:



Date: 30th November 2020






Bord Iascaigh Mhara Child Safeguarding Statement 30112020

Final Audit Report

2021-06-15

Created:	2021-06-15
By:	Sinead O'Brien (sinead.obrien@bim.ie)
Status:	Signed
Transaction ID:	CBJCHBCAABAACyh5zb3xjffWdDcG9JtRPxEY020TliIW

"Bord Iascaigh Mhara Child Safeguarding Statement 30112020" History

-  Document created by Sinead O'Brien (sinead.obrien@bim.ie)
2021-06-15 - 3:15:33 PM GMT- IP address: 137.191.242.130
-  Document emailed to Jim O'Toole (jim.otoole@bim.ie) for signature
2021-06-15 - 3:16:08 PM GMT
-  Email viewed by Jim O'Toole (jim.otoole@bim.ie)
2021-06-15 - 3:30:43 PM GMT- IP address: 137.191.242.130
-  Document e-signed by Jim O'Toole (jim.otoole@bim.ie)
Signature Date: 2021-06-15 - 3:30:56 PM GMT - Time Source: server- IP address: 137.191.242.130
-  Agreement completed.
2021-06-15 - 3:30:56 PM GMT