

WORKING SAFELY IN A YOUTH CLUB

Guidance for youth leaders
on how to create a safe
environment

NYCI CHILD PROTECTION PROGRAMME



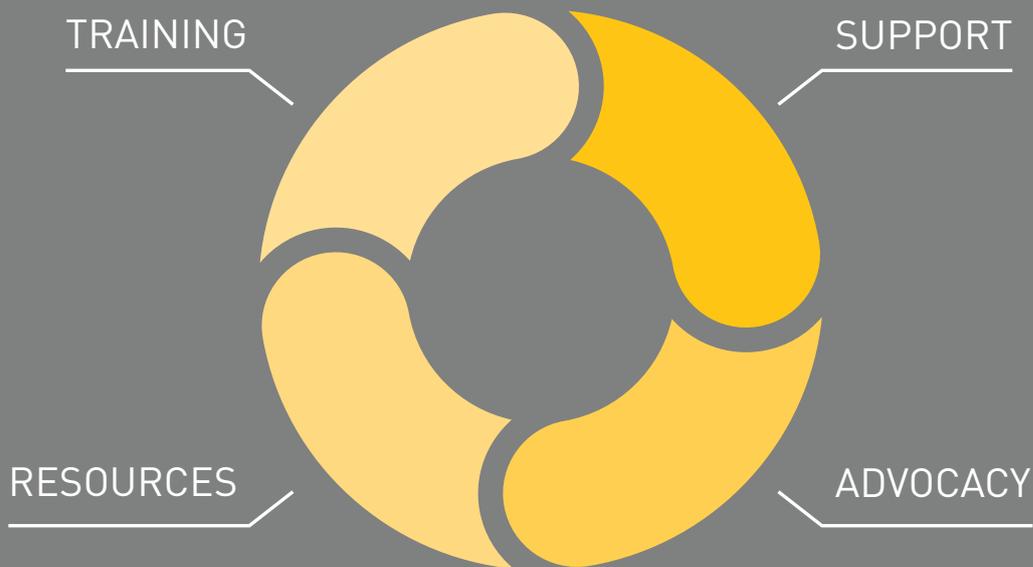
2ND EDITION

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INTRODUCTION

The National Youth Council of Ireland's Child Protection Programme is funded by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) to support the youth work sector to meet their responsibilities in relation to child safeguarding and protection. This is achieved through the provision of training, the development of resource materials, support and guidance, and advocacy.



Purpose of this Guidance

It is essential for all of us who are engaging with young people to understand our responsibilities in child safeguarding and child protection. This guidance document has been written for those who are working and volunteering in the youth work sector. It has been designed to offer guidance to youth workers on how to provide a safe environment for their young people. It does this by providing guidance sheets on different factors that contribute to an environment where you can work safely with young people.

Target Audience for this Guidance

This has been written for a range of youth services, projects and clubs. Youth services are required to have child protection policies and procedures in place and fully implemented. This resource is to assist those working with young people to build on that foundation and consider how to develop their safeguarding approach under these particular areas. Each of these guidance sheets contains broad overarching information that should be considered and adapted to each service's particular circumstances and context in order to fit their needs.

We hope you find this resource useful.

A handwritten signature in white ink that reads "Siobhán Laffey". The signature is written in a cursive, flowing style.

Siobhán Laffey

National Child Protection Manager
National Youth Council of Ireland
November 2021

DEVELOPING A CODE OF BEHAVIOUR WITH YOUNG PEOPLE

A code of behaviour for children/young people helps to explain their rights and responsibilities when taking part in a club's activities. For this to work, children/young people need to be able to develop the code for themselves, with the assistance of a leader. Codes of behaviour have been shown to help children/young people to develop their sense of fair play and mutual respect. When children/young people 'own' the code, they will generally protect it and support it.

An effective code of behaviour should be discussed and debated by children/young people and could contain the following elements:

- A description of the rights and responsibilities of all members of the organisation.
- A description of the ways in which the organisation encourages and recognises good behaviour.
- A description of unacceptable/inappropriate behaviours.
- Mechanisms for achieving a supportive culture and positive environment.
- A description of the organisation's approach to behaviour management.
- A description of the rights and responsibilities of young people when taking part in online activities.
- Strategies to embrace diversity and difference within the organisation.
- Strategies for the prevention of bullying and other serious misbehaviour and processes for managing conflict.
- Procedures for informing and involving parents.
- Details of support available to young people and their parents.
- Mechanisms for monitoring and reviewing the policy.
- Links to other policies, e.g., Bullying, Substance misuse, Child Protection, Complaints procedure etc.

CHILDREN/YOUNG PEOPLE NEED TO BE ABLE TO DEVELOP THE **CODE** FOR THEMSELVES, WITH THE **ASSISTANCE** OF A **LEADER**.



CODES OF **BEHAVIOUR** HAVE BEEN SHOWN TO HELP **CHILDREN/YOUNG PEOPLE** TO DEVELOP THEIR SENSE OF **FAIR PLAY** AND **MUTUAL RESPECT**.



TIP:

THE CODE SHOULD BE EXPLAINED AND DISCUSSED WITH CHILDREN/YOUNG PEOPLE WHEN THEY FIRST JOIN THE ORGANISATION AND THEY SHOULD AGREE TO SIGN UP TO IT. IT SHOULD BE REVIEWED AT REGULAR INTERVALS.

CONDUCTING A RISK ASSESSMENT IN A YOUTH CLUB

Guidance on carrying out a risk assessment

Conducting a risk assessment as part of programme planning should enable youth leaders to ensure that situations and activities where young people or leaders could be faced with danger are identified and risk assessed accordingly and appropriate controls are implemented. Risk assessments are dynamic and ongoing, and regular reviews of the controls should be carried out;

In general, there are five steps of risk assessment:

1. Identify hazards

A hazard is anything that can cause harm. A risk is the chance, high or low, that someone will be harmed by the hazard. Engage with young people, staff and volunteers in your organisation to identify who or what might cause harm to young people using your service. Everyone offers different insights into what is a risk.

2. Identify people who might be harmed and how

Think about groups of people who might be at risk and in what way they may be harmed.

3. Analyse risk

Now that you have identified all the significant hazards, consider how likely it is that each hazard could cause harm and determine the likelihood and severity of the risk. Apply a scoring or ranking system to it.

4. Implement plan

Identify actions that need to be completed, identify the person responsible for completing them, and by when. Ensure ongoing plans are in place and are being implemented to respond to any risks identified.

5. Review

When reviewing the process, you need to consider does it work? Has it been effective? Is it up to date? Circumstances can change and the risk assessment may need to be updated. To ensure the process is reviewed it should remain a standing item on meeting agendas.



OF RISK ASSESSMENT



TIP: ALL RISK ASSESSMENTS SHOULD BE RECORDED IN WRITTEN FORM.

RATIOS WHEN WORKING WITH YOUNG PEOPLE

Due to the number of potential variables, it is not possible to recommend “one size fits all” guidance to cover all activities involving children and young people. There are, however, a number of key principles that are recommended as good practice:

- It is recommended that youth leaders make sure that there is sufficient help available for activities to be organised in a way which maximises fun, learning, safety and participation.
- The minimum adult/young person ratio in any group should ideally be one adult per group of eight young people, plus one other adult, and allowing an additional adult for each group of eight thereafter. Local circumstances, the ages of the children, the relationship with the group and the experience of the leaders should be taken into consideration.
- When dealing with group members of mixed gender, it is recommended that there are sufficient adults of both sexes to properly supervise activities and any premises in use.
- Safety, ability/disability of young people and the nature and/or location of the activities being undertaken may require that the 8:1 ratio be lowered considerably.
- Many groups/organisations have a process to allow young people who are under 18 to act as ‘junior leaders’. This should be about developing a young person’s sense of belonging and responsibility, rather than depending on them to take full responsibility for managing a group of children. Junior leader’s under 18 years can supplement the numbers of adult leaders supervising the activity but should not be counted as part of the core ratio.

THE **MINIMUM** ADULT/YOUNG PERSON RATIO IN ANY GROUP SHOULD IDEALLY BE:



1 ADULT PER GROUP OF



8 YOUNG PEOPLE

PLUS ONE OTHER ADULT, AND ALLOWING AN **ADDITIONAL ADULT** FOR EACH GROUP OF **EIGHT** THEREAFTER

TIP:

REMEMBER TO PLAN AHEAD FOR THE POSSIBILITY THAT A YOUTH LEADER MAY BE UNABLE TO ATTEND THE CLUB AT SHORT NOTICE.

ONE-TO-ONE WORKING

There are two main situations in which the need for one-to-one working may arise:

1. **In a reactive situation**, e.g. where a young person requests a one-on-one meeting without warning, or where a young person needs to be removed from a group;
2. **As part of a planned structured piece of work.**

The following offers some guidance in relation to these situations:

1. In a reactive situation:

- If you need to talk to a young person alone, try to do so in an open environment, in view of others.
- If this is not possible try to meet in rooms with visual access, or with the door open, or in a room/area where other people are nearby.
- Workers should advise another worker that such a meeting is taking place and the reason for it.
- A record should be kept of these meetings including names, dates, times, location, reason for the meeting and outcome.
- Workers are strongly advised against meetings with individual children where they are on their own in a building.
- One-to-one meetings should take place in an appropriate venue and at an appropriate time, e.g. not late at night.

2. As part of a planned and structured piece of work

- The particular programme/activity should have a clear rationale, aims, methodology, evaluation mechanism and accompanying work plan.
- A good supervision structure should be in place to support this work and address any issues which may arise.
- Parents/guardians must be fully informed as to the nature and purpose of this work and must give written consent.
- Maintain a register for safety. For example: name, address, phone, any specific needs, attendance, emergency contact.
- A clear code of behaviour must be agreed and adhered to for both worker and young person.

A CLEAR CODE OF **BEHAVIOUR** MUST BE **AGREED** AND **ADHERED TO** FOR **BOTH WORKER AND YOUNG PERSON**



TIP:

YOUNG PEOPLE SHOULD BE ADVISED WHO THEY CAN CONTACT IF THEY HAVE ANY CONCERNS OR FEEL UNCOMFORTABLE ABOUT ANY ASPECTS OF THESE MEETINGS.

APPROPRIATE PHYSICAL CONTACT

Certain activities within youth work require physical contact with children/young people. However, it is vital that employees/volunteers should only engage in physical contact with children/young people in ways which are appropriate to their agreed role and responsibilities. Physical contact is based on the needs of the children/young people and the nature of the service provided.

- Any form of physical punishment of children is unlawful, as is any form of physical response to misbehaviour, unless in exceptional circumstances where it is by way of restraint.
- When physical contact is required, the adult should seek to explain the nature and reason for the physical contact to the child or young person. Unless the situation is an emergency, the adult should ask the child for permission.
- Contact should not involve touching genital areas, buttocks, breasts or any other part of the body that might cause a child distress or embarrassment.
- Physical contact should always take place in an open or public environment and not take place in secret or out of sight of others.
- Physical contact should take account of cultural or religious differences and should always be sensitive to issues of gender.
- In the case of a young person with a disability specific support or assistance may be required. When children/young people with disabilities are lifted or manually supported, the individual child/young person should be treated with dignity and respect. Relevant health and safety guidelines, policies and procedures and training must be implemented and followed to ensure the safety of the child and those assisting.
- There may be occasions where a distressed child/young person needs comfort and reassurance. Workers should consider the way in which they offer this and do so in an age-appropriate way. In doing so, workers should not assume that all children/young people seek physical contact if they are distressed.
- Employees and volunteers should ensure that unnecessary or unjustified physical contact does not become normalised or part of the culture of the club, particularly with the same young person over a period of time.



ANY FORM OF
**PHYSICAL
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AS IS ANY FORM OF
**PHYSICAL
RESPONSE TO
MISBEHAVIOR**

UNLESS IN
**EXCEPTIONAL
CIRCUMSTANCES
WHERE IT IS BY WAY OF
RESTRAINT**

TIP:

CHILDREN AND YOUNG PEOPLE SHOULD BE ENCOURAGED TO VOICE CONCERNS THEY HAVE IF ANY PHYSICAL CONTACT MAKES THEM FEEL UNCOMFORTABLE OR THREATENED.

RECORDING AND SHARING INFORMATION

In all situations, including those in which the cause of concern arises from a disclosure made in confidence, it is extremely important to record the details of an allegation or reported incident, regardless of whether or not a referral is subsequently made to a statutory agency.

In relation to written reports, there are a number of good practice guidelines to be considered. Written reports should:

- Be factual, consistent and accurate.
- Be contemporaneous or written as soon as possible after an event has occurred.
- **Where handwritten:** Write legibly and in such a manner that the text cannot be erased. Do not use correction fluid.
- **Where electronic:** Ensure that the records are not made on a personal device and are stored securely and appropriately.
- Be accurately dated, timed and signed, with the name/signature clearly identifiable.
- Any additional correspondence generated/received in relation to a child protection/safeguarding situation should be stored securely alongside the report.
- Any reports/completed forms should be stored in a safe and secure location- physical or electronic.
- Organisations/groups should devise arrangements regarding the accessing of these reports. Access to reports should only be given to those individuals who have a right to that information.
- These documents should be stored for as long as is necessary and appropriate for the organisation. These reports are the property of the organisation, not to the person who first made the report.
- If in doubt in relation to any of the above, seek advice.

The provision of information to the statutory agencies for the protection of a child is not a breach of confidentiality or data protection.



**BE FACTUAL
CONSISTENT
& ACCURATE**

TIP: ENSURE THAT ANY RECORDS ON CHILD PROTECTION CONCERNS, ALLEGATIONS AND DISCLOSURES ARE RETAINED. THESE MUST BE STORED SECURELY AND SAFELY IN LINE WITH CHILD PROTECTION POLICIES AND PROCEDURES.

SAFE USE OF SOCIAL MEDIA

The use of social media in youth work presents many opportunities to engage with young people where they are interacting with others, sharing information and seeking advice and guidance. It also may present some challenges and risks that need to be managed. There are specific issues that need to be considered by youth leaders when using social media in youth work.

Boundaries

- The use of Social Networking Sites (SNS) and in particular personal profiles can breach the boundaries between a youth leader's personal and professional life. Accepting young people in to a personal network can lead to various problems.
- It is advisable that if you intend to utilise SNS to work with young people that you explore what options are possible for you to have an organisational profile/identity that will enable you to engage with young people while maintaining professional boundaries.

Policy

- Check your organisation's policy to ensure that you know how you are allowed to use social media in your work with young people.
- Agree a system with your management for monitoring how you use social media in your work with young people.
- Agree a system for reporting any concerns to your DLP that may arise from using social media in your youth organisation.

Principles to Remember

- Avoid sharing personal or revealing information to young people you work with.
- You are responsible for what you do online.
- Keep your anti-virus software up to date.



**AVOID SHARING
PERSONAL OR
REVEALING
INFORMATION TO
YOUNG PEOPLE YOU
WORK WITH**

TIP:

INFORMATION AND TRAINING FOR YOUTH LEADERS AND YOUNG PEOPLE ON STAYING SAFE ONLINE IS AVAILABLE AT NYCI'S WEBSITE WWW.YOUTH.IE

TRANSPORTING YOUNG PEOPLE

In general, it is not recommended that youth leaders give lifts in their cars to individual young people, especially on long journeys. This view has been taken as our knowledge has grown of how those who want to harm children has developed. Best practice is clearly to avoid transporting a child alone, but circumstances may arise where it is necessary to do so.

If all alternatives have been exhausted and an adult has to transport a child, there are a number of safety measures that should be put in place to minimise the risk. It is recommended that:

- The child and the parent are informed and consent to the transport arrangements. Parents should be informed of the person who will be transporting their child, the reasons why and how long the journey will take.
- If possible, a person other than the planned driver should talk to the child about transport arrangements to check they are comfortable about the plans.
- If possible the driver should try to have more than one child in the car, to avoid being in a one to one situation with the young person.
- The person who leaves children home should be alternated as this would reduce the risk of any one individual from always being alone with a child.
- The driver should have a point of contact for the parents/guardians of the child should they be delayed or break down.
- In instances of late collections, youth leaders should have access to contact numbers for parents/guardians, and also be provided with an alternative contact number. Parents/guardians should also have a contact number for the group to contact them to inform them if running late.
- Children should wear seatbelts and any legal child restraints.
- The driver must ensure that they have the necessary insurance to carry others.



BEST PRACTICE IS TO CLEARLY AVOID TRANSPORTING A CHILD ALONE, BUT CIRCUMSTANCES MAY ARISE WHERE IT IS NECESSARY TO DO SO

TIP: YOUTH LEADERS SHOULD ENSURE THAT CHILDREN ARE AWARE OF THEIR RIGHTS AND THAT THEY KNOW WHO TO CONTACT TO REPORT ANY CONCERNS THEY MAY HAVE.

PLANNING A DAY TRIP OR RESIDENTIAL

Many youth clubs bring their young people on day and overnight trips as part of their planned programme of work. In order to stay safe, the following should be considered when planning:

Have the young people/participants:

- Been involved as much as possible in the planning of the trip, agreed a behaviour contract with consequences, agreed boundaries around unstructured time, and been given information on appropriate clothing and contact details for leaders.

Have parents/carers:

- Been given a copy of the organisation's child protection policy and procedures, consented in writing to their child participating on the trip, given contact details, medical details including allergies, illnesses, medications and dietary requirements of young person, been given contact details of leaders, been given details for pick up and drop off of young people.

Have Youth Leaders:

- Carried out a risk assessment as part of the planning process.
- Selected a staff member/volunteer who has overall responsibility for the trip.
- Ensured they have adequate and gender based supervision.
- Appointed a contact person at home who has access to all information and contact details.
- Checked their own insurance and ensured there is coverage for all activities.
- Checked the transport being used has appropriate insurance and qualified drivers, seatbelts etc.
- Carried out an equipment safety check and checked the first aid kit.
- Ensured there is plan B in case of emergencies etc.
- Made provision for returning home early and allocated a budget and contingency fund.
- Have reviewed the offsite location's child safeguarding statement, child protection policy and procedures, health and safety, safe recruitment procedures, insurance cover, sleeping and changing areas for boys and girls (if required) and disability access (if required).
- Have agreed which organisation's reporting procedures for child protection or welfare concerns will be followed in all circumstances.

Have Youth Leaders considered the following if staying overnight:

- If there is access to centre staff 24/7.
- Is there appropriate sleeping arrangements for young people, i.e. separate provision for boys and girls and separate provision for leaders (within ear shot of young people).
- Centre's supervision and security.
- Drugs and alcohol policy of centre.

TIP: RATIOS OF STAFF TO YOUNG PEOPLE FOR OFFSITE ACTIVITIES SHOULD ALWAYS BE INCREASED TO COVER ALL CONTINGENCIES.

PLANNING A TRIP ABROAD

Many youth clubs bring their young people on trips abroad as part of their planned programme of work. In order to stay safe, consideration should be given to checking:

Have the young people/participants:

- Been involved as much as possible in the planning of the trip, agreed a behaviour contract with consequences, agreed boundaries around unstructured time, and been given information on appropriate clothing, a 'help me' card, and contact details for leaders.

Have parents/carers:

- Met with leaders and been informed of the programme, been given a copy of the organisation's child protection policy and procedures, consented in writing to their child participating, given contact details, medical details including allergies, illnesses, medications and dietary requirements of young people, been given contact details of leaders and centre, been given details for pick up and drop off of young people/participants.

Have youth leaders checked:

- Appropriate paperwork is in place, e.g. passports, visa.
- Copies of documents and passport numbers are with leaders at home and away.
- Insurance cover for all aspects of traveling.
- Detailed travel itinerary has been prepared and shared with parents/guardians.
- If staff and young people have contact details for leaders locally and at home.
- Currency, climate, time zones, cultural differences etc.
- Legal differences e.g. drinking, age of consent, drugs etc.
- If vaccinations are necessary.
- If there are regular check in and debriefing sessions with staff and young people.



**PARENTS/
CARERS**
SHOULD MEET WITH
LEADERS
AND BE INFORMED
OF THE **PROGRAMME**

TIP: RATIOS OF STAFF TO YOUNG PEOPLE FOR OFFSITE ACTIVITIES SHOULD ALWAYS BE INCREASED TO COVER ALL CONTINGENCIES.

RESPONDING TO CHALLENGING BEHAVIOUR

In responding to challenging behaviour the response should always be proportionate to the actions, be imposed as soon as is practicable and be fully explained to the young person and their parents/carers. When dealing with a disruptive individual(s), it is recommended that, where possible, more than one leader be present. In responding to these situations, leaders should consider the following options:

- Time out – from the activity, group or individual work.
- Reparation – the act or process of making amends.
- Restitution – the act of giving something back.
- Reinforcement – rewards for good behaviour, consequences for negative behaviour.
- De-escalation of the situation – talking through with the young person.
- Increased supervision by leaders.
- Use of individual 'contracts' or agreements for their future or continued participation.
- Sanctions or consequences, e.g. missing an outing.
- Seeking additional/specialist support through working in partnership with other agencies to ensure a child/young person's needs are met appropriately, e.g. family support agencies.
- Temporary or permanent exclusion.

The following should never be permitted as a means of managing a child/young person's behaviour:

- Physical punishment or the threat of such.
- Refusal to speak with or interact with the child/young person.
- Being deprived of food, water, access to toilets or other essential facilities.
- Verbal intimidation, ridicule or humiliation.



IN **RESPONDING TO CHALLENGING BEHAVIOUR** THE RESPONSE SHOULD ALWAYS BE **PROPORTIONATE** TO THE **ACTIONS**, BE **IMPOSED** AS SOON AS IS **PRACTICABLE** AND BE **FULLY EXPLAINED** TO THE **YOUNG PERSON** AND THEIR **PARENTS/CARERS**

TIP:

IT IS RECOMMENDED THAT INSTANCES OF DISRUPTIVE BEHAVIOUR WHICH REQUIRE THE INTERVENTION OF THE WORKER AND WHICH PUT THE SAFETY AND WELLBEING OF OTHERS AT RISK BE DOCUMENTED IN AN INCIDENT FORM OR A REPORT BOOK SET ASIDE FOR THIS PURPOSE. THEY SHOULD ALSO BE COMMUNICATED TO PARENTS/GUARDIANS.

WORKING WITH CHILDREN WITH A DISABILITY

In order to facilitate a safer working environment, there are a number of considerations to take into account:

- Children with special needs or disability may depend on adults more than other children for their care and safety so, sensitivity and clear communication are particularly important.
- Where it is necessary to carry out tasks of a personal nature for a child/young person with additional needs, there should be appropriate consultation with parents/guardians and the child/young person. Consent should be sought for any agreed intimate or personal care practices.
- The views of the child/young person should be actively sought, wherever possible, when drawing up arrangements.
- In carrying out such personal care tasks, sensitivity must be shown to the child and the tasks should be undertaken with discretion.
- Male/Female children/young people may prefer to be accompanied by male/female employees/volunteers in toilets/bathrooms/changing rooms and this preference should not be overlooked and should be respected where safe and practical.
- Any care task of a personal nature which a child or young person can do for themselves should not be undertaken by a leader.
- In a situation where any variation from agreed procedure is necessary, line managers and parents/guardians should be informed as soon as possible and it should be recorded appropriately.

BE CLEAR

CHILDREN WITH SPECIAL NEEDS OR DISABILITY MAY DEPEND ON ADULTS MORE THAN OTHER CHILDREN FOR THEIR CARE AND SAFETY SO, SENSITIVITY AND CLEAR COMMUNICATION ARE PARTICULARLY IMPORTANT.

TIP:

YOUTH LEADERS SHOULD WORK WITH THE CHILD AND THEIR PARENTS/GUARDIAN TO UNDERSTAND AND RESPOND TO ANY PARTICULAR NEEDS THEY MAY HAVE.

COMMUNICATING WITH PARENTS/GUARDIANS

It is important for all youth clubs leaders to have good communication with the parents/guardians of children and young people. This communication takes many forms and must be considered in what is appropriate for your club's structures.

- Club leaders should have written parental consent for membership of their child or young person.
- Consent forms may include details such as home address, contact details, relevant medical or dietary information and if there are any special circumstances that club leaders need to be aware of.
- Parents should receive information on your club's mission, ethos and practice.
- Parents should receive the club's policies and procedures, including the child protection and safeguarding policy.
- Clubs need to retain contact details of parents/guardians and an alternative adult's contact details in case of an emergency.
- Parents/guardians should be informed if young people are going on trips or doing activities which require specific consent.
- Parents/guardians should be informed if issues arise for young people, when it is considered in the child's best interest.
- All information about the child and family should be handled by club leaders in a confidential and sensitive manner.



ALL INFORMATION ABOUT THE CHILD AND FAMILY SHOULD BE HANDLED BY CLUB LEADERS IN A CONFIDENTIAL & SENSITIVE MANNER

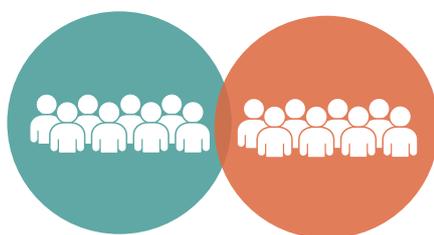
TIP:

TO HELP YOU DEVELOP A VERSION OF YOUR CHILD PROTECTION POLICY FOR PARENTS/GUARDIANS PLEASE VISIT NYCI'S WEBSITE FOR RESOURCES WWW.CHILDPROTECTION.IE

WORKING JOINTLY WITH OTHER ORGANISATIONS

From time to time, groups/organisations will come together around joint pieces of work, e.g. trips, competitions, educational activities, etc. There are a number of issues to be considered in advance of any such work.

- Does the other group/s have a child protection policy and whose policy will be followed for the duration of the joint working?
- Who is the named designated person from each group, what are their roles and responsibilities (e.g. in relation to reporting) and how will they liaise with each other?
- Have the leaders from the other group/s been recruited and trained in line with good practice?
- Whose code of behaviour (for both adults and young people) will be followed or will an amended code be developed?
- In relation to other relevant policies and procedures such as health and safety, anti-bullying, substance misuse, complaints etc., whose policy will be followed or will procedures be amended for the duration of the joint working?
- How will general information be shared between the groups, e.g. will there be a central contact person in each group?
- Will check-in meetings be held at relevant intervals?
- Have issues such as transport, insurance, parental consent, and supervision responsibilities been considered and agreed?



FROM TIME TO TIME, **GROUPS/ ORGANISATIONS** WILL COME **TOGETHER** AROUND **JOINT** PIECES OF **WORK**, E.G. **TRIPS, COMPETITIONS, EDUCATIONAL ACTIVITIES**, ETC.

TIP: COMMUNICATION AND PLANNING AHEAD ARE THE KEY INGREDIENTS TO EFFECTIVE JOINT WORKING.

INFORMATION, RESOURCES, AND TRAINING

Information

- www.childprotection.ie for information on safeguarding and child protection in youth work.
- www.tusla.ie for general information on child protection and safeguarding and contact details for local social work departments.
- www.gov.ie/en/organisation/department-of-children-equality-disability-integration-and-youth/ for information from the Department of Children, Equality, Disability, Integration and Youth.

Resources

- Children First: National Guidance for the Protection and Welfare of Children 2011 www.tusla.ie/uploads/content/Children_First_National_Guidance_2017.pdf
- NYCI Toolkit for youth clubs designing, reviewing or evaluating their child protection childprotection.ie/sites/childprotection.ie/files/Protecting_our_Children_and_Young_People_NYCI.pdf

Training

- For child protection and welfare training in youth work www.childprotection.ie
- For Tusla child protection training and support www.tusla.ie/children-first/roles-and-responsibilities/organisations/children-first-training

TIP: FOR SUPPORT TO YOUTH CLUBS AND SERVICES – CONTACT YOUR LOCAL EDUCATION TRAINING BOARD YOUTH OFFICER



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**An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige**
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