

CHILD SAFEGUARDING STATEMENT

2021-22

Ardgillan College

Date for review: October 2022

Gerry McGuire (Acting Chair)

Gerry McGuire

Chairperson

Board of Management

Nuala Ní Mhurchú

Nuala Ní Mhurchú

Principal/

Secretary to the Board of Management

6/10/2021

Date ratified by the Board of Management

6th October 2021

Date

Ardgillan College is a post-primary school providing post-primary education to students from First Year to Leaving Certificate Year. It delivers a six-year cycle from first to sixth year.

In accordance with the requirements of the Children First Act 2015, Children First: National Guidance for the Protection and Welfare of Children 2017, the Addendum to Children First (2019), the Child Protection Procedures for Primary and Post Primary Schools 2017 and Tusla Guidance on the preparation of Child Safeguarding Statements, the Board of Management of Ardgillan College has agreed the Child Safeguarding Statement set out in this document.

- 1 The Board of Management has adopted and will implement fully and without modification the Department's Child Protection Procedures for Primary and Post Primary Schools 2017 as part of this overall Child Safeguarding Statement
- 2 The Designated Liaison Person (DLP) is Nuala Ní Mhurchú
- 3 The Deputy Designated Liaison Person (DDLp) is Niall O'Connor
- 4 The Board of Management recognises that child protection and welfare considerations permeate all aspects of school life and must be reflected in all of the school's policies, procedures, practices and activities. In its policies, procedures, practices and activities, the school will adhere to the following principles of best practice in child protection and welfare:

The school will:

- recognise that the protection and welfare of children is of paramount importance, regardless of all other considerations;
- fully comply with its statutory obligations under the Children First Act 2015 and other relevant legislation relating to the protection and welfare of children;
- fully co-operate with the relevant statutory authorities in relation to child protection and welfare matters
- adopt safe practices to minimise the possibility of harm or accidents happening to children and protect workers from the necessity to take unnecessary risks that may leave themselves open to accusations of abuse or neglect;
- develop a practice of openness with parents and encourage parental involvement in the education of their children; and
- fully respect confidentiality requirements in dealing with child protection matters.

The school will also adhere to the above principles in relation to any adult student with a special vulnerability.

- 5 The following procedures/measures are in place:
 - In relation to any member of staff who is the subject of any investigation (howsoever described) in respect of any act, omission or circumstance in respect of a child attending the school, the school adheres to the relevant procedures set out in Chapter 7 of the Child Protection Procedures for Primary and Post-Primary

Schools 2017 and to the relevant agreed disciplinary procedures for school staff which are published on the Department of Education (DE) website.

- In relation to the selection or recruitment of staff and their suitability to work with children, the school adheres to the statutory vetting requirements of the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016 and to the wider duty of care guidance set out in relevant Garda vetting and recruitment circulars published by the DE and available on the DE website.
- In relation to the provision of information and, where necessary, instruction and training, to staff in respect of the identification of the occurrence of harm (as defined in the 2015 Act) the school-
 - Has provided each member of staff with a copy of the school's Child Safeguarding Statement
 - Ensures all new staff are provided with a copy of the school's Child Safeguarding Statement
 - Encourages staff to avail of relevant training
 - Encourages Board of Management members to avail of relevant training
 - The Board of Management maintains records of all staff and Board member training
- In relation to reporting of child protection concerns to Tusla, all school personnel are required to adhere to the procedures set out in the Child Protection Procedures for Primary and Post-Primary Schools 2017, including in the case of registered teachers, those in relation to mandated reporting under the Children First Act 2015.
- In this school the Board has appointed the abovenamed DLP as the "relevant person" (as defined in the Children First Act 2015) to be the first point of contact in respect of the s child safeguarding statement.
- All registered teachers employed by the school are mandated persons under the Children First Act 2015.
- In accordance with the Children First Act 2015, the Board has carried out an assessment of any potential for harm to a child while attending the school or participating in school activities. A written assessment setting out the areas of risk identified and the school's procedures for managing those risks is attached as an appendix to these procedures.
- The various procedures referred to in this Statement can be accessed via the school's website, the DE website or will be made available on request by the school.

Note 1: The above is not intended as an exhaustive list. Individual Boards of Management shall also include in this section such other procedures/measures that are of relevance to the school in question.

Note 2: Appendix 2: DDLETB Procedures for Safe Recruitment of Staff and Volunteers to work with Children

- 6 This statement has been published on the school's website and has been provided to all members of school personnel, the Parents' Association and the patron. It is readily accessible to parents and guardians on request. A copy of this Statement will be made available to Tusla and the Department if requested.
- 7 This Child Safeguarding Statement will be reviewed annually or as soon as practicable after there has been a material change in any matter to which this statement refers.

This Child Safeguarding Statement was adopted by the Board of Management on the 6th October 2021.

This Child Safeguarding Statement was reviewed by the Board of Management on the 6th October 2021.

NOTIFICATION REGARDING THE BOARD OF MANAGEMENT'S REVIEW OF THE CHILD SAFEGUARDING STATEMENT

To: _____

The Board of Management of Ardgillan College wishes to inform you that:

- The Board of Management's annual review of the school's Child Safeguarding Statement was completed at the Board meeting of October 6th 2021.
- This review was conducted in accordance with the "Checklist for Review of the Child Safeguarding Statement" published on the Department's 'website www.education.ie

Signed *Celia Keyser (Acting Chair)* Date *6/10/2021*
Chairperson, Board of Management

Signed *Muala Ní Mí* Date *6th October*
Principal/Secretary to the Board of Management *2021*

APPENDIX 1

Contact Details

TUSLA Child and Family Agency Dublin North

180-189 Lakeshore Drive

Airside Business Park

Swords

Co. Dublin

Phone: 8708000

Children First Information & Advice Officer:

Ms Edel O'Connor

Mobile Phone: 087 7945557

e-mail: edel.oconnor@tusla.ie

Balbriggan Garda Station: 8020510

National Counselling Service: 1800 234 112

Rape Crisis Centre: 1800 77 88 88

North Eastern Health Board: 8131800

Dept. Social & Family Affairs: 1890 500 000

Balbriggan Citizens Information: 8412508 Anna Vickers/Maurice

DDLETB Psychological Support Services: 086 1911890 Aileen

APPENDIX 2

4.1 DDLETB Procedures for Safe Recruitment of Staff and Volunteers to work with Children

To ensure safe recruitment of staff, volunteers and/or work experience people, all DDLETB staff (teaching and non-teaching) and volunteers/work experience people working at our schools/colleges and services are screened and Garda vetted.

To support best practice and ensure DDLETB's procedures are robust and effective, all recruitment processes are conducted in compliance with (i) DDLETB recruitment and vetting policy and procedures and (ii) Department of Education circular instructions on recruitment and vetting.

- Circular 0031/2011 – Teacher Recruitment Registration and Qualifications
- Circular 0063/2010 – Recruitment Procedures – requirement for Garda vetting
- Circular 0031/2016 – Commencement of Statutory Requirements for Garda Vetting
- Circular 0016/2017 – Statutory Requirements for the Retrospective Vetting of Teaching Staff, Non-Teaching Staff and Others

Persons who are considered for employment at DDLETB schools/colleges and services which includes direct employees, volunteers and/or work experience people are Garda vetted in accordance with DDLETB's Vetting Policy which is underpinned by the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016.

Before staff are appointed, checks will be taken on identity, validity of qualifications, references and previous employment history.

Recruitment checklists ensures all reference checks and screening activities have been carried out and completed. Application forms are used in conjunction with interviews and reports from referees which provide cross-checking information.

Staff and volunteers and/or work experience people will not commence in posts until all reference checks including Garda vetting are shown to be fully satisfactory.

All staff working with children will be re-vetted every five years.

A child protection component will be part of induction training for all new staff and board members.

4.2 Procedures for the Management of Allegations or Suspicions of Child Abuse against Teachers and other Employees

Teachers and school support staff are particularly vulnerable to accusations of abuse from pupils or their parents. Such allegations may be false or misplaced or the allegations may be true. For this reason, it is essential that everyone involved maintains an open mind in dealing with such allegations.

Where an allegation of child abuse, (as defined in section 2 of the Children First Act, 2015 and in The Children First National Guidance, 2017 - neglect, emotional abuse, physical abuse and sexual abuse) is made against a school employee in this context, employee also includes an unpaid volunteer.

The protection of children and their safety and well-being shall be the priority however, DDLETB also have a duty of care to employees. Any allegation/suspicion of child abuse made against a teacher or member of staff or volunteer in a school will be dealt with as quickly as possible, in a fair and consistent way that provides effective protection for the child and at the same time supports the person who is the subject of the allegation.

Two procedures shall be followed when dealing with allegations/suspicions. These procedures need to be applied with common sense and judgement:

- 4.2.1 Reporting procedure to Tusla in respect of the allegation/suspicion;
- and
- 4.2.2 Procedure for dealing with the employee.

In general, the same person shall not have responsibility for dealing with (1) the reporting issue and (2) the employment issues.

- The designated liaison person (DLP) is responsible for reporting the matter to Tusla, and
- DDLETB is responsible for the employment issue.

Where an allegation/suspicion relates to the DLP, then DDLETB shall assume responsibility for seeking advice from and reporting the matter to Tusla.

The first priority is to ensure that no child is exposed to unnecessary risk. DDLETB shall as a matter of urgency ensure that any necessary protective measures are taken, including where there is an urgent child safeguarding requirement, invoking its Protocol Authorising Immediate Action. The overriding guiding principle that informs this protocol and its application is the protection and welfare of children.

It is important to note that actions under the protocol are intended to be precautionary and not disciplinary.

Tusla shall be informed as to whether the employee has been formally placed on administrative leave or where it has been decided not to place the employee on administrative leave, Tusla shall be informed of the alternative child safeguarding actions that have been taken.

Any action taken by DDLETB shall comply, as applicable, with the relevant provisions of employment legislation and relevant disciplinary procedures. The principles of natural justice and fair procedures shall be applied.

4.2.1 Procedure where an allegation/suspicion of child abuse is made against a school employee

As a general principle, it is recommended that DLPs seek up to date advice from the ETB's senior management team and Tusla, to ensure that the correct action is taken.

- 1.1 Once a disclosure is made, the DLP shall immediately act in accordance with the reporting procedures. A written record of the disclosure shall be made as soon as possible by the person receiving it.
- 1.2 School employees, other than the DLP, who receive allegations of abuse against another school employee, shall report the matter without delay to the DLP.
- 1.3 Where the allegation relates to the DLP, the matter shall be reported to the Chief Executive (CE) and the CE shall assume the role normally undertaken by the DLP.
- 1.4 School employees who form a suspicion regarding the conduct of another employee shall consult with the DLP. If the DLP is satisfied that there are reasonable grounds, he/she shall report the matter to Tusla immediately. A report shall be submitted to Tusla as a mandated report or joint mandated report.
- 1.5 Whether or not the matter is reported to Tusla, the DLP shall also inform DDLETB of an allegation of abuse against a school employee.

Initial Considerations

Where an allegation/concern is raised the DLP should immediately contact the ETB's Director of Schools, Director of Further Education and Training.

Actions to be agreed:

- What further information is required?
- Whether any immediate action needs to be taken to protect students
- When and what should the parents be told
- What should be said to the adult facing the allegation?
- Whether putting the member of staff on administrative leave is required
 - Administrative Leave should not be an automatic response

Possible outcomes of the initial discussion:

- Referral to Tusla
- Referral to Gardai for investigation
- No Referral to Tusla and/or Gardai.

After consulting the ETB/Tusla, the person who the allegation is made against should be told about the allegation. The amount of detail should be agreed with Tusla and will range from the minimum (where a Tusla assessment and/or Garda investigation) to the greatest amount of detail following a no referral decision. The person should be told about the likely courses of action. They should be advised to contact their union representative and be provided with EAP supports available.

4.2.2 DDLETB Procedure for dealing with the employee

DDLETB have a duty of care to its employees and will act to manage and minimise the stress inherent in the allegations process. Support for those involved is vital in fulfilling this duty.

- Employees shall be informed of concerns or allegations as soon as possible and given an explanation of the likely course of action, unless there is an objection by Tusla or the Gardaí.
- Employees should also be advised of services provided by the ETB's Employee Assistance Programme.
- Every effort will be made to resolve cases as quickly as possible. Individuals shall be treated fairly and will not be judged in advance of a full and fair process, in accordance with the relevant procedures.

DDLETB will make every effort to maintain confidentiality at all times while an allegation is being investigated or considered. The identity of individuals shall not be disclosed, other than as required under the reporting procedures.

- 4.3 The ETB shall arrange to privately inform the employee that an allegation has been made against him/her, the nature of the allegation and whether or not the allegation has been reported to Tusla.
- 4.4 The employee shall be offered the opportunity to respond to the allegation in writing to DDLETB within a specified time period.
- 4.5 The ETB will take legal advice as to whether disciplinary proceedings should proceed or be stayed pending the outcome of the Tusla assessment/An Garda Síochána investigation, if involved.
 - The CE will make a decision on whether or not to proceed with disciplinary proceedings in light of that advice.
 - The decision to stay disciplinary proceedings pending the outcome of any Tusla assessment and the reasons for that decision shall be communicated to the employee.
 - In the communication, the ETB shall make clear that (a) it reserves the right to continue disciplinary proceedings at a later point or once the Tusla assessment/An Garda Síochána investigation is complete irrespective of the outcome of that assessment/investigation.
(b) DDLETB may have regard to the outcome of any such assessment/investigation in deciding what, if any, disciplinary action to take.
- 4.6 Where a decision is made to stay disciplinary proceedings pending the outcome of a Tusla assessment and/or an An Garda Síochána investigation, insofar as is possible, the employee shall be kept up to date on progress.

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- 4.7 Any action taken by DDLETB, including disciplinary proceedings shall be handled in the strictest confidence. The principles of due process, fair procedures and natural justice shall be adhered to by DDLETB.
 - 4.8 Any disciplinary action shall accord with established disciplinary procedures and shall only be taken following consultation with Tusla and An Garda Síochána, if involved.
 - 4.9 Whilst DDLETB has the right to conduct its own disciplinary investigation independent of any Tusla assessment or An Garda Síochána investigation, the ETB shall take care to ensure actions do not undermine or frustrate any assessment/investigation being conducted by Tusla or An Garda Síochána.

ddletb



Bord Oideachais agus Oiliúna Dublin and Dún Laoghaire
Átha Cliath agus Dhún Laoghaire Education and Training Board

Child Protection Protocol Authorising Immediate Action

The following protocol authorises immediate action under section 7.2 of the 'Child Protection Procedures for Primary and Post Primary Schools 2017'.

Post-Primary schools and primary schools under the patronage of an ETB

- (A) In the context of these procedures, where circumstances warrant it, as an essential precautionary measure in order to protect the children in the school, the school principal is authorised by the school management authority to direct an employee to immediately absent himself or herself from the school without loss of pay until the matter has been considered by the employer. It is very important to note that the action under the protocol is intended to be precautionary and not disciplinary. The action under this protocol is an interim measure pending the employer's further consideration of the matter.

The employee will be invited to a meeting with the principal, the purpose of which is to inform the employee of the allegation and the action being taken. The employee may be accompanied by an appropriate person of his or her choice and will be so advised.

In any event, the employee will also be advised of the matter, in writing.

The principal shall make a record of the meeting which shall be retained on the relevant case file.

- (B) In the case of a school or college under the aegis of ETB, the decision to absent an employee in the circumstances outlined at (A) above will be taken by the Chief Executive of the ETB or a person to whom this authority has been delegated.

APPENDIX 3

Addendum to *Children First: National Guidance for the Protection and Welfare of Children*



Addendum to *Children First: National Guidance for the Protection and Welfare of Children*

Online Safety

Action Plan for Online Safety

This addendum is intended to supplement *Children First: National Guidance for the Protection and Welfare of Children* [DCYA, 2017] which are the national guidelines to assist professionals, organisations and individuals to recognise and report child abuse and neglect. It has been issued by the Minister for Children and Youth Affairs under section 6 of the Children First Act 2015 following a commitment made in the Government's Action Plan for Online Safety 2018 – 2019, which states:

"We will amend the Children First guidance to include a specific reference to the need to consider online safety in the context of completing the child safeguarding statement."

Obligations on organisations to safeguard children and young people

One of the main objectives of the Children First Act 2015 is to ensure that children and young people are kept safe from harm while using the services of relevant organisations. The Act does this by placing the following specific statutory obligations on organisations:

- To keep children safe from harm while they are using the service
- To carry out a risk assessment to identify whether a child or young person could be harmed while using the service
- To develop a Child Safeguarding Statement that outlines the policies and procedures which are in place to manage the risks which have been identified
- To appoint a relevant person to be the first point of contact in respect of the organisation's Child Safeguarding Statement

The types of organisations and services that have statutory responsibilities under the Children First Act 2015 are listed in full in [Appendix 1 of the Children First Guidance](#).

This addendum does not alter or increase these obligations. It has been published to clarify that organisations providing relevant services to children should consider the specific issue of online safety when carrying out their risk assessment and preparing their Child Safeguarding Statement.

Keeping children and young people safe from harm online

The Government's Action Plan for Online Safety notes that *"it is now almost impossible to imagine a world without the internet or to imagine a future where the internet has less of a role in our lives than it does today."*

It is important that we acknowledge the central role of the internet in all of our lives and that we support children and young people to take advantage of all of the unprecedented opportunities to learn, discover, create and communicate that new technologies provide.

However, while they are often confident and competent users of new technologies, children and young people may be less aware of the inherent risks involved. Children First operates on the premise that it is the responsibility of everyone in society to keep children and young people safe from harm. This responsibility includes keeping children safe from harm online.

Children should be supported and encouraged to develop safe and responsible online behaviours. If a relevant service is allowing children access to the internet where they could become exposed to harm, including harm of assault or sexual abuse (as set out in Section 2 of the Act), there is an obligation on the service provider to ensure that the risk is identified and that the policies and procedures that are in place to manage the risk are set out in the Child Safeguarding Statement. Further detailed information on undertaking a risk assessment is set out in the Children First: National Guidance for the Protection and Welfare of Children [DCYA, 2017] and Guidance on Developing a Child Safeguarding Statement [Tusla, 2017].

You should always contact Tusla if you have reasonable grounds for concern that a child may have been, is being, or is at risk of being harmed.

Guidance on what constitutes a reasonable concern is set out in chapter 2 of the Children First: National Guidance.

Concerns can be reported to Tusla using its [web portal](#).

If you think that a child is in immediate danger and you cannot contact Tusla should contact the Gardaí without delay.

Further resources:

[Children First: National Guidance for the Protection and Welfare of Children](#) [DCYA 2017]

[Guidance on Developing a Child Safeguarding Statement](#) [Tusla 2017]

[Child Safeguarding: A Guide for Policy, Procedure and Practice](#) [Tusla 2017]

[Be Safe Online: Ireland's Official Online Safety Hub](#) [Government of Ireland]

www.webwise.ie

www.hotline.ie

www.watchyourspace.ie

***Department of Children and Youth Affairs
January 2019***

CHECKLIST FOR REVIEW OF THE CHILD SAFEGUARDING STATEMENT

The *Child Protection Procedures for Primary and Post-Primary Schools 2017* require the Board of Management must undertake a review of its Child Safeguarding Statement and that the following checklist shall be used for this purpose. The review must be completed every year or as soon as practicable after there has been a material change in any matter to which the Child Safeguarding Statement refers. Undertaking an annual review will also ensure that a school also meets its statutory obligation under section 11(8) of the Children First Act 2015, to review its Child Safeguarding Statement every two years.

The checklist is designed as an aid to conducting this review and is not intended as an exhaustive list of the issues to be considered. Individual Boards of Management shall include other items in the checklist that are of relevance to the school in question.

As part of the overall review process, Boards of Management should also assess relevant school policies, procedures, practices and activities vis a vis their adherence to the principles of best practice in child protection and welfare as set out in the school's Child Safeguarding Statement, the Children First Act 2015, the Addendum to Child First (2019) and the *Child Protection Procedures for Primary and Post-Primary Schools 2017*.

	Yes/No
1. Has the Board formally adopted a Child Safeguarding Statement in accordance with the 'Child Protection Procedures for Primary and Post Primary Schools 2017'?	Yes
2. Is the Board satisfied that the Child Safeguarding Statement is displayed in a prominent place near the main entrance to the school?	Yes
3. As part of the school's Child Safeguarding Statement, has the Board formally adopted, without modification, the 'Child Protection Procedures for Primary and Post Primary Schools 2017'?	Yes
4. Does the school's Child Safeguarding Statement include a written assessment of risk as required under the Children First Act 2015? (This includes considering the specific issue of online safety as required by the Addendum to Children First)	Yes
5. Has the Board reviewed and updated where necessary the written assessment of risk as part of this overall review?	Yes
6. Has the Risk Assessment taken account of the risk of harm relevant to online teaching and learning remotely?	Yes
7. Has the DLP attended available child protection training?	Yes
8. Has the Deputy DLP attended available child protection training?	Yes
9. Have any members of the Board attended child protection training?	Yes

	Yes/No
10. Are there both a DLP and a Deputy DLP currently appointed?	Yes
11. Are the relevant contact details (Tusla and An Garda Síochána) to hand?	Yes
12. Has the Board arrangements in place to communicate the school's Child Safeguarding Statement to new school personnel?	Yes
13. Is the Board satisfied that all school personnel have been made aware of their responsibilities under the 'Child Protection Procedures for Primary and Post Primary Schools 2017' and the Children First Act 2015?	Yes
14. Has the Board received a Principal's Child Protection Oversight Report (CPOR) at each Board meeting held since the last review was undertaken?	Yes
15. Since the Board's last review, did each CPOR contain all of the information required under each of the 4 headings set out in sections 9.5 to 9.8 inclusive of the procedures?	Yes
16. Since the Board's last review, has the Board been provided with and reviewed all documents relevant to the CPOR?	Yes
17. Since the Board's last review, have the minutes of each Board meeting appropriately recorded the records provided to the Board as part of CPOR report?	Yes
18. Have the minutes of each Board meeting appropriately recorded the CPOR report?	Yes
19. Is the Board satisfied that the child protection procedures in relation to the making of reports to Tusla/An Garda Síochána were appropriately followed in each case reviewed?	Yes
20. Is the Board satisfied that, since the last review, all appropriate actions are being or have been taken in respect of any member of school personnel against whom an allegation of abuse or neglect has been made?*	N/A
21. Where applicable, were unique identifiers used to record child protection matters in the Board minutes?	Yes
22. Is the Board satisfied that all records relating to child protection are appropriately filed and stored securely?	Yes
23. Has the Board been notified by any parent in relation to that parent not receiving the standard notification required under section 5.6 of the 'Child Protection Procedures for Primary and Post Primary Schools 2017'?	No
24. In relation to any cases identified at question 23 above, has the Board ensured that any notifications required section 5.6 of the 'Child Protection Procedures for Primary and Post Primary Schools 2017' were subsequently issued by the DLP?	N/A
25. Has the Board ensured that the Parents' Association (if any), has been provided with the school's Child Safeguarding Statement?	Yes
26. Has the Board ensured that the patron has been provided with the school's Child Safeguarding Statement?	Yes
27. Has the Board ensured that the school's Child Safeguarding Statement is available to parents on request?	Yes
28. Has the Board ensured that the Stay Safe programme is implemented in full in the school? (applies to primary schools)	N/A

	Yes/No
29. Has the Board ensured that the Wellbeing Programme for Junior Cycle students is implemented in full in the school? (applies to post-primary schools)	Yes
30. Has the Board ensured that the SPHE curriculum is implemented in full in the school?	Yes
31. Is the Board satisfied that the statutory requirements for Garda Vetting have been met in respect of all school personnel (employees and volunteers)? *	Yes
32. Is the Board satisfied that the Department's requirements in relation to the provision of a child protection related statutory declaration and associated form of undertaking have been met in respect of persons appointed to teaching and non-teaching positions? *	Yes
33. Is the Board satisfied that, from a child protection perspective, thorough recruitment and selection procedures are applied by the school in relation to all school personnel (employees and volunteers)? *	Yes
34. Has the Board considered and addressed any complaints or suggestions for improvements regarding the school's Child Safeguarding Statement?	Yes
35. Has the Board sought the feedback of parents in relation to the school's compliance with the requirements of the child safeguarding requirements of the 'Child Protection Procedures for Primary and Post Primary Schools 2017'	Yes
36. Has the Board sought the feedback of pupils in relation to the school's child safeguarding arrangements?	Yes
37. Is the Board satisfied that the 'Child Protection Procedures for Primary and Post Primary Schools 2017' are being fully and adequately implemented by the school?	Yes
38. Has the Board identified any aspects of the school's Child Safeguarding Statement and/or its implementation that require further improvement?	Yes
39. Has the Board put in place an action plan containing appropriate timelines to address those aspects of the school's Child Safeguarding Statement and/or its implementation that have been identified as requiring further improvement?	Yes
40. Has the Board ensured that any areas for improvement that that were identified in any previous review of the school's Child Safeguarding Statement have been adequately addressed?	Yes

*In schools where the ETB is the employer the responsibility for meeting the employer's requirements rests with the ETB concerned. In such cases, this question should be completed following consultation with the ETB.

Signed Cath Kinsella (Acting Chair) Date 6/10/2024

Chairperson, Board of Management

Signed Muala Ni Mh Date 6th October

Principal/Secretary to the Board of Management

2024!