



Child Safeguarding Statement of Dlr Mill Theatre

Name of service being provided: Dlr Mill Theatre

Nature of service and principles to safeguard children from harm:

Since opening in May 2006 the dlr Mill Theatre has staged a wide variety of performing arts, community theatre, visual art, comedy, music, and children's shows. We bring many people together both on and off stage. Our venue presents over 400 productions every year, welcoming audiences from all over Ireland and our local community. We run an extensive education programme – over 10000 students from second level attend productions every year. The venue is perfectly suited to accommodate students of all ages with the same amount of Primary School level children attending every year also. With this in mind we believe that the welfare of children engaging with us is paramount. We believe in the value of the arts for children and respond and engage with them at every opportunity.

Dlr Mill Theatre is committed to a young-person centred approach in our work. We undertake to provide a safe environment and positive experience, the welfare of the young person being of paramount importance. We will adhere to *Children First: National Guidance for the Protection and Welfare of Children (2017)*.

We have developed policies and procedures to ensure this commitment is enshrined in all aspects of our organisation. Our Welfare and Child Protection Policy incorporates all policies and procedures that relate to work with children and young people. The Dlr Mill Theatre Board recognises it holds ultimate responsibility for the wellbeing of the children, young people, staff and volunteers that engage with the organisation. Our guiding principles and our welfare / child protection policy apply to all paid staff, paid freelance facilitators, volunteers and board members within our organisation.. Parents /guardians will be informed of relevant policies and procedures and children / young people will be informed of procedures and policies as they relate to their participation.

We welcome young people of all ages. We are involved in a range of related activities with them including:

- Drama Workshops- carried out by ourselves or a third party stage school. These can be both online and in the physical space
- Theatre Productions
- Rehearsals

- As Audience members
- TY Work experience

Our principles and procedures which should be observed to ensure, as far as possible, that a child is safe from harm, reflect national policy and legislation and are underpinned by Children First: National Guidance for the Protection and Welfare of Children 2017, the Tusla Children First - Child Safeguarding Guide 2017, and the Children First Act 2015, along with our Code of Behavior Contracts which set out our promise to have the welfare of the child at the centre of all we do.

1. Risk Assessment

Section 2 of the Children First Act 2015 defines harm as follows: 'harm means in relation to a child– (a) assault, ill-treatment or neglect of the child in a manner that seriously affects, or is likely to seriously affect the child's health, development or welfare, or, (b) sexual abuse of the child.'

We have carried out an assessment of any potential for harm to a child while availing of our services. Below is a list of the areas of risk identified and the list of procedures for managing these risks.

	Risk identified	Procedure in place to manage identified risk
1	Risk of harm not being recognised by Dlr Mill Theatre personnel	<p>Staff, artists and any visiting workshop facilitators are provided with the Child Protection Policy & Risk assessment.</p> <p>Staff are provided with training every two years to ensure they are equipped to deal with disclosures and to make referrals if required.</p> <p>Staff are to complete the Tusla Children First E-Learning programme.</p> <p>Staff are made aware of how to ensure prompt contact with the Designated Person or Tusla when a referral may be required</p> <p>The Child Protection Policy is reviewed every 2 years.</p> <p>All adults who would be in contact with children/ young people to read and sign Dlr Mill Theatre Child Safeguarding Policy 2021 Code of Behaviour Contract (Appendix1 of Child Safeguarding Policy)</p>

2	Risk of harm not being reported properly and promptly by theatre personnel	All personnel are provided with procedures for the reporting of child protection or welfare concerns to Tusla. in the Child Safeguarding Policy including information on the role and responsibilities of the Designated Liaison Person.
3	Risk of child /young person being harmed by theatre personnel/other member of staff/ volunteer	<p>Procedure set out in the Child Safeguarding Policy for the safe recruitment and selection of staff and volunteers to work with children including procedure for Garda Vetting.</p> <p>Procedure for the Supervision/ training and support of staff/volunteers along with a Code of Behaviour to be signed by all staff/volunteers</p> <p>Internal disciplinary processes are in place where the issue concerns an employee.</p>
4	Risk of harm due to bullying of a young person	<p>Anti bullying policy to be adhered to in all work with children/young people</p> <p>A no tolerance approach to bullying is included in the group contract with youth theatre members</p>
5	Risk of harm due to inadequate supervision of children / young people	<p>Code of Behaviour to be signed by all staff/volunteers</p> <p>The ratio for youth theatre weekly workshops of 1: 8 should be ideally adhered to</p> <p>If any trips are undertaken then the ratios that ideally should be adhered to are outlined in the Code of Good Practice- Child Protection for the Youth Work Sector (2003)</p>
6	Risk of harm where a parent/guardian, teacher, professional support worker is the alleged perpetrator	<p>All staff know the procedures to make a referral to the DLP or directly to Tusla</p> <p>If the allegation is against a person outside the theatre team, the employer of that person would be informed.</p>
7	Risk of harm due to inappropriate relationship/ communications between theatre personnel and a child /young person	<p>Safeguarding Policy on communications with young people</p> <p>Code of Behaviour for staff/volunteers</p> <p>Procedures for Giving Lifts to Young People</p>

8	Risk of harm due to inappropriate use or dissemination of images or information of young people	All data on children comes under Dlr Mill Theatre GDPR Privacy Policy Ensure all staff adheres to social media procedures including consent sought for taking and using images
9	Risk of harm due to inappropriate use of children/young people's data, including images/video.	All staff members to adhere to the Working Online With Young People Policy, our Confidentiality and Data protection Policy, and our Use of Images Policy and Code of Behaviour for staff / Volunteers
10	Risk of harm may arise due to the use of an external company ie stageschools/ theatre companies of Dlr Mill Theatre for events or performances.	Any external service/company utilising Dlr Mill Theatre facilities for productions or classes that include children or vulnerable adults as part of their group must adhere to procedures as outlined in Section 2.7 of Dlr Mill Theatre CPP

2. Procedures

Our Child Safeguarding Statement has been developed in line with requirements under the Children First Act 2015 and in line with *Children First: National Guidance for the Protection and Welfare of Children (2017)*. In addition to the procedures listed in our risk assessment, the following procedures support our intention to safeguard children and young people while they are availing of our service:

- Procedure for the management of allegations of abuse or misconduct against workers/volunteers of a child/ young person availing of our service
- Procedure for maintaining a list of the persons (if any) in the relevant service who are mandated persons. Our DLP is Michelle King, Artistic Director.
- Procedure for appointing a relevant person. The Relevant person of Dlr Mill Youth Theatre is Michelle King, Artistic Director
- Complaints Policy/Procedures
- Disciplinary/Appeals Procedures
- Policy on including Members aged 18 or over
- Health and Safety Policy and Procedures
- Policy on Informing Parents, seeking and gaining permissions
- Guidelines on Dealing with Disruptive Behaviour
- Policy on Interagency Cooperation

All procedures listed are available upon request.

3. Implementation

We recognise that implementation is an on-going process. Our service is committed to the implementation of this Child Safeguarding Statement and the procedures that support our intention to keep children safe from harm while availing of our service.

This Child Safeguarding Statement was reviewed by the Board of dlr Mill Theatre in November 2025, and will be reviewed every year or as soon as practicable after there has been a material change in any matter to which the statement refers.

For queries, please contact Michelle King, Artistic Director, Dlr Mill Theatre Dundrum.
Telephone: 01 296 9340 who is Relevant Person under the Children First Act 2015.