



**WATERGATE
THEATRE**

Watergate Theatre
Child Safeguarding Statement

Name of organisation

Watergate Theatre, Parliament Street, Kilkenny

Purpose of organisation

That the Watergate Theatre contributes to ensuring that Kilkenny is in line with an Ireland which believes that each citizen's life should be enriched by arts and culture.

- The Watergate Theatre aims to present cross disciplinary arts experiences of excellence by local, national and international arts practitioners all year round
- We aim to create opportunities for our local community to engage in high quality arts experiences
- We aim to work with artists to create these opportunities
- We strive to do this affordably and accessibly for maximum inclusivity
- We aim to support the development of local arts and to build partnerships through which we work alongside members of Kilkenny's artistic and non-artistic communities
- We aim to increase the depth of engagement by all community sectors to include a particular focus on children and young people.
- We also aim to diversify our audience via outreach. Our target groups will be new Irish communities, people of all abilities, children and youth. Part of the strategy to achieving this diversification will be to offer a diverse range of high-quality arts experiences.

Reason for having a Child Protection Statement

The Watergate Theatre presents work for people of all ages including for children under 18 years. The organisation also presents and produces work performed by children under 18 years either by local performing groups, in work produced by the theatre itself or by visiting schools, dance and performance schools and academies. We are committed to a child centred approach to running all our work with children and young people. We commit to providing a safe environment and ensuring in all cases that each child's safety is given priority. We are fully committed to adhering to all requirements of Children First: National Guidance and all other child protection guidelines issued by the Department of Children and Youth Affairs, or any guidelines issued by Tusla concerning Child Safeguarding Statements under section 11(4) of the Children First Act 2015.

Risk Assessment and procedures

The Watergate Theatre engages with children and young people in the following ways:

1. As audience members, attending events in the theatre. In most cases bookings are made by parents or teachers and the children attend with parents/guardians and/or teachers as supervisors/chaperones.
2. As workshop participants, attending without parents

3. As performers, either with local community performing groups or with their schools.
4. As performers in in-house productions

When could a child be at risk?

<p>Children as audience members</p>	<p>A child is on his/her own in foyer, gallery, greenroom or auditorium A child in bathroom alone A child is attending an event without a parent/guardian A child leaving the building without a parent/guardian</p>
<p>Children in workshops</p>	<p>A child alone with an adult not their parent/ guardian A child needing to use the bathroom A child using tools or artistic implements where applicable A child leaving the building without a parent/guardian</p>
<p>Children as performers</p>	<p>A child alone with an adult not their parent/guardian A child sharing dressing rooms with other children A child sharing dressing rooms with adults A child needing to make quick costume change at side of stage A child/children in dressing rooms without adult supervision Any access to dressing rooms areas where children are based Presence of adults in dressing rooms and backstage area A child leaving the building without a parent/guardian</p>

Response procedures

Our Child Safeguarding Statement has been developed in line with requirements under the Children First Act 2015, the Children First: National Guidance, and Tusla’s Child Safeguarding: A Guide for Policy, Procedure and Practice.

Child Safety Breach	Procedure
Non-compliance with or lack of awareness of Watergate's Child Protection Policy OR delay in reporting	<p>Where relevant staff, artists and project partners are provided with the Child Protection Policy.</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 encouraged to complete the Tusla Children First E-Learning programme.</p> <p>Where relevant a list of staff who are mandated persons as defined by the Children's Act 2017.</p> <p>Availability of training and support to ensure prompt contact with the Mandated Person or Tusla when a referral may be required</p> <p>The Child Protection Policy is reviewed every 2 years.</p>
Allegation of abuse where a member of Watergate staff is the alleged perpetrator.	<p>All staff know the procedures to make a referral to the Mandated Person or directly to Tusla.</p> <p>Internal disciplinary processes are in place where the issue concerns an employee</p>
Allegation of abuse where a parent/guardian, teacher, professional support worker is the alleged perpetrator	<p>All staff are aware of procedures to make a referral to the Mandated Person or directly to Tusla.</p> <p>School/partner is notified.</p>
Child makes a disclosure to a member of staff	<p>All staff are familiar with the procedures to make a referral to the Designated Person or directly to Tusla.</p>
A suspicion of child abuse is determined by a member of staff.	<p>All staff know the procedures to make a referral to the Mandated Person or directly to Tusla.</p>
Disclosure by project partner	<p>Watergate Theatre will engage with partners on joint report making where appropriate. Our Child Protection Policy will be shared with partners in advance of projects and the Watergate will receive a copy of Child protection Policies from all partners</p>

<p>Inappropriate use or dissemination of children/Young Person's images or information</p>	<p>All staff will adhere to social/media procedures including consent sought for the taking and use of images. All data on children will adhere to Watergate GDPR code of practice</p>
<p>Risks or breaches of safety as outlined above may arise due to work being undertaken with external company i.e stage schools/companies/arts groups/schools/theatre companies of Watergate's building for events: Risk to child/young person in backstage/dressing room/ working venue Risk of harm due to inadequate supervision of young people</p>	<p>Any external service/company using the Watergate's facilities for productions that include children or vulnerable adults as part of the cast must:</p> <ul style="list-style-type: none"> • read and adhere to the Watergate's Child Protection Policy. • Be made aware of policy practice on Adult/Young People ratios in company contract and backstage maximum numbers. • Must have appointed a Designated Liaison Person. • Not have crew member(s) with unresolved child protection issues or any child protection issues of concern. • Be responsible for the review and implementation of their own Child Protection Policy and supporting documents All "Relevant Persons" engaged by the external company as crew members must be garda vetted if their work consists mainly of the person having access to or contact with children or vulnerable persons. <p>Any concerns relating to these services shall be raised immediately with Designated Person.</p>

Procedures

Our Child Safeguarding Statement has been developed in line with requirements under the Children First

Our Child Safeguarding Statement has been developed in line with requirements under 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. In addition to the procedures listed in our risk assessment, the following procedures support our intention to safeguard children while they are availing of/participating in our programme and in our building:

- The Watergate's Complaints Policy/Procedures
- Recruitment Policy/Procedures
- Disciplinary Policy/Procedures
- Procedure for the safe recruitment and selection of workers
- Procedure for provision of, and access to, child safeguarding training and information, including the identification of the occurrence of harm
- Procedure for the reporting of child protection or welfare concerns to Tusla or the Gardaí as appropriate
- Procedure for maintaining a list of the persons (if any) in the relevant service who are 'Mandated Persons' as defined under the Children First Act 2015
- Procedure for appointing a Mandated Person
- Health and Safety Policy/ Procedures

Implementation of procedures

We understand that implementation is an ongoing process. The Watergate is committed to the implementation of this Child Safeguarding Statement and the procedures that support our intention to keep children safe from harm while engaging in our projects and programmes.

This Child Safeguarding Statement will be reviewed on the 24th of September 2021, or as soon as practicable after there has been a material change in any matter to which the statement refers.

The Watergate's Relevant Person under the Children First Act 2015 and Designated Liaison Person is:

Joanna Cunningham, Watergate Theatre Executive Director.
director@watergatetheatre.com

And the Deputy Liaison:

Breda Gertberg accounts@watergatetheatre.com

All procedures listed are available on the organisation's website or upon request.

