

Risk Assessment

Approved by:

IDEA CEO:

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Date: 20/09/2025

Chair of National Council:

Bobby McCormack

Date: 24/09/2025

We in IDEA are committed to ensuring that the welfare and safety of the children and young people who engage directly and indirectly with us is a priority.

This risk assessment was carried out in part requirement of producing a Child Safeguarding Statement, as per the Children First Act 2015 and also as part of our ongoing commitment to the safety and well-being of the children and young people engaging with IDEA.



This document provides an assessment of the risk of 'harm' to children and young people while engaging in our organisational activities or events.

Please Note: This risk assessment is concerned specifically with the risk of harm to young people while engaged with IDEA as defined in Children First and does not reflect a wider risk assessment in relation to health and safety.

'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 'harm' as follows:

"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 circumstance or a series or combination of acts, omissions or circumstances or otherwise"

The age range of those young people who are likely to engage in IDEA is 16-18 years and can involve the following type of indirect engagement:



- Young people nominated and supported by an external organisation (for instance an IDEA member organisation) to represent IDEA at a meeting, event, launch, consultation, forums, serve on working group etc...

And the possibility of:

- Attendance of young person at an IDEA public event
- Communication with a young person online - via IDEA social media platforms

And:

- Supporting youth organisations to deliver Erasmus+ programme

This risk assessment assists us to consider the potential risks of harm to young people. It does this by identifying the risks of harm, applying a risk rating for each risk and identifying the relevant policy area which addresses the risk, identifies any gaps which must be actioned, and the person responsible to progress each action.

This risk assessment will be reviewed at least every 24 months or more often if the nature of IDEA's activities/programmes change in a significant way. This review process will be led by the Designated Liaison Person, informed by staff and management and signed off by the IDEA National Council.

RISK ASSESSMENT

The following table is a summary of the risk assessment carried out by the DLP, management and staff team of IDEA.

*Risk ranking – L = Low, M = Medium, H = High

Potential Risk of Harm (Who & What)	*Risk ranking in terms of Impact	*Risk ranking in terms of Likelihood	Who owns the risk?	Current Controls	Future Actions Required
Engagement with Young People					
Harm caused to a young person, including <u>bullying</u> , both online and offline while engaged with staff members, or other persons within the organisation	H	L	Staff DLP Management	CS&P Policy Code of Behaviour Participation in appropriate training (e.g. safeguarding and child protection)	Review the CS&P biannually Review Code of Behaviour biannually Refresher safeguarding training every two/three years Review group agreements/contracts code of conduct for young people

Inappropriate use of ICT by staff	H	L	Staff DLP Management	Firewall/safety software CS&P Policy	Update software Review Staff Code of Behaviour biannually
Managing challenging behaviour at an event	M	L	Staff DLP Management	CS&P Policy Reporting procedure Code of Conduct Staff Training	Regular Staff Training Use of a risk assessment form per event
Poor practice by IDEA staff, contractors, Volunteers, other events participants or students which harms young people	M	L	Staff DLP Management	CS&P policy Code of Behaviour Participation in appropriate training (e.g. working appropriately with young people)	Ongoing review of CS&P policy Review Code of Behaviour biannually Refresher training every two/three years

					Induction training on Code of Behaviour for all new staff, contractors, volunteers, students etc...
Lack of clarity on the supervision and safeguarding responsibilities of young people who are under the responsibility of an external organisation	H	M	Staff DLP Management	CS&P policy –external organisations responsibility for safeguarding Code of Behaviour Participation in appropriate training	CS&P policy – clarity on external organisations responsibility for safeguarding
Lack of procedures and/or adherence to good practice when engaging with young people <i>off-site</i> including external; meetings, events, forums, launches, consultations etc...	H	M	DLP Management	Code of Behaviour And participation in appropriate training (e.g. working with young people)	Use of scenario planning Inclusion of specific guidance in Code of Behaviour Use of a risk assessment form per event

					Advance meeting with partner organisation working with the young people involved
Lack of procedures and/or adherence to good practice in relation to online engagement with young people	M	M	DLP Management	Code of Behaviour and attendance at appropriate training	Ongoing review of Code of Behaviour
Lack of procedures and/or adherence in relation to communications with young people both online and offline e.g. texting, social media etc...	H	M	DLP Management	Code of Behaviour and attendance at appropriate training	Review Code of Behaviour Web-safety training for all staff Briefing session for staff, volunteers and students
Reporting Procedures					

Absence of a reporting procedure, including appointment of a DLP And Deputy DLP	H	L	Management National Council	CS&P policy	Review CS&P Policy Add to National Council agenda (or in CEO report) if any safeguarding issues received (similar process re general complaints received)
Non-compliance of governance responsibilities	H	M	National Council	Risk assessment and CSS CS&P policy	Completion of board checklist (available from NYCI) Appointment of a child safeguarding sub-group of the Board – with responsibility for dealing with allegations including historical, garda vetting disclosures
Concerns of reasonable grounds and harm not known, responded to and/or reported appropriately	H	L	Staff DLP Management	CS&P policy Participation in appropriate training	Ongoing review of CS&P Policy Attendance at appropriate training
Safe Recruitment and Selection of Staff					

Lack of relevant procedures for the safe selection of all staff, contractors, volunteers and students	H	L	DLP Management National Council	Safe recruitment processes including Garda vetting as required for relevant roles and reference checks Induction process Probationary period Code of Behaviour Adequate supervision	Ensure garda vetting is in place and up to date for relevant personnel/ roles Carry out re-vetting of relevant roles every three years National Council to agree process to analyse roles in relation to ongoing work with young people (Noms & Rems subcommittee or CS subcommittee to be confirmed)
Information, Training and Communication					
Lack of communication of the Child Safeguarding Statement (CSS) and accompanying child protection and safeguarding policy and	M	L	DLP Management	CS&P policy Code of Behaviour	The CSS to be displayed publicly, and sent to all staff, volunteers, contractors, students and other relevant stakeholders and made available on request

procedures to all staff, volunteers, contractors, students and all of those working with the organisation				Participation in appropriate training	Include a standing agenda item in relation to child protection and safeguarding at National Council (board) meetings
Lack of appropriate levels of training in safeguarding and child protection for those engaging directly with children	H	L	DLP Management	Appropriate training	E – learning module to be completed for all relevant staff OPTIONAL-Tailored in house training to be delivered to staff and volunteers Participation by DLP in role specific refresher training Induction/briefing for students and volunteers Briefing to National Council on their governance responsibilities
Inappropriate and unauthorised	H	L	Staff DLP	CS&P policy	Ongoing review of CS&P Policy

recording – including photography and filming - of young people				Code of Behaviour Participation in appropriate training	Ongoing review of the Code of Behaviour ensure relevant consent for images/filming is obtained
Allegations of Abuse					
Lack of procedures for handling allegations of abuse against a young person, staff member, volunteer, student, contractor, manager, board member etc... Lack of procedures for responding to retrospective/historical allegations against IDEA staff	H	L	DLP Management	CS&P policy Participation in appropriate training	Ongoing review of CS&P Policy Appointment of safeguarding sub-committee on National Council

Lack of understanding and implementation of allegations procedures	H	L	Staff DLP Management	CS&P policy Participation in appropriate training	Ongoing review of CS &P Policy Staff informed of reporting procedures including retrospective allegations
Working with Other Parties					
Lack of procedures for interagency working and responsibility for safeguarding young people and response to child protection issues	H	M	DLP Management	Interagency agreement in place	Ongoing Review CS&P Policy