

The Boys' Brigade and Girls' Association In the Republic of Ireland Child Safeguarding Training Strategy

Aim of Strategy

To ensure that all leaders within the Boys' Brigade and Girls' Association Republic of Ireland (The BB) are familiar with the organisation's Child Safeguarding Statement and Child Safeguarding Policy and ancillary policies and how to implement them in their companies and at District and Regional level.

Training Strategy

The Training Team on behalf of the Management Committee shall be responsible for the provision of Child Safeguarding training within the BB. The Management Committee shall ensure that the necessary resources are provided to carry out this Child Safeguarding Training Strategy.

Training will be provided on a number of levels:

1. Induction Training

All new leaders, on the first time of starting work within a Company should receive induction from the Company Captain, or delegated person. This induction will include emergency procedures and an explanation of the Child Safeguarding Policy. The new leaders will be issued the leaders card and emailed a copy of the Child Safeguarding Policy.

2. In-house training

The Training Team shall ensure that regular Child Safeguarding trainings are provided at a local level so that all new leaders can attend in-house training within 12 months of their appointment.

The Child Safeguarding training session aims to:

- Ensure every leader is aware of the safety practices and how to implement them in their company.
- Ensure every leader understand The BB Child Safeguarding Policy;
- Ensure every leader is aware of the reporting procedures;

3. Tusla training

Every employee shall complete the Tusla e-learning module within three months of their employment. All leaders who hold a role at Regional level should also complete the Tusla e-learning module within three months of their appointment to a Regional role. On completion of the Tusla e-learning module the leader should forward a copy of their certificate of completion to the Child Safeguarding Panel. Where such a leader has already completed the Tusla e-learning module as part of their profession, they do not need to re-complete it for the BB but they should provide a copy of their certificate of completion.

4. Mandated person training

All mandated persons within the BB of shall avail of mandated person training either via NYCI's Child Protection Unit, Tusla or other recognised provider. They shall refresh their training as required.

5. Designated Liaison Person training

All Designated Liaison Persons shall avail of Designated Liaison Person training via NYCI's Child Protection Unit or other recognised provider. They shall refresh their training as required.

6. Refresher training

The BB requires all leaders to refresh their Child Safeguarding Training every three years so that they can be kept up to date with all developments in relation to Child Safeguarding.

Leaders shall be encouraged to complete the Tusla e-learning module to supplement their Child Safeguarding training within the BB.

Training Register

The National Director shall maintain a register of training information which shall include:

- Details of training programme delivered
- Details of leaders and employees who attended trainings
- Details of level of training completed by each leader and employee
- Details of when leaders and employees should next attend training
- Details of leaders and employees who have completed the Declaration of Acceptance

Annual Training Needs Analysis

The Training Director shall periodically undertake a training needs analysis to identify the number of new leaders who require training and organise training events to meet the need. The Training Director shall also check the register of training information periodically to ascertain the number of existing leaders who are due for refresher training and organise relevant training events to meet the need.