

Baseball Ireland Child Safeguarding Statement and Risk Assessment

Prepared in accordance with the Children First Act 2015, Children First: National Guidance for the Protection and Welfare of Children (2017), and Tusla Child Safeguarding: A Guide for Policy, Procedure and Practice.

Organisation: Baseball Ireland

Services Provided: Baseball Ireland provides baseball and softball activities, competitions, training, coaching, camps, development programmes, education courses, events, international representation, and club support services involving children and young people under the age of 18 throughout Ireland.

Date of Statement: 01 June 2026

Review Date: 01 June 2027

1. Commitment to Safeguarding Children

Baseball Ireland recognises that the welfare of children participating in baseball and softball activities is paramount. We are committed to safeguarding all children and young people who participate in our activities and to ensuring that they are protected from harm while involved in our services.

Baseball Ireland is committed to:

- Promoting the rights, welfare and wellbeing of all children and young people.
- Providing a safe, inclusive and enjoyable environment for participation.
- Treating all children with dignity, respect and fairness.
- Preventing abuse, neglect, exploitation and bullying.
- Responding appropriately to concerns regarding child welfare and protection.
- Complying with all relevant legislation and national guidance, including the Children First Act 2015.
- Supporting coaches, volunteers, staff and officials in understanding and fulfilling their safeguarding responsibilities.

2. Principles to Safeguard Children

Baseball Ireland adheres to the following safeguarding principles:

1. The safety and welfare of children is everyone's responsibility.
2. The best interests of the child shall be the primary consideration in all decisions.
3. Children have the right to be protected from abuse, neglect and harm.
4. Children have the right to be listened to and taken seriously.
5. Parents and guardians should be supported as primary carers.
6. Safeguarding measures shall be embedded in all activities, programmes and events.
7. All safeguarding concerns will be addressed promptly and appropriately.
8. Confidentiality will be maintained in accordance with legal and safeguarding requirements.

3. Description of Relevant Services

Baseball Ireland provides the following relevant services to children:

- Club-based baseball and softball training.
- Youth leagues and competitions.
- National championships and tournaments.
- School and community outreach programmes.
- Coaching and officiating development programmes.
- High-performance and representative squads.
- Camps, clinics and development events.

- National and international travel associated with baseball and softball activities.
- Online engagement, communications and learning activities.

4. Risk Assessment

In accordance with the Children First Act 2015, Baseball Ireland has undertaken an assessment of potential risks of harm to children participating in our services.

Risk Identified	Controls in place to manage risk identified	Risk Low, Medium, High	Action Required
Club and Coaching Practices			
Lack of coaching qualification	Coach Standards Policy / Recruitment policy	Medium	Ensure all coaches meet required qualifications; maintain training records; do not appoint unqualified coaches without supervision.
Supervision issues	Supervision policy	High	Ensure adequate adult supervision ratios; implement clear supervision procedures and coach responsibilities.
Unauthorised photography & recording activities	Photography & Use of Images policy	Medium	Obtain consent, enforce photography rules, monitor use of devices, and address breaches immediately.
Behavioural Issues	Code of Conduct / Safeguarding 1 / Complaints & Disciplinary policy	Medium	Promote expected behaviour standards; investigate incidents and apply disciplinary procedures where needed.
Adult-to-child electronic communications	Coach Standards Policy / Recruitment policy	Medium	Ensure all coaches meet required qualifications; maintain training records.
Use of private vehicles	Coach Standards Policy / Recruitment policy	Medium	Ensure adequate adult supervision ratios; implement clear supervision procedures and coach responsibilities.
Use of social media by representative teams	Social Media / Online Safety policy	Medium	Provide online safety guidance, monitor digital communication and address misuse.
No guidance for away trips / Overnight stays / International Travel	Travel/Away trip policy / Child Safeguarding Training	Medium	Implement travel procedures, risk assess trips, ensure trained supervisors and parental consent.
Complaints & Discipline			
Lack of awareness of a Complaints & Disciplinary policy	Complaints & Disciplinary procedure/policy / Reporting procedures	Medium	Make policies available, provide training, and ensure members know how to raise concerns.
Difficulty in raising an issue by child & or	Complaints & Disciplinary procedure/policy / Reporting procedures	High	Provide clear reporting routes, safeguarding contacts, and a child-friendly complaints process.

Risk Identified	Controls in place to manage risk identified	Risk Low, Medium, High	Action Required
parent			
Complaints not being dealt with seriously	Complaints & Disciplinary procedure/policy with escalation to NGB	High	Investigate all complaints promptly, document outcomes, and escalate serious concerns appropriately.
Reporting Procedures			
Lack of knowledge of organisational & statutory reporting procedures	Reporting procedures/policy / Code of Conduct/Safeguarding Training Policy/Induction Training	High	Deliver safeguarding training and ensure all relevant personnel understand reporting obligations.
No Designated Liaison Person appointed	Reporting procedures/policy	High	Appoint and clearly identify a Designated Liaison Person/Club Safeguarding Officer.
Concerns of abuse or harm not reported	Reporting procedures/policy / Child Safeguarding Training – L1	High	Ensure mandatory reporting procedures are understood and concerns are acted on immediately.
Not clear who young people should talk to or report to	Post the names of Club Safeguarding Officer/Designated Liaison Person	High	Display safeguarding contacts clearly in the club and communicate them to children and parents.
Use of Facilities			
Unauthorised access to designated play & practice areas	Codes of Conduct/Safeguarding Training	Medium	Control access, supervise areas, and ensure only authorised persons enter activity zones.
Photography, filming or recording in prohibited areas	Photography policy and use of devices in private zones	Medium	Clearly mark restricted areas, communicate rules, and challenge inappropriate recording.
Mixed-age training sessions / Children participating in adult competitions	Codes of Conduct/Safeguarding Training/Event Management Guidelines	Medium	Control access, supervise areas, and ensure only authorised persons enter activity zones.
Children sharing facilities with adults e.g., dressing room/showers etc.	Safeguarding policy/Event Management Guidelines	High	Provide separate changing arrangements where possible and implement safe facility management.
Recruitment			
Recruitment of inappropriate people	Recruitment policy/Safeguarding Policy	High	Use safe recruitment procedures, references, vetting and safeguarding checks before appointment.

Risk Identified	Controls in place to manage risk identified	Risk Low, Medium, High	Action Required
Lack of clarity on roles	Recruitment policy/Role descriptors	Low	Provide clear role descriptions and responsibilities during recruitment and induction.
Unqualified or untrained people in role	Safeguarding policy/Role Descriptors	Medium	Ensure appropriate training before duties begin and monitor ongoing competence.
General Risk of Harm			
Harm not being recognised	Safeguarding policy / Child Safeguarding Training	High	Provide safeguarding awareness training and ensure staff can identify signs of harm.
Harm caused by: Child to Child / Coach to Child / Volunteer to Child / Member to Child / Visitor to Child	Safeguarding policy / Safeguarding Training L1	High	Apply safeguarding procedures, supervise interactions, report concerns, and investigate incidents.
Children with additional needs requiring support	Safeguarding policy / Safeguarding Training L1	High	Apply safeguarding procedures, supervise interactions, report concerns, and investigate incidents.
General behavioural issues	Code of Conduct	Medium	Reinforce behaviour expectations and manage breaches through agreed procedures.
Issues of Bullying	Anti-Bullying policy/Code of conduct	Medium	Promote anti-bullying measures, encourage reporting, and respond quickly to incidents.
Vetting of staff/volunteers	Recruitment policy / Vetting policy	High	Complete required vetting checks before individuals work with children.
Issues of Online Safety	Social Media / Online Safety policy	Medium	Provide online safety guidance, monitor digital communication and address misuse.
Safety in Virtual Environments	Safeguarding Policy	Medium	Apply safeguarding rules to online sessions, communications and virtual activities.

Following this assessment, Baseball Ireland considers that the identified risks are adequately managed through the procedures outlined below.

The Designated Liaison Person and Board will review the Risk Assessment annually and after any significant incident, safeguarding concern, or change in activities.

5. Procedures Required Under Schedule 1 of the Children First Act 2015

In accordance with Section 11 of the Children First Act 2015, Baseball Ireland has established the following procedures to manage risks of harm and to safeguard children participating in its activities and services.

1. Procedures for the Management of Allegations of Abuse or Misconduct Against Staff, Volunteers and Officials

Baseball Ireland has procedures in place for responding to allegations, suspicions or concerns regarding abuse or

misconduct by staff members, volunteers, coaches, officials or any person working with children on behalf of the organisation.

These procedures include:

- Immediate consideration of the safety and welfare of the child concerned.
- Reporting concerns to Tusla and/or An Garda Síochána where required.
- Managing allegations in accordance with Children First: National Guidance for the Protection and Welfare of Children (2017).
- Maintaining fair and confidential procedures for all parties involved.
- Separating child welfare considerations from disciplinary and employment matters.
- Cooperating fully with statutory agencies and relevant authorities.

2. Procedures for the Safe Recruitment and Selection of Staff and Volunteers

Baseball Ireland operates safe recruitment and selection procedures designed to minimise the risk of harm to children.

These procedures include:

- Garda Vetting in accordance with the National Vetting Bureau Acts and relevant statutory requirements.
- Obtaining and verifying references where appropriate.
- Assessing the suitability of candidates for roles involving contact with children.
- Providing clear role descriptions outlining safeguarding responsibilities.
- Ensuring all staff, coaches, officials and volunteers agree to comply with safeguarding policies and Codes of Conduct.

3. Procedures for the Provision of Information and Instruction to Staff and Volunteers

Baseball Ireland is committed to ensuring that all staff, volunteers, coaches and officials understand their safeguarding responsibilities.

This is achieved through:

- Provision of safeguarding policies and procedures.
- Access to Children First awareness training and safeguarding education.
- Regular safeguarding communications and updates.
- Guidance on recognising, responding to and reporting child welfare concerns.
- Ongoing support from the Designated Liaison Person (DLP) and safeguarding personnel.

4. Procedures for Reporting Child Protection and Welfare Concerns

Baseball Ireland has procedures in place for receiving, recording, assessing and reporting child protection and welfare concerns.

These procedures include:

- Ensuring all concerns are responded to promptly and appropriately.
- Maintaining secure records of safeguarding concerns and actions taken.
- Reporting concerns to Tusla and/or An Garda Síochána where there are reasonable grounds for concern.
- Supporting mandated persons in fulfilling their statutory reporting obligations under the Children First Act 2015.
- Ensuring that no person is disadvantaged for reporting a child welfare concern in good faith.

5. Procedures Relating to Mandated Persons

Where Baseball Ireland engages personnel who are Mandated Persons under Schedule 2 of the Children First Act 2015, those individuals shall:

- Be informed of their statutory responsibilities.
- Receive appropriate training and guidance.
- Make mandated reports to Tusla where required by law.
- Assist the organisation in maintaining compliance with Children First legislation.

Where no personnel are currently Mandated Persons, Baseball Ireland will review this position regularly and update this Child Safeguarding Statement as necessary.

6. Appointment of the Relevant Person

Baseball Ireland has appointed a Relevant Person in accordance with the Children First Act 2015. The Relevant Person is the first point of contact in relation to this Child Safeguarding Statement and is responsible for:

- Receiving queries regarding the Child Safeguarding Statement.
- Supporting the implementation of safeguarding procedures.
- Acting as a liaison regarding safeguarding matters within the organisation.
- Promoting awareness of safeguarding responsibilities throughout Baseball Ireland.

The Relevant Person may also fulfil the role of Designated Liaison Person (DLP) where appointed by the organisation.

7. Review and Monitoring

Baseball Ireland will review its Child Safeguarding Statement, Risk Assessment and safeguarding procedures at least annually and as soon as practicable following:

- Any significant safeguarding incident.
- Changes to legislation or national guidance.
- Changes to the nature of services provided.
- Identification of new risks of harm to children.

The Board of Baseball Ireland retains overall responsibility for ensuring compliance with the Children First Act 2015 and for maintaining effective safeguarding arrangements throughout the organisation.

6. Child Safeguarding Procedures

Baseball Ireland has the following procedures in place to manage identified risks and safeguard children:

Recruitment and Selection

- Appropriate recruitment procedures for staff and volunteers.
- Garda Vetting in accordance with statutory requirements.
- Reference checking where appropriate.
- Role descriptions outlining safeguarding responsibilities.

Training and Awareness

- Safeguarding training for staff, coaches and volunteers.
- Children First awareness training for relevant personnel.
- Ongoing safeguarding education and updates.

Codes of Conduct

- Codes of Conduct for:
 - Coaches
 - Volunteers
 - Officials
 - Parents/Guardians
 - Children and Young People

Reporting Concerns

Baseball Ireland will:

- Receive and assess child welfare concerns.
- Record safeguarding concerns appropriately.
- Report concerns to Tusla and/or An Garda Síochána where required.
- Support children and families throughout safeguarding processes.

Managing Allegations Against Adults

- Follow Children First guidance and statutory procedures.
- Separate welfare considerations from disciplinary procedures.
- Cooperate fully with statutory authorities.

Anti-Bullying Measures

- Clear reporting mechanisms.
- Investigation and management procedures.
- Education and awareness initiatives.

Photography and Social Media

- Appropriate consent procedures.
- Safe use of digital communications.
- Monitoring and management of online risks.

Complaints and Disciplinary Procedures

- Fair and transparent complaints processes.
- Disciplinary procedures for breaches of safeguarding requirements.

7. Procedures Supporting Compliance with the Children First Act 2015

Baseball Ireland recognises the following procedures as relevant to safeguarding:

- Child Protection and Welfare Policy.
- Risk Assessment Process.
- Garda Vetting Policy.
- Recruitment and Selection Procedures.
- Code of Ethics and Conduct.
- Anti-Bullying Policy.
- Social Media Policy.
- Photography and Filming Policy.
- Complaints and Disciplinary Procedures.
- Travel and Away Event Policy.
- Reporting and Recording Procedures.
- Training and Education Procedures.

8. Compliance with Children First Act 2015

Baseball Ireland recognises its obligations under the Children First Act 2015 and will:

- Ensure all mandated persons fulfil their statutory reporting responsibilities.
- Maintain procedures for reporting concerns to Tusla and An Garda Síochána.
- Provide safeguarding information and training to relevant personnel.
- Implement safe recruitment and selection procedures.
- Manage allegations against staff and volunteers in accordance with Children First.
- Review safeguarding risks annually and after significant incidents.
- Ensure the Relevant Person acts as the contact point for this Child Safeguarding Statement.

9. Implementation

Baseball Ireland is committed to ensuring that this Child Safeguarding Statement is implemented through:

- Annual review of safeguarding policies and procedures.
- Regular risk assessment and monitoring.
- Appointment of designated safeguarding personnel.
- Provision of safeguarding training.
- Communication of safeguarding requirements to clubs, members, staff and volunteers.
- Ongoing compliance monitoring.
- Review of incidents, concerns and learning outcomes.

This Child Safeguarding Statement shall be:

- Available on the Baseball Ireland website.
- Provided to staff, volunteers, clubs and relevant stakeholders.
- Made available to children, parents/guardians, staff, volunteers, members and Tusla upon request.

10. Relevant Person

For the purposes of the Children First Act 2015, the following person is appointed as the Relevant Person:

Name: Mike Kindle

Position: Relevant Person / Designated Liaison Person (DLP)

Organisation: Baseball Ireland

Address: 12 Valley Avenue, Druid Valley, Cherrywood, Dublin 18, D18Y186

Telephone: 0876236917

Email: mike@baseballireland.com

The Relevant Person is the first point of contact regarding this Child Safeguarding Statement and any safeguarding concerns relating to Baseball Ireland's services.

The Relevant Person also acts as the Designated Liaison Person for child safeguarding matters.

All child protection concerns will be reported to Tusla in accordance with Children First: National Guidance and the Children First Act 2015. Mandated Persons will fulfil their statutory reporting obligations where applicable.

Approval

This Child Safeguarding Statement has been adopted by the Board of Baseball Ireland and will be reviewed annually from the date of adoption, or sooner if required by legislative or organisational changes.

Signed: _____
Chair, Baseball Ireland

Date: _____