All HSE staff irrespective of role, grade or profession have a duty to report suspected child abuse, neglect or welfare concerns to Tusla - Child and Family Agency.

### STAFF MEMBER HAS A CHILD PROTECTION OR WELFARE CONCERN

Consult Line Manager or most appropriate senior staff member without delay

- **Unsure if reasonable grounds for concern exist**
  - Staff member with support from line manager/most appropriate senior staff member may consult with the Tusla Duty Social Worker.
  - Decision not to report
    - Continue to monitor situation/no further action as appropriate.
  - Staff member records relevant case notes and outcome, including the concern, contact with the child, parents/guardian and the Tusla Duty Social Worker and responses received.

- **Reasonable grounds for concern exist**
  - A consultation may be held at any time in the reporting process by the staff member/most appropriate senior staff member with the Tusla Duty Social Worker.
  - Decision to report
    - Without delay staff member completes the appropriate Tusla Report Form with support from line manager/most appropriate senior staff member, if necessary. The report form and supporting documentation, where relevant, are forwarded without delay to the Tusla Duty Social Worker in the area where the child lives.
    - Staff member records relevant case notes and outcome, including the concern, contact with the child, parents/guardian and the Tusla Duty Social Worker and responses received.

- **Immediate and serious risk. Ensure the safety of the child and/or seek medical attention if required from the nearest Emergency Department.**
  - Staff member, with support from line manager/most appropriate senior staff member immediately contacts the Tusla Duty Social Worker by phone. Contact should be made with An Garda Síochána, if the Duty Social Worker is not available.

### Note:
Mandated Persons need to consider if their concerns reach the threshold for making a mandated report.
Retrospective Abuse

In cases where adults disclose historical childhood abuse, a report should be made on a Retrospective Abuse Report Form to Tusla as the person subject to abuse allegations (alleged perpetrator) may pose a current risk to children;

However, if there are reasonable grounds for concern that a child may have been, is being or is at risk of being abused by the alleged perpetrator then a Child Protection and Welfare Report Form should also be sent to Tusla;

- If a child is identified then the report should be made to Tusla in the area where the child lives.
- If no children are identified then the report should be made to Tusla in the area where the person subject to abuse allegations lives.

If you ignore what may be symptoms of abuse, it could result in ongoing harm to the child.

It is important that a report is made as soon as possible to Tusla and that no child is left at risk while a decision is being made.

If a child is at immediate risk and the Duty Social Worker in the Child and Family Agency cannot be contacted, please contact An Garda Síochána at any Garda Station.

Under The Protection for Persons Reporting Child Abuse Act 1998, persons are protected by law if they in good faith report suspected child abuse to a Designated Officer of the HSE, Tusla or a member of An Garda Síochána.

Remember: Under HSE policy, all staff have an obligation to report child protection and welfare concerns. Mandated persons have statutory obligations to report concerns at or above a defined threshold under the Children First Act, 2015.