**MUNTERCONNAUGHT COMMUNITY DEVELOPMENT**

**ASSOCIATION CLG**

**SUPERKIDS**

**CHILD PROTECTION AND WELFARE POLICY**

**December 2023**

SuperKids is a preschool service for children aged from 2 years 8 months to 5 years. The Service Provider is Munterconnaught Community Development Association, Ballydurrow Community Centre, Ballydurrow, Virginia, County Cavan, A82 A306 (the Company) and so SuperKids is regarded as a community-based service operating on a not-for-profit basis. The Company is managed by a board of directors (the Board), which has overall responsibility for SuperKids.

SuperKids believes that the best interests of children attending our service is paramount.

Our guiding principles are underpinned by Children First, all relevant legislation and the guidelines as issued from time to time by the relevant agencies.

Our guiding principles apply to the Directors, all paid staff, volunteers and students on placement. All staff, volunteers and students must sign up to and abide by these guiding principles and our child safeguarding procedures. We believe that:

* our priority to ensure the welfare and safety of every child who attends our service is paramount;
* our guiding principles and procedures to safeguard children reflect national policy and legislation and we will review our guiding principles and child safeguarding procedures every two years, or sooner if necessary due to service issues or changes in legislation or national policy;
* all children have an equal right to attend a service that respects them as individuals and encourages them to reach their potential regardless of background;
* we are committed to upholding the rights of every child, who attends our service, including the rights to be kept safe and protected from harm, listened to and heard;
* our guiding principles apply to everyone in SuperKids; and
* staff, volunteers and students must conduct themselves in a way that reflects the principles of the Company and SuperKids.

**DEALING WITH CHILD PROTECTION AND WELFARE CONCERNS**

**Designated Lead Person**

Child First requires that every organisation providing services to children appoint a Designated Lead Person (DLP) responsible for reporting neglect or abuse. The DLP is responsible for dealing with child protection and welfare concerns in accordance with Children First 2015. The Deputy DLP will be appointed by the Company to undertake the duties below when the DLP is on leave or is unavailable for a long period of time.

The designated DLP for SuperKids is Natasha Murdock and the Deputy DLP is Valerie Keelaghan.

**Role of Designated Liaison Person**

The DLP in SuperKIds has the ultimate responsibility for ensuring that child protection and welfare is promoted and implemented.

The role of DLP involves the following duties:

* be fully aware of SuperKids duties in relation to the safeguarding of children;
* have a good knowledge of Super Kids’ guiding principles and child safeguarding procedure;
* ensure that the reporting procedure is followed, so that child protection and welfare concerns are referred promptly to Tusla;
* consult informally with a Tusla Duty Social Worker if necessary;
* where appropriate, make a formal report of a child protection or welfare concern to Tusla, using the Child Protection & Welfare Report Form;
* inform the child’s parents/guardians that a report is to be submitted to Tusla or An Garda Siochána, unless; (i) informing the parents/guardian is likely to endanger the child; (ii)informing the parents/guardian may place the reporting person at risk of harm from the family; and (iii) the family’s knowledge of the report could impair Tusla’s ability to carry out an assessment.
* record all concerns or allegations of child abuse brought to your attention as well as any action/inaction taken in response to the concerns;
* provide feedback to the referrer, as appropriate;
* ensure that a secure system is in place to manage confidential records;
* act as liaison with Tusla and An Garda SIochána, as appropriate; and
* where requested, jointly report with a mandated person.

**Mandated Persons**

A list of mandated persons (Mandated Persons) is maintained by SuperKids and each of these individuals has received child protection training and is aware of their legal obligations under the Children’s First Act 2015.

All Mandated Persons are required to report any knowledge, belief or reasonable suspicion that a child has been harmed, is being harmed, or is at risk of being harmed. These reports will be made in line with the procedures in this policy. The Mandated Persons must also assist Tusla, on request, in its assessment of child protection concerns about children, who have been the subject of a mandated report.

All employees, volunteers and students will be made aware of and be familiar with this child protection policy and safeguarding statement through an in-house induction and on-going training.

All staff and volunteers will sign up to the overall child protection and A safeguarding statement of SuperKids. The DLP acts as a liaison with outside agencies and a resource person to any member of staff or volunteer, who has child protection concerns. All staff that are Mandated Persons also have an obligation to report at or above a defined threshold to Tusla – Child & Family Agency.

The Mandated Persons in SuperKids are Grainne Connell, Anne Daly and Linda Rock.

**REPORTING PROCEDURE – CONCERNS DISCLOSURES & ALLEGATIONS**

**OF CHILD ABUSE**

**Definitions of Child Abuse**

Child abuse is complicated and can take different forms, but usually consists of one or more of the following signs and symptoms.

Neglect **c**an be defined in terms of an omission where the child suffers significant harm or impairment of development by being deprived of food, clothing, warmth, hygiene, intellectual stimulation, supervision, safety, attachment to and affection from adults, and or medical care.

The threshold of significant harm is reached when the child’s needs are neglected to the extent that his or her well-being and/or development are severely affected. Neglect generally becomes apparent in different ways over a period of time rather than at one specific point. For example, a child who suffers a series of minor injuries may not be having his or her needs met in terms of necessary supervision and safety. A child whose weight or height is significantly below average maybe being deprived of adequate nutrition.

Emotional abuseis normally found in the relationship between a caregiver and a child rather than in a specific event or events. It occurs when a child’s need for affection, approval, consistency and security are not met. Emotional abuse can manifest itself in terms of the child’s behavioural, cognitive, affective or physical functioning e.g. anxious attachment, non-organic failure to thrive, low self-esteem, educational and developmental underachievement and oppositional behaviour.

Examples may include:

* the imposition of negative attributes on a child, expressed by persistent criticism, sarcasm, hostility or blaming;
* conditional parenting in which the level of care shown to a child is made contingent on his or her behaviours or actions;
* emotional unavailability of the child’s parent/guardian/carer;
* unresponsiveness of the parent/guardian/carer and/or inconsistent or inappropriate expectations of the child;
* unrealistic or inappropriate expectations of the child’s capacity to understand something or to behave or control himself or herself in a certain way;
* under-or-over-protection of the child;
* failure to show interest in, or provide age -appropriate opportunities for, the child’s cognitive and emotional development;
* use of unreasonable or over-harsh disciplinary measures;
* exposure to domestic violence; and
* exposure to inappropriate or abusive material in any form and through whatever source.

Physical abuseof a child is that which results in actual or potential physical harm from an interaction or lack of interaction, which is reasonably within the control of the parent or person in a position of responsibility, power or trust. There may be single or repeated incidents.

Examples may include:

* severe physical punishment;
* beating, slapping, hitting or kicking;
* pushing, shaking or throwing;
* pinching, biting, choking or hair pulling;
* terrorising with threats;
* observing violence;
* use of excessive force in handling;
* deliberate poisoning;
* suffocation;
* fabricated/induced illness; and
* allowing or creating a substantial risk of significant harm to a child.

Sexual abuseoccurs when a child is used by another person for his or her gratification or sexual arousal or for that of others.

Examples may include:

* exposure of the sexual organs or any sexual act intentionally performed in the presence of the child;
* intentionally touching or molesting the body of a child whether by a person or an object for the purpose of sexual arousal or gratification;
* masturbation in the presence of a child;
* sexual intercourse of any form with a child;
* sexual exploitation of a child, which includes inciting, encouraging, requiring or permitting a child to engage in any form of sexual act;
* the exhibition, modelling or posing of a child for the sexual gratification of others – including its recording on film, video tape, computer or any other media; and
* consensual sexual activity involving an adult and an underage person.

Reckless endangerment is when a person having authority or control over a child, who intentionally or recklessly endangers a child by:

* causing or permitting any child to be placed or left in a situation which creates a substantial risk to the child of being a victim of serious harm or abuse; and
* failing to take reasonable steps to protect a child from such risk knowing that the child is in such a situation is guilty of an offence.

For more information regarding abuse. See Section 2 of Children First.

**Reporting Procedures – All Staff**

All staff and volunteers at SuperKids will follow the procedure below when they have a concern that a child has been, is being or is at risk of being abused, harmed or neglected.

When a staff member or volunteer has a child protection or welfare concern, they will speak to the DLP without delay. This includes concerns which reach the threshold for a mandated report under the Children First Act 2015 (see Appendix i).

The DLP will report the following child protection and welfare concerns using the Child Protection & Welfare Report Form (available on [www.tusla.ie](http://www.tusla.ie)) to Tusla:

* child protection and welfare concerns that meet reasonable grounds for concern but do not meet the threshold for mandated reporting; and
* child protection and welfare concerns that meet reasonable grounds for concern and have been passed by them by persons who are not Mandated Persons.

If the DLP is unsure if a child protection concern meets the reasonable grounds for concern, they will contact Tusla Duty Social Work Team for advice and guidance using the informal consultation process.

Under no circumstances will a child be left in a situation that exposes him or her to harm or risk pending information from Tusla. In the event of an emergency and the unavailability of a Tusla Duty Social Worker, the DLP will contract An Garda Siochána.

Contact details are as follows:

Tusla Duty Social Work Team – Child & Family Agency

 Hampton Court

 Cootehill Road

 Cavan

 H12 YY84

 Tel: 049 436 9801

An Garda Siochána – Baillieborough

 Tel: 042 969 4577

 Virginia

 Tel: 049 854 7002

In addition to a report to Tusla, if there is a criminal or suspected criminal aspect to the child protection concern, An Garda Siochána will be notified by the Mandated Person or DLP as appropriate.

The Board will be informed when a report is made to Tusla under this policy. In accordance with the Confidential Policy identifying information about the child and family is only shared with the Board on a need-to-know basis.

**Reporting Procedures – Mandated Persons**

Under the Children First Act 2015 Mandated Persons are legally required to report any knowledge, belief or reasonable suspicion that a child is being, has been or is at risk of being harmed to Tusla.

Mandated Persons will bring any child protection concerns to the attention of the DLP without delay.

If the child protection concern reaches the threshold for harm as defined in the Children First Act 2015, it is a mandared report (see Appendix i). The Mandated Person may seek advice from the DLP in relation to the child protection concern and the threshold of harm.

Mandated Reports will be made jointly by the Mandated Person, who raised the concern, and the DLP, using the Child Protection & Welfare Form (available on [www.tusla.ie](http://www.tusla.ie)). The form must clearly indicate that it is a Mandated Report.

If the child protection concern requires more urgent intervention to make the child safe, the Children First Act 2015 allows Mandated Persons to alert Tusla of the concern by telephone or in person, in advance of submitting a written report. The Mandated Report must then be submitted to Tusla using the Child Protection & Welfare Report Form within 3 days.

The statutory obligation of Mandated Perssons to report under the Children First Act 2015 must be discharged by the Mandated Person and cannot be discharged by the DLP on their behalf. Mandated Persons can, however, report jointly with another person.

Where the Mandated Person or the DLP is unsure if the report meets the threshold of harm as outlined in the Children First Act 2015, advice and guidance will be sought through informal consultation with the Tusla Duty Social Work Team.

If a child protection concern does not meet the criteria for a Mandated Report, it may meet “reasonable grounds for concern” for a report to Tusla and this possibility must be considered. If “reasonable grounds for concern” exist, a report to Tusla will be made by the DLP.

The Mandated Person may submit a report to Tusla on their own; however, the DLP must be informed that a report has been made and be given a copy of the submitted Child Protection & Welfare Report Form.

If a child protection concern has come to the attention of a number of Mandated Persons, the report may be submitted jointly by a number of Mandated Persons.

Mandated Persons are not required to make a report to Tusla where the sole basis of their knowledge, belief or suspicion of harm is of a result of becoming aware that another Mandated Person has made a report to Tusla.

**Report of Abuse by a Child**

In the event of a child disclosing an incident of abuse it is essential that this is dealt with sensitively and professionally by the member of staff/volunteer involved. In such circumstances, the staff member/volunteer will:

* react calmly;
* listen carefully and attentively, taking the child seriously;
* reassure the child that they have done right in talking to you;
* do NOT promise to keep anything secret;
* ask questions only for clarification;
* do not ask leading questions;
* check back with the child that what you have heard is correct and understood;
* do not express any opinions about the alleged abuser;
* record the conversation as soon as possible, in as much detail as possible. Sign and date this record;
* pass the information to the DLP without delay; and
* treat the information confidentially.

**Retrospective Disclosure by Adults**

Parents and staff who are working with children or who attend child protection training may disclose abuse which took place during their childhood. A disclosure by an adult of abuse which took place during their childhood must be noted and recorded.

In these cases, it is essential that consideration is given to the current risk to any child who may be in contact. If any risk is deemed to exist to any child who may be in contact with the alleged abuser, a report of the allegation will be made to Tusla without delay. Investigation of disclosures by adult victims of past abuse frequently uncovers current incidents of abuse and is, therefore, an effective means of stopping a cycle of abuse.

An increasing number of adults are disclosing abuse that took place during their childhoods. Such disclosures often come to light when adults attend counselling. It is essential to establish whether there is any current risk to any child who may be in contact with the alleged abuser revealed in such disclosures.

If any risk is deemed to exist to a child who may be in contact with an alleged abuser, the DLP will report the allegation to Tusla without delay.

**Protection for Persons Reporting Child Abuse**

SuperKids wishes to draw the attention to all staff and volunteers to the Protection for Persons Reporting Child Abuse Act 1998. This Act provides immunity from civil liability to persons who report child abuse “reasonably and in good faith” to Tusla or An Garda Siochána. Section 3 (1) of the Act states:

*“A person who, apart from this section, would be so liable shall not be liable in damages in respect of communication, whether in writing or otherwise, by him or her to an appropriate person of his or her opinion that:*

* *a child has been or is being assaulted, ill-treated, neglected or sexually abused, or*
* *a child’s health, development or welfare has been or is being avoidably impaired or neglected, unless it is proved that he or she has not acted reasonably and in good faith in forming that opinion and communicating it to the appropriate person.”*

This protection applies to childcare services and to individuals.

**INFORMING PARENTS ABOUT CHILD PROTECTION & WELFARE CONCERNS**

Staff and/or volunteers may feel uncomfortable approaching a parent about a concern about the welfare or protection of a child or an issue which relates to the child’s developmental needs. The following best practice tips may be useful;

* make sure parents/guardians have prior awareness of your guiding principles, procedures and duties to safeguard children;
* be straightforward and clearly explain the nature of the concern or issue – using facts and records of observations made;
* think about the time and place to have the conversation. Find a time when parents/guardians are not in a hurry;
* find a place which is quiet and allows privacy;
* consider arranging to meet parents/guardians;
* consider who is the best person/who are the best people to have the conversation with the parents/guardians;
* use a calm and gentle tone and consider the language used;
* start with positive comments about the child – ensuring that the parents/guardians know that you care about the welfare of their child and recognise their strengths;
* refer to how the situation may be affecting their child;
* start with positive comments and observations about the parents/guardians. Most parents/guardians are trying to do their best for their children and will appreciate your acknowledgement of how challenging parenting can be at times;
* give parents/guardians the opportunity to talk – asking them for an explanation and acknowledge their feelings;
* take the approach that you are working together to address any issues in the best interests of the child;
* do not blame, do not be defensive and do not take things personally;
* ensure that you are supportive but also address the issue;
* refer to your guiding principles and child safeguarding procedures for support;
* offer possible solutions, where appropriate;
* advise parent/guardians how you plan to follow up and keep them informed and involved, where appropriate.
* where it is not possible to contact the parents/guardians to discuss a concern you may need to discuss the concern with the DLP or the Tusla Duty Social Work Team; and
* if a report has to be made to Tusla, it should be done without delay.

**CONFIDENTIALITY**

In matters of child abuse a staff member or volunteer of SuperKids will never promise to keep secret any information which is divulged by a child. It will be explained to the child that this information cannot be kept secret but only those who need to know in order to safeguard the child will be told’

When reporting any case of alleged/suspected abuse the principle of confidentiality applies. The information will only be shared on a “needs to know” basis, which means sharing information with persons who have a need to know in order to safeguard a child is not in breach of confidentiality: the number of people that need to be informed will be kept to a minimum.

If any member of staff or volunteer at SuperKids has any doubt as to whether a report should be made, he or she will consult with the DLP.

**RECORD KEEPING**

Written records will be kept of all child protection concerns (including those not reported to Tusla) and these will be managed by the DLP. Information will include: details of the concern; who raised it; who was contacted; details about informal consultation; any action taken; and details about informing parents. If a child made a disclosure of abuse, a written record will be made. If there are other grounds for concern that a child has been abused or neglected, a written record will be made. Records relating to child protection and welfare issues will be kept indefinitely.

Children First – National Guidance for the Protection and Welfare of Children

states that if a DLP decides not to report a concern to Tusla, the following steps should be taken:

* the reason for not reporting to be recorded;
* if any actions are taken as a result of the concern, these should be recorded;
* the staff member or volunteer who raised the concern should be given a clear written explanation of the reasons why the concern is not being reported to Tusla; and
* the staff member or volunteer should be advised that if they remain concerned about the situation, they are free to make a report to Tusla or An Garda Siochána.

The staff member or volunteer who raised the concern should also be reassured that if they do choose to further pursue the matter, they are covered by the Protections for Persons Reporting Child Abuse Act 1998.

Records should be factual and include details of contacts, consultations and any actions taken. Key points when maintaining child protection records are:

* all agencies dealing with children must cooperate in the sharing of records with Tusla where a child protection or welfare issue arises;
* ensure that records on child protection concerns, allegations and disclosures are kept securely and safely within the organisation;
* records should only be used for the purpose for which they are intended;
* records should only be shared on a need-to-know basis in the best interests of the child; and
* child protection records should be updated as required and reviewed regularly by the DLP.

**ALLEGATIONS AGAINST A STAFF MEMBER OR VOLUNTEER**

An allegation of abuse may relate to a person who works with children who has:

* behaved in a way that has or may have harmed a child;
* possibly have committed a criminal offence in relation to a child;
* behaved towards a child or children in a way that indicates they may pose a risk of harm to a child;
* behaved in a way that is contrary to SuperKids’ code of behaviour for staff and volunteers; and
* behaved in a way that is contrary to professional practice guidelines.

If an allegation is made against a member of staff or a volunteer the Company will ensure that everyone involved is dealt with appropriately and in accordance with our guiding principles and child safeguarding procedures, the rules of natural justice and any relevant employment law. We recognise that we have a dual responsibility in respect of both the child and the member of staff/volunteer’

Wherever possible, two separate procedures will be followed:

* the reporting procedure to Tusla in respect of the child and the alleged abuser; and
* the internal Complaints Policy and Procedures in respect of the member of staff/volunteer.

Our priority is to protect the child while taking account of the staff member’s/volunteer’s right to due process. The Company will:

* endeavour to ensure that the same person does not have responsibility for dealing with the child protection reporting procedure and the employment/contractual issues;
* ensure that the reporting procedure is followed by Mandated Person(s) and/or the DLP;
* delegate a Director to manage procedures relating to employment issues;
* ensure that any action taken considers the applicable employment contract and the rule of natural justice;
* seek a quick resolution for the benefit of all concerned;
* ensure that procedures for dealing with allegations of abuse against staff members/volunteers are applied objectively and in a consistent manner;
* ensure that all stages of the process are recorded;
* take care to ensure that any action or investigations do not prejudice or compromise any statutory investigation or assessment; and
* maintain close liaison with Tusla and, where applicable, An Garda Siochána.

The agreed reporting procedure should always be followed by Mandated Person(s) and/or the DLP. In addition:

* the Board must be alerted to the allegation by the relevant Mandated Person or the DLP;
* the Board must ensure that no child is exposed to unnecessary risk; and
* parents/guardians should be informed of any action planned while having regard to the confidentiality rights of others, such as the person against whom the allegation has been made.

The Company’s disciplinary procedures should ensure that fair procedure is followed and take account of the employment contract as well as the rules of natural justice. The procedures will take account of the following:

* in making an immediate decision about the staff member’s/volunteer’s presence in SuperKids, the Company should as a matter of urgency take any measures necessary to protect the child. These measures should be proportionate to the level of risk and it should be made clear that “protective measures” do not presume guilt;
* the Company should privately inform the staff member/volunteer that an allegation has been made against him or her and the nature of the allegation;
* the staff member/volunteer should be given the opportunity to respond. Any response should be noted and the information passed to Tusla;
* the staff member/volunteer should be offered the opportunity to have representation at this stage and advised that any response may be shared with Tusla;
* while Tusla will not provide advice on employment matters, advice and consultation with regard to the risk to children can be sought from the Tusla Social Work Team;
* the Company should ensure that actions taken do not frustrate or undermine any investigations or assessments that may be being carried out by Tusla or, if applicable, An Garda Siochána;
* the requirements of fair procedure and natural justice mean that Tusla usually will not share the detail of any assessment regarding allegations of abuse against a staff member /volunteer until the staff member/volunteer has had an opportunity to fully respond to the allegations and the findings and decisions of Tusla; and
* disciplinary procedures should be followed by the Company.

**CODE OF BEHAVIOUR**

Our Code of Behaviour is:

* All staff members and volunteers of SuperKids will make themselves aware of SuperKids’ ethos, vision and mission and must be familiar with the Child Protection & Welfare Policy and sign up to this;
* Parents/guardians will be informed of our policy and procedures;
* SuperKids has appointed a DLP to deal with any complaints or issues arising which concern the safety or welfare of any child. The DLP is appropriately trained and familiar with the procedures to be followed in the event of an allegation, concern or disclosure of child abuse;
* Staff at SuperKIds show respect and understanding for the rights, safety and welfare of children;
* SuperKids has put in place a Complaints Policy and Procedures;
* Staff and volunteers will avoid working in isolation with children and favouritism; and
* SuperKids respects and promotes the principles of equality and diversity and works with all children in a culturally sensitive way within the context of the Irish Constitution and law and the UN Convention on the Rights of the Child.

Notification of our policy and any changes to it will be displayed within SuperKids and a link to it posted on the SuperKids page of the website – [www.munterconnaught.ie](http://www.munterconnaught.ie)

**APPENDIICES**

**Appendix i**

**Threshold for making a Mandated Report**

As a Mandated Person, under the legislation you are required to report any knowledge, belief or reasonable suspicion that a child has been harmed, is being harmed or is at risk of being harmed to Tusla.

**DEFINITION OF HARM**

The threshold for harm for each category of abuse at which Mandated Persons have a legal obligation to report concerns is outlined below.

“Harm” means, in relation to a child:

* assault, ill-treatment or neglect in a manner that seriously affects or is likely to seriously affect the child’s health, development or welfare; or
* sexual abuse of a child.

**Neglect**

Neglect is defined as “to deprive a child of adequate food, warmth, clothing, hygiene, supervision, safety or medical care. The threshold of harm, at which you must report to Tusla under the Children First Act 2015, is reached when you know, believe or have reasonable grounds to suspect that a child’s needs have been neglected, are being neglected or are at risk of being neglected to the point where the child’s health, development or welfare have been or are being seriously affected or are likely to be seriously affected.

**Emotional Abuse/Ill-Treatment**

Ill-treatment is defined as “to abandon or cruelly treat the child, or to cause or procure or allow to be abandoned or cruelly treated”. Emotional abuse is covered in the definition of ill-treatment used in the Children First Act 2015’

The threshold of harm, at which you must report to Tusla, is reached when you know, believe or have reasonable grounds to suspect that a child has been, is being or is at risk of being ill-treated to the point where the child’s health, development or welfare have been or are being seriously affected or are likely to be seriously affected.

**Physical Abuse**

Physical abuse is covered in the references to assault in the Children First Act 2015. The threshold of harm at which you must report to Tusla under the Children First Act 2015 is reached when you know, believe or have reasonable grounds for suspecting that a child has been, is being or is at risk of being assaulted and that as a result the child’s health, development or welfare have been or are being seriously affected, or are likely to be seriously affected.

**Sexual Abuse**

If, as a Mandated Person, you know, believe or have reasonable grounds to suspect that a child has been, is being or is at risk of being sexually assaulted, then you must report this to Tusla under the Children First Act 2015.

Sexual abuse to be reported under the Children First Act 2015 (as amended by Section 55 of the Criminal Law (Sexual Offences) Act 2017) is defined as an offence against the child as listed in Schedule 3 of the Children First Act 2015.

A full list of relevant offences against the child which are considered sexual abuse is set out in Appendix 3 of Children First: Guidance for the Protection & Welfare of Children.

As all sexual abuse falls within the category of seriously affecting a child’s health, welfare or development, you must submit all concerns about sexual abuse as a Mandated Report to Tusla.

**APPENDICES**

**Appendix ii**

Children First: National Guidance for the Protection and Welfare of Children:

[www.tusla.ie](http://www.tusla.ie)

**Appendix iii**

Developing a Child Protection and Welfare Policy: a Resource for Early Years Services:

[www.earlychildhoodireland.ie](http://www.earlychildhoodireland.ie)

**Appendix iv**

Our Duty to Care:

[www.dohc.ie](http://www.dohc.ie)