



Policy & Statement

FÁS NeuroLearning

Document status

Adopted: 9 August 2026 | Version: 1.0 | Review by: 9 August 2028, or earlier following a material change, safeguarding incident, legal/guidance update or significant change to the service.

Public Child Safeguarding Statement

FÁS NeuroLearning provides specialised educational support to children and young people, including small-group learning, individual learning targets, practical projects, movement-based learning activities, learning profile observation and self-regulation practice. The service is committed to safeguarding children from harm and to creating a safe, respectful and professionally supervised learning environment.

The service applies the Children First safeguarding framework to its work with children. Its activities include educational and physical activities to children of the kind described as relevant services in Schedule 1 of the Children First Act 2015. This Statement has been prepared with due regard to Children First: National Guidance for the Protection and Welfare of Children, Tusla guidance on Child Safeguarding Statements, and the online-safety addendum.

Current operating status. FÁS NeuroLearning is currently operated solely by Nahiara Mier Tercero, with no employees, contractors, volunteers, interns or substitutes delivering services on her behalf. The service therefore applies this safeguarding policy and the Children First framework as a proactive best-practice standard. Under section 8 of the Children First Act 2015, the statutory definition of a “provider of a relevant service” is not currently engaged because no other person is employed, contracted or permitted to provide the relevant service on behalf of FÁS NeuroLearning. This position and this Statement will be reviewed before any other person is engaged to work with children on behalf of FÁS NeuroLearning.

Our safeguarding commitment

The safety and welfare of the child takes priority. FÁS NeuroLearning will act on reasonable child protection or welfare concerns, will not investigate suspected abuse itself, and will report concerns to Tusla in line with Children First. Where there is immediate danger and Tusla cannot be contacted, An Garda Síochána will be contacted without delay.

Safeguarding contacts

Role

FÁS NeuroLearning arrangement

Service Provider / Operator	Nahiara Mier Tercero, trading as FÁS NeuroLearning - responsible for overall implementation and governance of safeguarding procedures.
Safeguarding Contact / Relevant Person	Nahiara Mier Tercero - first point of contact regarding this Child Safeguarding Statement and accompanying safeguarding procedures.
Designated Liaison Person (DLP)	Nahiara Mier Tercero - resource person for child protection concerns and reporting procedures.
Mandated Person	Nahiara Mier Tercero - registered teacher with the Teaching Council. The individual legal duty to make a mandated report remains with the mandated person.

Safeguarding Contact / Relevant Person / DLP: Nahiara Mier Tercero

Operator: Nahiara Mier Tercero, trading as FÁS NeuroLearning

Email: fasneurollearning@gmail.com | Telephone: 083 093 1270

Service location: Racecourse Community Centre Baldoyle, Red Arches Road, Stapolin, Dublin 13, Ireland, D13 X226.

If a safeguarding concern relates to the Service Provider / Operator or Safeguarding Contact, the concern may be reported directly to Tusla rather than being routed through that person.

Availability of this statement

This Child Safeguarding Statement will be available at the service location where applicable, made available to parents/guardians and members of the public on request, and provided to any worker, contractor, volunteer or substitute engaged by FÁS NeuroLearning in the future.

SECTION 01

Risk of Harm Assessment

This is a safeguarding risk assessment: it addresses the potential for abuse, neglect or other harm to a child, rather than ordinary health-and-safety risks.

For the purposes of this assessment, “harm” is understood in accordance with the Children First Act 2015. FÁS NeuroLearning has considered the nature of the service, the age and needs of children attending, the use of shared/community premises, small-group and individual activities, movement-based activities, photography and digital communication.

Potential risk of harm	Safeguards / procedures in place
Harm by a worker, contractor, volunteer or substitute	Safe recruitment and Garda vetting before relevant work begins; references and suitability checks; Code of Behaviour; clear supervision and professional boundaries; allegations procedure.
Harm by visitors or other users of shared premises	Children remain under FÁS supervision during sessions; visitors are not given unsupervised access to children; access to session space is managed as far as practicable.
Harm by another child, including bullying, aggression or sexually harmful behaviour	Active supervision; clear group expectations; immediate intervention where behaviour risks harm; parent communication; individual safety planning and, where necessary, review or withdrawal of a place.
Harm through inadequate supervision, arrival, late collection or unauthorised collection	Supervision applies during scheduled session times; parent retains responsibility before and after; collection arrangements recorded; changes notified in advance; independent departure only where authorised.
Harm during one-to-one interaction or an observation/baseline activity	One-to-one work is conducted in an appropriate professional setting with visibility/accessibility where practicable; no unnecessary seclusion; parents know the nature and timing of the programme.
Inappropriate physical contact during movement, balance or practical activities	Verbal explanation and demonstration used first; physical prompting kept minimal, appropriate and task-related; child comfort and assent respected; no punitive, intimate or unnecessary touch.
Risk associated with toileting or personal care	Children are expected to use the toilet independently; staff do not accompany a child into a toilet cubicle or provide intimate personal care as part of the service.

Unauthorised photography, video, social media or online communication	Separate parent permissions for internal and public images; no direct social-media/private messaging relationship with children; routine communication is with parents/legal guardians; identifying information is minimised.
A disclosure or concern is not recognised, recorded or reported	Safeguarding training/information; clear DLP and mandated-person responsibilities; disclosure procedure; factual written records; prompt reporting to Tusla where reasonable grounds or mandated thresholds apply.
Risk arising from unsuitable recruitment, poor training or unclear roles	No person starts relevant work on behalf of FÁS until required vetting disclosure is received; role expectations and Code of Behaviour issued; safeguarding induction and refresher training documented.
Risk where an allegation concerns the Service Provider / Operator or Safeguarding Contact	The concern is not managed solely by the person who is the subject of the concern; the reporter may contact Tusla directly and An Garda Síochána where there is immediate danger; records are preserved and fair procedures are maintained separately from child-protection reporting.
Online safety risk through digital content, devices or internet access	Online activity is supervised and educationally purposeful; no private accounts are exchanged with children; no unsupervised child access to FÁS social-media accounts; online concerns are treated as safeguarding concerns.

SECTION 02

Roles, Responsibilities & Safeguarding Governance

Who does what when a concern arises.

Service Provider / Operator

- Ensures this Statement and supporting procedures are implemented and reviewed.
- Ensures safeguarding arrangements are reflected in day-to-day practice, not only in written policy.
- Ensures anyone engaged to work with children is appropriately recruited, vetted, inducted and supervised.
- Ensures parents know how to raise safeguarding concerns and how the service responds.

Safeguarding Contact / Relevant Person

For this policy, Nahiara Mier Tercero is designated as the Safeguarding Contact / Relevant Person and is the first point of contact in respect of this Child Safeguarding Statement. This designation is used as a safeguarding best-practice contact while FÁS NeuroLearning is solely operated. If the statutory definition of a provider of a relevant service becomes engaged, the Relevant Person appointment will be reviewed and confirmed under the Children First Act 2015. The role is distinct from the individual legal reporting duty of a mandated person.

Designated Liaison Person (DLP)

FÁS NeuroLearning appoints a DLP as safeguarding best practice. The DLP supports consistent reporting procedures, maintains appropriate records and liaises with Tusla where required. FÁS NeuroLearning is currently operated solely by Nahiara Mier Tercero. For safeguarding practice, Nahiara Mier Tercero acts as the Service Provider / Operator, Safeguarding Contact / Relevant Person and DLP.

Mandated Person

A teacher registered with the Teaching Council is a mandated person under the Children First Act 2015. As Nahiara Mier Tercero is a registered teacher and mandated person, the statutory duty to make a mandated report is personal to that mandated person and is not transferred to the DLP.

Important

A concern does not have to reach the legal threshold for a mandated report before it can be reported to Tusla. Reasonable child protection or welfare concerns that fall below the mandated threshold should still be reported under Children First National Guidance.

List of mandated persons

FÁS NeuroLearning will maintain an up-to-date internal list of any persons working in the service who are mandated persons. Current list: Nahiara Mier Tercero - registered teacher with the Teaching Council.

Reporting Child Protection & Welfare Concerns

How concerns, disclosures and urgent situations are handled.



When a concern will be reported

- There are reasonable grounds for concern that a child may have been, is being, or is at risk of being abused or neglected.
- A child says or indicates that they have been harmed or abused.
- There is a concern about possible sexual abuse.
- There are consistent signs of emotional or physical neglect or other evidence consistent with abuse.
- An adult or child admits or indicates abusive behaviour, or another person reports witnessing abuse.
- There is a reasonable concern that an adult may pose a risk to children, even where a specific child is not yet identified.

FÁS NeuroLearning will not attempt to prove abuse, interview witnesses in depth or carry out its own child-protection investigation. Assessment and investigation are functions of the statutory agencies.

Reporting route

- Concerns are recorded factually and passed promptly to the DLP / mandated person.
- Where reasonable grounds for concern exist, a Child Protection and Welfare Report is made to Tusla through the Tusla Web Portal or the appropriate Duty Social Work Service.
- Where the mandated-report threshold is reached, the report is clearly identified as a mandated report under the Children First Act 2015 and is made as soon as practicable.
- If urgent intervention appears necessary, Tusla may be alerted immediately in advance of the written mandated report; the required written report will then follow within the statutory timeframe.
- If a child appears to be in immediate danger and Tusla cannot be contacted, An Garda Síochána will be contacted without delay. Emergency services may be contacted on 999/112 where necessary.

Informing parents / guardians

As a general rule, the parent or guardian will be told that a report is being made and the reasons for the report. This will not be done where informing the family could place the child at further risk, could impair Tusla's ability to assess the concern, or could reasonably place the reporter at risk of harm.

Where the concern does not meet the mandated threshold

Where a concern does not reach the statutory mandated threshold but remains a reasonable concern about a child's welfare or protection, it will be reported to Tusla in accordance with Children First National Guidance. Where there is uncertainty, Tusla may be contacted for advice.

Responding to a Child Disclosure

The child is listened to; the adult does not investigate.

- React calmly and listen carefully.
- Take the child seriously and acknowledge that they have done the right thing by speaking.
- Do not promise secrecy. Explain, in age-appropriate language, that the information may need to be shared with people whose role is to help keep children safe.
- Ask only questions needed to clarify what the child is saying. Do not ask leading, suggestive or investigative questions.
- Do not express an opinion about the alleged person or make promises about what will happen next.
- Check that the key information has been understood correctly.
- Make a written record as soon as possible, using the child's own words where possible, and record date, time, context and who was present.
- Keep the information confidential on a need-to-know basis and follow the reporting procedure without delay.
- Continue to treat and support the child normally and respectfully after the disclosure.

Direct disclosure to a mandated person

Where a child makes a disclosure of harm to a mandated person in the course of that person's professional work, the mandated person will follow the Children First mandated-reporting requirements and report to Tusla.

Retrospective disclosures by adults

If an adult discloses abuse that occurred during their childhood, FÁS NeuroLearning will follow the current Children First addendum on adult retrospective disclosures and consider whether any child is currently or prospectively at risk. Tusla advice will be sought where needed.

Safe Practice & Code of Behaviour

Professional boundaries that protect children and workers.



Expected practice

- Treat every child with dignity, respect, patience and fairness; use clear, age-appropriate explanations and reasonable choice within safe boundaries.
- Maintain active supervision and professional language and behaviour; do not humiliate, threaten, intimidate, discriminate or show inappropriate favouritism.
- Keep one-to-one work observable or accessible where practicable and avoid unnecessary isolation behind closed doors.
- Use verbal instruction and demonstration before physical prompting. Any physical guidance must be minimal, appropriate, task-related and respectful of the child's comfort.
- Do not use corporal punishment, restraint as punishment, sexualised language, inappropriate joking or unnecessary physical contact.
- Do not form private online relationships with children, exchange personal social-media accounts or routinely message a child directly. Programme communication is with parents/legal guardians.
- Do not use secret gifts, money or special privileges to create dependency or secrecy, and do not privately transport a child as part of the ordinary programme unless separately agreed and safeguarded.

Toileting and personal care

Children attending FÁS NeuroLearning are expected to use toilet facilities independently. FÁS staff do not accompany children into toilet cubicles or provide intimate personal care as part of the programme. If a child requires a level of personal care that the service cannot safely provide, this will be discussed with the parent/guardian before or during enrolment.

Medication

FÁS NeuroLearning does not administer medication. Where previously agreed and appropriate, a child may independently carry and use their own emergency inhaler or adrenaline auto-injector. Relevant safety information is recorded in the enrolment documentation.

Photography, video and social media

- Internal documentation and public/promotional use are treated as separate permissions.
- Images are not taken or published without the applicable parent/legal guardian permission.
- Full names, school details, addresses or other unnecessary identifying information will not be published alongside a child's image.
- Children are never required to participate in promotional photography as a condition of receiving the programme.
- Images and devices are handled consistently with the Privacy & Data Protection Notice.

Allegations, Concerns About Workers & Peer Harm

Safeguarding and fair procedures are managed separately but in parallel.



Concern or allegation about a worker, contractor, substitute or volunteer

- The immediate safety and welfare of the child comes first.
- The concern is recorded factually and the reporting threshold to Tusla is considered without delay.
- A report to Tusla is not delayed in order to complete an internal employment or disciplinary process.
- Where necessary to protect children, the person may be removed from child-contact duties or subject to interim safeguards while the matter is assessed.
- The person who is the subject of an allegation is treated fairly; only information that can appropriately be shared is disclosed, and employment/contractual procedures are handled separately.
- Relevant records are preserved securely.

If the allegation concerns the Service Provider / Operator or Safeguarding Contact

A concern about the Service Provider / Operator or Safeguarding Contact should not be routed only through the person who is the subject of the concern. The parent, worker or other reporter may contact Tusla directly. Where a child is in immediate danger, An Garda Síochána / emergency services should be contacted.

Child-on-child harmful behaviour

Behaviour between children is assessed in context, taking account of age, development, power imbalance, coercion, repetition and impact. FÁS will intervene promptly to stop harmful behaviour, support the child affected, record significant incidents, inform parents as appropriate and consider whether the behaviour creates a child protection or welfare concern requiring a Tusla report. Safeguarding responses are not replaced by ordinary behaviour-management measures.

Safe Recruitment, Vetting, Training & Supervision

No additional worker begins relevant work on behalf of FÁS without the required safeguards.



Recruitment and selection

- Role descriptions clearly state responsibility for safeguarding children and expected professional conduct.
- Identity, qualifications and relevant employment/experience information are checked as appropriate to the role.
- References and suitability to work with children are considered before appointment.
- Any person engaged to undertake relevant work or activities on behalf of FÁS will be Garda vetted through the appropriate relevant organisation, and FÁS will receive the required vetting disclosure before that person commences relevant work.
- A vetting disclosure is considered as one part of a broader suitability assessment; vetting alone does not determine suitability.

Safeguarding induction and training

- Workers receive this Child Safeguarding Statement, reporting procedure and Code of Behaviour before working independently with children.
- Workers are expected to complete appropriate Children First safeguarding information/training, including recognition of abuse and neglect and how to report a concern.
- Mandated persons are informed of their personal statutory reporting and mandated-assistance obligations.
- Training and safeguarding information are refreshed where guidance, responsibilities or service arrangements change.

Supervision and concerns about practice

Poor practice, boundary concerns or departures from this policy will be addressed promptly even where the behaviour does not reach the threshold of abuse. The Service Provider may introduce supervision, retraining, restricted duties, disciplinary/contractual action or termination of engagement as appropriate, while separately considering whether a report to Tusla is required.

Records, Confidentiality, Implementation & Review

Safeguarding information is recorded accurately and shared only where necessary.

Safeguarding records

- Records are factual, dated and written as soon as practicable after an incident, concern or disclosure.
- A child's own words are recorded where relevant, without embellishment or interpretation presented as fact.
- Safeguarding records are stored securely and separately or clearly distinguished from routine educational notes.
- Information is shared on a need-to-know basis for safeguarding, legal or statutory purposes and in line with the FÁS NeuroLearning Privacy & Data Protection Notice.
- A record is kept of reports made to Tusla and significant safeguarding decisions, including the rationale where advice is sought.

Implementation

Implementation is an ongoing process. FÁS NeuroLearning will ensure that the procedures referenced in this Statement are reflected in actual practice, that children and parents can raise concerns, and that any worker engaged by the service understands their responsibilities.

Review

This Statement and policy will be reviewed at intervals of no more than 24 months where the statutory Child Safeguarding Statement requirements apply, and in all cases as soon as practicable after a material change in the service, a significant safeguarding incident, or a relevant change in legislation or national guidance.

Approval

**Service Provider /
Operator**

Nahiara Mier Tercero, trading as FÁS NeuroLearning

**Safeguarding Contact /
Relevant Person / DLP**

Nahiara Mier Tercero

Date adopted

9 August 2026

Next planned review

9 August 2028 or earlier if required

Legal and guidance basis

- Children First Act 2015, including Schedule 1 (Relevant Services), Schedule 2 (Mandated Persons), section 11 (Child Safeguarding Statements) and section 14 (mandated reporting).
- Children First: National Guidance for the Protection and Welfare of Children 2017, together with the Online Safety Addendum (2019) and the addendum on Adult Retrospective Disclosures of Childhood Abuse (published 2025).
- Tusla: Guidance on Developing a Child Safeguarding Statement; Child Safeguarding: A Guide for Policy, Procedure and Practice; reporting and mandated-person guidance.
- National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016 and Garda National Vetting Bureau guidance.

Operational note

This document is designed for FÁS NeuroLearning's current small-service model. It should be updated before introducing materially different services such as transport, outings, intimate/personal care, unsupervised online delivery, residential activities or other arrangements that change the safeguarding risk profile.