

### **Code of Conduct:**

#### ***For Clergy, Staff and Volunteers working with Children and Young People.***

1. Pastoral Ministry to a child / young person should only take place in a publicly accessible place e.g. designated office room with a clear glass window. The door should always be left open. The length and number of meetings should be limited.
2. Clergy, staff and volunteer workers should never plan to be alone in a building, car or closed room with a child or young person.
3. Providing accommodation in the parochial house for minors is prohibited except in the case of family members or children / young people accompanied by parents or guardians. When the need for a visit to the home of a child / young person arises, professional boundaries must be observed at all times.
4. Ensure that adequate and appropriate supervision is in place before organising activities for the children / young people.
5. Written consent must be obtained from parents / guardians before organising activities for the children / young people in your care and do establish whether there are any specific medical or dietary requirements.
6. Particular care should be taken to ensure that the privacy of children / young people is respected in places such as swimming pools, showers, toilets and changing rooms.
7. When working with children / young people you should take care to avoid the trap of becoming a 'parental figure' or over involved with one particular child.
8. All trips organised by groups require careful advanced planning and proportionate number of suitable volunteers to provide adequate supervision. Keep gender balance in mind.
9. Do not take photographs of children / young people while they are in changing areas (e.g. locker room or bathing facility).
10. Use only age appropriate language, media products and activities when working with children and young people. Sexually explicit materials and language are never appropriate.
11. Under no circumstances give alcohol, tobacco or drugs to children or young people.
12. Physical punishment, emotional or verbal abuse is not permitted under any circumstances.
13. Ensure that the buildings and / or facilities used for activities with children and /or young people are suitable, safe and secure.

*Children are vulnerable and powerless on certain occasions. At times they may have difficulties making decisions in matters relating to their personal safety. As responsible adults we have a special duty of care towards them.*

## Diocese of Ferns – Child Protection

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### **Policy Statement:**

The Diocese of Ferns values and encourages the participation of children and young people in parish liturgies and in activities that enhance their spiritual, physical, emotional and social development. The Diocese recognises the dignity and rights of children and is committed to their protection and support.

The Diocese undertakes to do all in its power to create a safe environment for children and young people and to ensure their protection from neglect, physical, sexual and emotional abuse.

The Diocese is committed to:

1. MINIMISING RISKS, in order to safeguard the interests of children and young people.
2. Ensuring that paid employees and volunteer workers are carefully recruited, selected, trained, supported and supervised.
3. SUPPORTING all victims of abuse.
4. Ensuring that offenders become ACCOUNTABLE for their actions.
5. Working closely with statutory authorities to ensure that all allegations of abuse are dealt with JUSTLY AND PROMPTLY.
- 6.

If you have any concerns about the welfare of children or young people, please contact one of the following:

**Delegate**

Ms. Marian Stack

Office: 053 9122177

Mobile: 085 1055992

**Support Person**

Sr. Helen O’Riordan

Office: 053 9174972

Mobile: 086 3528613

Our Diocesan Child Protection Policy aims to ensure a safe environment, where risks are minimised, where those affected by abuse are supported, where offenders are brought to account and where allegations are dealt with justly and promptly.