

## Code of Conduct for Staff & Volunteers

Staff & Volunteers in the Archdiocese of Dublin are uniquely placed to act as positive role models to children and young people participating in Church activities. Such participation provides the opportunity to promote the development of self-confidence and enhance the wellbeing of the children & young people with whom we interact. This agreement serves to articulate the expectations of adult behaviour when working with children & young people in the Archdiocese of Dublin. It aims to provide confidence to children & young people, staff, volunteers, and parents that safeguarding children and young people is of paramount importance.

**To uphold positive safeguarding practices all Staff & Volunteers in contact with children should:**

- Treat all people with respect;
- Provide children with good role models;
- Operate within Church and State child safeguarding and protection principles and guidelines;
- Be visible to others when working with children and young people;
- Challenge and report abusive and potentially abusive behaviour;
- Develop a culture where children and young people can talk openly, ask questions and express any worries or concerns they may have;
- Respect each child and young person's boundaries;
- Parish and diocesan workers and volunteers work in partnership with parents and guardians and share information with them.

**Staff & volunteers must avoid actions and behaviour that could be construed as poor practice or potentially abusive. Therefore they should never:**

- Abuse a child or young person in any way;
- Physically chastise a child or young person;
- Develop a relationship with a particular child or young person that is exclusive of others;
- Place a child or young person at risk of harm;
- Speak to a child or young person or behave in a manner that is offensive, developmentally inappropriate or sexually provocative;
- Do things of a personal nature for a child or young person that he or she can do for him/herself;
- Condone unacceptable behaviour in a child or young person;
- Discriminate against any individual or group;
- Ask a child or young person to keep a secret.

**Safeguarding Policy Agreement**

I confirm that I have read and understood the expected Code of Conduct for Staff and Volunteers working with children in the Archdiocese of Dublin. I agree to abide by and adopt these standards in all aspects of my work with the Archdiocese of Dublin.

Name: \_\_\_\_\_  
(printed)

Ministry: \_\_\_\_\_

Signed: \_\_\_\_\_

**Date:** \_\_\_\_\_