

Kilmacud Parish Code of Behaviour for Adults:

It is important for all employees and volunteers and others in contact with children to:

- Treat all children with respect
- Provide an example of good conduct you wish others to follow
- Operate within the Catholic Church's and the Kilmacud Parish principles and guidance on any specific procedures
- Be visible to others when working with children (as much as possible)
- Challenge and report potentially abusive behaviour
- Develop a culture where children can openly talk about their contacts with staff and others
- Respect each child's boundaries and help them to develop their own sense of their rights, as well as helping them to know what they can do if they feel that there is a problem
- Work in partnership with parents and share information with them

In general, it is inappropriate to:

- Spend excessive time alone with children away from others
- Take children to your own home, especially where they will be alone with you

Employees, volunteers and others must never:

- Hit or otherwise physically assault or physically abuse children
- Develop sexual relationships with children
- Develop relationships with children, which could in any way be deemed exploitative or abusive
- Act in ways that may be abusive or may place a child at risk of abuse
- Physically chastise a child
- Discriminate against a child or group of children
- Ask a child to keep a secret

Employees, volunteers and others must avoid actions or behaviour that could be construed as poor practice or potentially abusive. For example, they should never:

- Use language, make suggestions or offer advice which is inappropriate, offensive or abusive
- Speak to a child or behave in a manner that is offensive, developmentally inappropriate or sexually provocative

- Behave physically in a manner which is inappropriate or sexually provocative
- Develop a relationship with a particular child that is exclusive of others
- Condone or fail to challenge unacceptable behaviour in a child
- Have a child/children with whom they are working, to stay overnight at their home unsupervised
- Sleep in the same room or bed as a child with whom they are working
- Do things for children of a personal nature that they can do for themselves
- Condone or participate in, behaviour of children which is illegal, unsafe or abusive
- Act in ways intended to shame, humiliate, belittle or degrade
- Discriminate against or favour particular children to the exclusion of others

Making arrangements when organising activities and outings:

- Arrangements should be made with the parents of children, rather than with the children themselves. It is not appropriate to contact a child directly, for example, on his or her mobile phone and/or to make an arrangement of any sort without the prior knowledge and written consent of the parent/s or guardian/s.