



SAFEGUARDING CHILDREN

Policy & Procedures

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FOREWORD

MISSION AND NATURE OF NET MINISTRIES

NET Ministries is an international spiritual initiative. It grew out of Pope John Paul II's call for young people to take their place in the new evangelisation of the youth of the world. NET began in 1980 in St Paul Minnesota, with the mission to encourage young people everywhere to love Jesus and embrace the life of the church.

NET Ministries has two different styles of ministry:

Road Ministry

Our Road Team is a travelling ministry with a vision to 'sow and go,' leaving it to God and the school and/or parish to water the seeds. They use the following approaches:

- Back-to-back retreats in Catholic Secondary schools & National Schools
- High energy approach
- Parish retreats / youth group visits / State school rallies / primary schools
- Constant travelling in a van with 10 young adult missionaries
- They are accommodated with hundreds of families: 'Host home ministry'

Roles include: Running retreats in schools across Ireland, that include skits and dramas, sharing personal testimony, leading small groups and prayer ministry. The ultimate goal is to lead young people to open up to and experience the love of Jesus.

Discipleship Ministry

The three Objectives of Discipleship Teams are as follows:

1. Outreach to Young People

To engage with young people in the parish and schools between the ages of 12 – 25, faithfully witnessing to the person of Jesus Christ and calling others to follow Him.

2. Disciple & Form Young People

To encourage and facilitate the growth of young people's faith, intentionally form disciples and empower and equip young people and young adults for service within ministry.

3. Create A Link Between Parish, Families & Schools

To connect all people in the community, creating a sense of belonging and give young people a place to serve and grow within the Church.

Roles include: leading youth groups, running parish masses, spending time in the local or diocesan schools and becoming involved in school activities, running retreats and religious education classes, providing a place for young people to come and hang out, and any other varied activities that may be asked of them by the school or parish/diocese.

INTRODUCTION

This document sets out the full range of procedures required to uphold our policy statement. Our desire is to safeguard all children in our ministries and respond appropriately and with compassion to any concerns or allegations of abuse.

Our starting point is to ensure that the environments in which we minister with children are safe. We create these environments by recruiting, training, and supporting our staff and volunteers.

This document also covers our recruiting and vetting process for our volunteers and staff.

This document sets out the procedural guidelines that should be used if allegations or concerns of abuse are *disclosed* by children we work with to any member of NET Ministries staff or volunteers.

It also includes procedural guidelines that should be used if allegations or concerns of abuse are made *against* any member of NET ministries staff or volunteers.

These guidelines in keeping with the Constitution of NET Ministries Ireland and are in compliance with **Safeguarding Children: Standards and Guidance Document for the Catholic Church in Ireland** (National Board for Safeguarding Children in the Catholic Church, 2016).

The document also drawn on the following documents:

- Children First, National Guidelines for the Protection and Welfare of Children, 2015
- Code of Good Practice, Child Protection for The Youth Work Sector Document, 2002
- Safeguarding Children in the Catholic Church, 2016
- Co-operating to Safeguard Children and Young People in Northern Ireland, 2017
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“Safeguarding Children” sets out 7 standards, which every Church organisation must meet.

Standard 1: Creating and Maintaining Safe Environments

Standard 2: Procedures for Responding to Child Protection Suspicions, Concerns, Knowledge or Allegations

Standard 3: Care and Support for the Complainant

Standard 4: Care and Management of the Respondent

Standard 5: Training and Support for Keeping Children Safe

Standard 6: Communicating the Church’s Safeguarding Message

Standard 7: Quality Assuring Compliance with the Standards

This Policy outlines the framework for how NET Ministries will implement and meet these standards.

SAFEGUARDING POLICY STATEMENT

This statement has been prepared to comply with the requirements of the Children First Act 2015 and is derived from *Safeguarding Children Policy and Standards for the Catholic Church in Ireland 2016*. The policy of the Catholic Church in Ireland is based on standards of practice which contain indicators that assist in reaching these standards. These indicators can be used in assessing and managing risk.

Statement

As a lay organisation of missionaries that serves the Catholic Church in Ireland, we recognise and uphold the dignity and rights of all children, are committed to ensuring their safety and well-being and will work in partnership with parents/ guardians to do this. We recognise each child as a gift from God, and we value and encourage the participation of children in all activities that enhance their spiritual, physical, emotional, intellectual and social development.

All NET Ministries staff and volunteers have a responsibility to safeguard children through promoting their welfare, health and development in a safe and caring environment that supports their best interests and prevents abuse.

Nature of service and principles to safeguard children from harm

NET Ministries, as a lay organisation of missionaries that serves the Catholic Church in Ireland, exists to promote the teachings of the Catholic Church. This includes all of the work of NET since we serve in youth ministry with children, as defined in *Safeguarding Children Policy and Standards for the Catholic Church in Ireland 2016* and implemented in our own policies and training.

As outlined in the *Safeguarding Children 2016 Policy and Standards for the Catholic Church in Ireland* and implemented in our own policies and training we are committed to the following principles in all aspects of our ministry:

- **Mandatory reporting:**

Each of us has a duty to notify the statutory authorities of suspicions, concerns, knowledge or allegations that a child is being or has been abused:

- physically
- emotionally
- sexually
- through neglect

Suspicions, concerns, knowledge or allegations may relate to possible abuse by a member of Church or NET Ministries personnel, but they can also relate to incidents in the child's family, or elsewhere in the community.

- **Caring for the welfare of all children and the adults who work with them:**

Measures to create and maintain environments that are safe for children, that prevent abuse, and that create nurturing, caring conditions within the Church and within NET Ministries for children and the adults who work with them, will continue to be strengthened and reviewed. This will be done through training, support, communications and quality assurance.

- **Responding appropriately to child protection suspicions, concerns, knowledge or allegations:**

Anyone who brings any suspicion, concern, knowledge or allegation of current or past abuse of a child to the notice of NET Ministries will be responded to sensitively, respectfully, actively and in a timely manner, in line with statutory child protection procedures and Church requirements.

All suspicions, concerns, knowledge or allegations that reach the threshold for reporting to the statutory authorities will be reported to the appropriate statutory authorities. This will be done irrespective of the status of the person (lay, cleric or religious) who is suspected of having been abusive to a child. If the allegation relates to a lay member of Church personnel, in addition to notifying the statutory authorities, the allegation must be reported to the Church authority. If the allegation relates to a cleric or religious, in addition to notifying the statutory authorities, the allegation must also be reported to the Church authority and the National Board for Safeguarding Children in the Catholic Church in Ireland.

- **All NET Ministries volunteers and staff will cooperate with the statutory authorities in all cases.**

In responding to complaints of child sexual abuse relating to clergy and all those in forms of consecrated life or relating to NET Ministries volunteers and staff, NET Ministries will act in accordance with the requirements of civil law and canon law, and so will respect the rights and uphold the safeguards afforded in these, both to the complainant and respondent.

- **Caring pastorally for complainants and other affected persons.**

Those who have suffered child abuse by NET Ministries volunteers or staff will receive a compassionate and just response, and will be offered appropriate pastoral care, counselling and support as they seek to rebuild their lives. An appropriate pastoral response to the family, parish, congregation or and to the wider community will be provided, with due regard to the right of privacy of those directly involved, and to the administration of justice.

- **Caring pastorally for respondents and other affected persons.**

NET Ministries in its response to suspicions, concerns, knowledge or allegations of child sexual abuse will respect the rights under civil law and canon law of an accused cleric or religious or other Church personnel. A legal presumption of innocence will be maintained during the statutory and internal inquiry processes. As the processes develop, additional assessment, therapy and support services may be offered to the respondent.

NET Ministries will take responsibility for ensuring that any volunteer or staff member who is considered to constitute a danger to children is managed according to a risk management plan.

All requisite steps will be taken to restore the good name and reputation of anyone who has been wrongly accused of abusing a child.

Respondents belong to families and diocesan or religious communities. NET Ministries will be mindful of the need to provide support to members of families and communities affected by the respondent's changed situation.

Risk Assessment

The table below sets out the identified risks to the safety of children and young people involved in activities organised by NET Ministries Ireland and the steps taken to minimise the risks of abuse.

Risk Identified	Procedure in Place to Manage Risk Identified
Risk of harm (as defined in the Children First Act 2015) of a child by NET Ministries staff or volunteers	Procedures under Standard 1 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
Risk of harm through bullying (as defined in the Children First Act 2015) of a child by NET Ministries staff or volunteers or peers	Procedures under Standard 1 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
The environment in which work with children is facilitated fails to protect them from harm (as defined in the Children First Act 2015)	Procedures under Standard 1 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
The environment in which work with children is facilitated fails to meet effective safeguarding practice	Procedures under Standard 1 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
Risk of harm (as defined in the Children First Act 2015) to a child during activities or trips away from home from NET Ministries staff or volunteers or other adults	Procedures under Standard 1 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
Risk of harm (as defined in the Children First Act 2015) through the use of digital media (photography, video and social media)	Procedures under Standard 1 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
NET Ministries staff or volunteers fail to report an allegation, suspicion, concern or knowledge appropriately	Procedures under Standard 2 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
NET Ministries staff or volunteers fail to take action during and following any investigation into allegations to ensure children are protected from harm (as defined in the Children First Act 2015)	Procedures under Standard 4 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
NET Ministries staff or volunteers fail to support those who are victims of abuse	Procedures under Standard 3 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
NET Ministries staff or volunteers fail to understand their responsibilities to safeguard children	Procedures under Standard 5 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
Children and their parents do not understand NET Ministries' policy, procedures and structure to safeguard children and protect them from harm (as defined in the Children First Act 2015)	Procedures under Standards 5 & 6 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
The procedures for safeguarding children from harm (as defined in the Children First Act 2015) fail to be implemented	Procedures under Standard 7 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie

NET Ministries fails to ensure the appointment of a relevant person and maintain a list of mandated persons	Procedures under Standards 1, 2, & 6 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
Local activity with children is risk assessed in each location in which the activity takes place	Procedures under Standard 5 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie

Procedures

All procedures outlined in the risk assessment above are available at www.netministries.ie. The procedures listed above include the following:

- Procedure for the management of allegations of abuse or misconduct against workers/volunteers of a child availing of our service. This is part of Standard 2 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
- Procedure for the safe recruitment and selection of workers and volunteers to work with children. This is part of Standard 1 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
- Procedure for provision of and access to child safeguarding training and information, including the identification of the occurrence of harm. This is part of Standard 5 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
- Procedure for the reporting of child protection or welfare concerns to TUSLA. This is part of Standard 2 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
- Procedure for maintaining a list of the persons (if any) in the relevant service who are mandated persons. This is part of Standard 2 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
- Procedure for appointing a relevant person. This is part of Standard 1 & 6 of the NET Ministries Child Safeguarding Policy available from www.netministries.ie
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Implementation

NET Ministries Ireland is committed to safeguarding children through the implementation of the *NET Ministries Child Safeguarding Policy, 2020*. This Child Safeguarding Statement and our practice supports our desire to keep children safe from harm while in our ministries. As part of our annual audit against the relevant indicators of the child safeguarding standards, we will review the effectiveness of our practice as outlined in this statement and will revise, as appropriate.

NET Ministries Safeguarding Team

NET Ministries Executive Director:
Designated Liaison Person:
Assistant Designated Person:

Tony Foy – 086 223 9759
Teallia Gorman – 083 207 0047
Ciara Ferry – 086 210 7948

STANDARD 1: CREATING AND MAINTAINING SAFE ENVIRONMENTS

NET Ministries seek to provide an environment for children that is welcoming, nurturing and safe. We will provide access to good role models whom children can trust, who respect, protect and enhance the spiritual, physical, emotional, intellectual and social development of children.

To achieve this we have in place procedures relating to:

SAFE RECRUITMENT

Safe recruiting and vetting is in place to ensure that all staff and volunteers recruited for any position are carefully selected, vetted, trained and supervised. This is aimed at preventing those who pose a risk to children from holding positions of trust.

Due to the close proximity with children, volunteers are rigorously interviewed and vetted in compliance with the National Board for Safeguarding Children in the Catholic Church, Standard #3.

1. **APPLICATION** – The process begins with an in-depth application about the person, employment, school, family history, relationship history, & why they are interested in serving with NET. (*Appendix 2*)
2. **REFERENCES** – The applicant must then supply two independent referees who are neither family nor family friends. (*Appendix 3*)
3. **INTERVIEW** – The applicant is then interviewed by at least two staff members asking extremely detailed personal questions so as to meet our high standards for applicants (*Appendix 4*)
4. **POLICE CHECK** – They then send in a federal police check (for international applicants)
5. **VETTING** – Upon acceptance, all applicants, including Irish applicants, are then Garda Vetted
6. **ACCESS NI** – Team members who will be working in Northern Ireland are then additionally processed under Access NI Safeguarding procedures.
7. **DECLARATION** – All volunteers and staff sign a Declaration form pending the return of their vetting (*Appendix 5*)

TRAINING & AGREEMENT

NET Ministries volunteers and staff complete a five-week training period prior to ministering with children and young adults. This very comprehensive training program focuses on both personal and spiritual growth and has many sessions which directly and indirectly contribute to training our volunteers and staff in safeguarding of children. All staff and volunteers are required to read, understand, sign and comply with the following policies:

- NET Personal Conduct Policy (*Appendix 6*)
- Child Safeguarding Policy & Procedures

SAFEGUARDING CODE OF CONDUCT

A code of Conduct is a clear and concise guide of what is and is not acceptable behaviour and practice. It is important that everyone is clear about what is acceptable when working with children. Listed below is NET Ministries Code of Conduct for our ministry.

NET Team Members and staff SHOULD:

- In our behaviour and by our attitude towards people, respect the rights, dignity and worth of every human being
- Ensure that appropriate supervision is in place before an event or retreat takes place
- Ensure that all school or parish safeguarding and risk assessment requirements are understood and met
- Ensure that for every retreat at a school a teacher is available during all times on NET-organised ministry
- Be sensitive to the possibility of becoming over-involved in spending a disproportionate amount of time with any particular individual
- Ensure that there is adequate and gender appropriate supervision for males and females
- Avail themselves of opportunities for further youth work training
- Provide good example and conduct themselves as positive role models
- Do not discriminate or use language that could be interpreted as discriminating against those of a difference race, culture, age, gender, disability, religion, sexuality or political view

- Always work openly with children – eg small groups must be conducted in full view of another adult or group
- Be aware of physical touch with children or vulnerable adults – always be aware and accept that all physical contact may be open to scrutiny and so should conduct themselves as to be above reproach

NET Team Members and staff SHOULD NOT:

- Initiate physical contact with a child
- Allow or engage in inappropriate touching of any form
- Make sexually suggestive remarks to or about a young person
- Take or use photographs of children without a signed Parental consent form (*Appendix 7*)
- Spend one on one time with children out of the view of other adults
- Spend time alone with a minor at any time – if it is necessary to meet with a child alone care should be taken to ensure that there is visible access to the room – an open-door policy to be followed at all times
- Stay in the same room or travel alone with a child or vulnerable adult
- Consume alcohol, smoke or illegal substances in the presence of a child
- Ask a child to keep secrets
- Let allegations made by a child go unrecorded or unreported
- Engage in any activity that could put a child at risk
- Communicate personally with a child eg text messages, personal emails, adding children as friends on personal social media accounts.

DEALING WITH COMPLAINTS

Our Complaints Policy

NET Ministries is committed to providing a high-quality safeguarding service to all those to whom we minister. When something goes wrong in relation to how we respond, we need you to tell us about it. This will help us to improve our standards.

If you have a complaint, please contact us with the details. We have eight weeks to consider your complaint.

STANDARD 2: PROCEDURES FOR RESPONDING TO CHILD PROTECTION SUSPICIONS, CONCERNS, KNOWLEDGE OR ALLEGATIONS

The welfare of the child is paramount. Children have a right to be listened to and heard. Anyone who seeks to disclose or voice concerns about child abuse will be met with a compassionate and appropriate response.

Allegations and concerns will be reported to the statutory authorities for their investigation. NET Ministries work in co-operation with all the relevant School, Parish and Civil authorities concerned with the protection and welfare of children in order to ensure each child is cared for.

DEALING WITH ALLEGATIONS, DISCLOSURES AND SUSPICIONS OF ABUSE

Volunteers of NET Ministries work in schools and parishes across Ireland. When working in conjunction with another entity, it is mutually agreed prior to the ministry event that the safeguarding policy of the school, parish, etc. will be in place. All allegations, disclosures, and suspicions of abuse will be reporting according to the guidelines in place. NET Ministries will also keep an anonymous record that the information has been passed on to the relevant authority in the school/local area and seek confirmation from them that they have notified the civil authorities.

In the case of disclosure or suspected abuse at an event at our NET facilities, staff and volunteers will work with the Designated Liaison Person to make a report which is passed on to the civil authorities and, if applicable, the local area contact person for the event.

Any reasonable suspicion of abuse or disclosure of abuse by a child must be responded to. The following examples would constitute reasonable grounds for concerns:

- Specific indications from the child that he/she was abused
- An account by a person who saw the child being abused
- Evidence such as injury or behaviour which is consistent with the abuse and unlikely to be caused another way
- An injury or behaviour which is consistent both with abuse and with an innocent explanation but where there are corroborative indicators supporting the concern that may be a case of abuse; an example of this would be a pattern of injuries, an implausible explanation, other indications of abuse, dysfunctional behaviour
- Consistent indication over a period of time that a child is suffering from emotional or physical neglect

Where it is unsure if the concern constitutes a matter for reporting it should be discussed with the NET Ministries Designated Person.

How to respond to Child Safeguarding allegations & suspicions

In the event that a suspicion or allegation of child abuse is disclosed to a NET volunteer or staff member, the following is to be done immediately.

1. If a child makes an allegation of abuse, listen
2. Act and speak in a reassuring way
3. Remember it is not your role to investigate. Ask only the following questions in order to ascertain if the child is already being appropriately cared for:
 - a. Do you still have concerns about this?
 - b. Have you told another adult?
4. Explain that you have to pass on this information to school/parish designated Person to ensure they are cared for.
5. Call the NET Ministries Designated Liaison Person to seek guidance as to whether this disclosure meets the threshold for reporting. The Designated Person takes notes of the allegation and advises the volunteer/staff member of next steps. The student is not named or identified at this stage.
6. The Volunteer/staff member plus the team leader then notifies the local Parish or School Designated Person for Child Safeguarding of the allegation or suspicion and hands over care and responsibility of the

young person. At this stage the NET volunteer or staff member is specific about the student and what he/she has disclosed.

7. NET staff/volunteer fills out the Disclosure Report (Appendix 1) identifying the student only by the year level and sends it to NET Ministries Designated Person immediately. This report is shared with the local area Designated Liaison Person.
8. Act immediately on any serious suspicion or allegation of physical or sexual abuse.
9. Maintain appropriate confidentiality.

A NET volunteer/staff member should not:

- Ask probing questions
- Make any promises that they will not be able to keep, i.e. "I will not tell anyone"
- Under any circumstances confront, question or inform the alleged abuser
- Delay in passing on suspicions or allegations of abuse to Designated Person of the Parish or School where they are ministering
- Discuss the incident/concern with anyone other than those detailed in these procedures
- Investigate the allegation on their own in any way

All records and reports will be kept secure and confidential by the NET Ministries Designated Person. The report filled out by the volunteer/staff member is made available to the School or Parish. No discussion of the incident or concern should take place with anyone other than those detailed in these procedures.

The NET Ministries Designated Person will follow up with the School/Parish Designated Person to ensure appropriate follow up occurred.

Whistle Blowing

NET Ministries encourage anyone who has a concern to come forward; action will not be taken against an employee/volunteer who, in good faith, makes a complaint or allegation of abuse or workplace harassment or who participates in the investigation of such a complaint or report. Retaliation against any individual for good faith reporting or for cooperating in the investigation of same will not be tolerated and will itself be cause for appropriate disciplinary action, up to and including termination of employment.

RETROSPECTIVE DISCLOSURE BY ADULTS

When an adult discloses abuse they may reveal many different situations:

- The adult is suffering abuse now (current abuse)
- The adult has suffered abuse in the past (historical abuse)
- They have been told about suspected or actual abuse by another person whom they believe
- They may have observed signs of unexplained physical injury on a child
- They may have witnessed worrying behaviour by an adult towards a child

It is usually very difficult for anyone to talk about abuse, therefore it is important to be patient, listen carefully and attentively as well as creating an environment where the person feels safe and able to communicate as much as can be remembered about the situation.

When an adult is disclosing abuse, it is important to consider the following points:

- Stay calm & listen carefully
- Take what is said seriously. Adopt a compassionate, calm and reassuring listening style
- Do not ask intrusive, probing or leading questions
- Reassure the person who is disclosing
- Allow the person to tell their story at their own pace
- Check, if necessary, that you have understood what has been said. Use their words, not yours
- Make no promise of secrecy, but listen carefully to what is being said
- Explain these procedures and the referral procedures to the person
- Make no comment about the alleged perpetrator
- Do not make assumptions nor speculate on the possible outcome
- Do not allow your own feelings of shock, disgust or distress, to show because it could discourage the person from continuing with their story
- Do not make any comments about your feelings of belief or otherwise on what has been disclosed
- Do not question the person beyond checking what has been said. It is the job of TUSLA or Gardaí to investigate
- Do not probe for details beyond what has been freely given

Listening in these situations means allowing the person to freely recall events without interruption. Some facts are only ever told once and this information must be fully and accurately recorded. This detail should be given directly to a professional from one of the following: TUSLA or An Gardaí Síochána to allow proper procedures to be observed and to avoid distressing repetition of the account given.

When an adult makes a disclosure of abuse which took place during his/her childhood it is essential to consider the current risk to any child who may have contact with the alleged offender. If the alleged offender has contact with children then the person making the disclosure should be encouraged and empowered to make a report. If they are unwilling then NET Ministries has a moral & legal obligation to report this abuse to either the TUSLA or An Gardaí Síochána, even if the abused is over 18 years of age as other children may be at risk. In this case contact NET's Designated Liaison Person who will report to the appropriate authorities.

In the case of an adult disclosing about an assault or criminal offense against them, they should be encouraged to report it. The NET staff/volunteer should offer to assist in this process. If they are unwilling to report, then our policy requires a written statement that the person involved refused to report the incident/abuse.

STANDARD 3: CARE AND SUPPORT FOR THE COMPLAINANT

If an allegation or disclosure about a third party is made in a school or Parish setting where NET is ministering, our responsibility is to pass on the information to the appropriate designated person for the school or Parish. The Parish/school then has the responsibility to follow up with the young person involved. In this case they will provide advice and support.

However in the case of the allegation being made against a NET staff member or Volunteer, NET Ministries will be part of the process of following up and reporting where necessary. In this case we will ensure a compassionate and just response towards those who have experienced child abuse. We will ensure they are given information and advice and offered pastoral/support services.

To ensure that anyone who has been abused by a volunteer or staff member of NET Ministries will be assisted and supported in seeking help, NET Ministries will:

- Provide information about where and how to get specific help and advice whether the abused person is a child or an adult and whether the abuse is current or historical.
- Know how to respond to and support a complainant who has disclosed an abuse
- Ensure that the support offered to a person who may have been abused is appropriate and does not compromise any future inquiries or put the person at further risk
- Provide access to an external counsellor for the injured party.
- Provide appropriate support to those who have harmed others – helping them to face the reality of their abusive behaviour and help them to seek healing.

A list of local contacts is included as *Appendix 11*.

STANDARD 4: CARE AND MANAGEMENT OF THE RESPONDENT

NET Ministries has in place a fair process for investigating and managing child safeguarding concerns. When the threshold for reporting has been reached, a system of support alongside precautionary safeguarding measures will be provided

Indicators:

1. NET Ministries will have clear written HR Procedures relating to staff accused of child abuse, these will include any precautionary suspensions.
2. When statutory investigations have been completed, there will be a clear a process to inform the accused of the next steps.
3. There will be a time frame for initiation and completion of internal disciplinary procedures.

In the event an allegation is made against a NET Volunteer or staff member:

Step 1: NET office is made aware of the complaint by either the principal of the school, parish priest or assigned person dealing with the allegation

Step 2: If the threshold for reporting to the civil authorities is reached, and the allegation has not already been reported by the Principal, priest etc then NET Ministries will notify the civil authorities of the allegation.

Step 3: With the permission of the Gardai/PSNI the allegation will be put to the Volunteer or Member of staff who may be required to take leave from duty to allow the civil investigation and any subsequent disciplinary action to take place.

Step 4: NET Ministry inquiries will be suspended pending the outcome of the civil investigations

Step 5: Executive Director of NET Ministries makes contact with the contact person processing the complaint to participate in the investigation

Step 6: The NET Volunteer/staff member in question is investigated thoroughly by NET staff and others involved in the investigation

Step 7: If necessary, the Executive Director and perhaps the relevant team supervisor will travel to the team's location for further investigation

Step 8: NET Ministries will provide access to an external counsellor for both the accused and injured party, if necessary

In the event that the person in question is the NET Executive Director than the staff member would register their complaint with a senior staff member who would then liaise with the Chairman of the Board.

STANDARD 5: TRAINING AND SUPPORT FOR KEEPING CHILDREN SAFE

TRAINING FOR DESIGNATED LIAISON PERSON

Our Designated Liaison Person is required to attend a six hour “Train the trainers” course.

TRAINING FOR STAFF & VOLUNTEERS

NET Ministries volunteers and staff complete a five-week training period prior to ministering with children and young adults. This very comprehensive training program focuses on both personal and spiritual growth and has many sessions which directly and indirectly contribute to training our volunteers and staff in safeguarding of children. The training includes the following topics:

- A one hour session on our NET Ministries Personal Conduct policy after which the policy is signed before the Executive Director
- A two day retreat focusing on relating as men and women in ministry – many topics covered including treating one another with dignity, as well as appropriate dress, speech and communication between members of the same and opposite sex
- A four hour training session on running small groups and prayer ministry with children and young people
- A one hour session on discipline and crowd control in large and small groups
- A four hour training session on our Safeguarding Policy and Procedures – this includes role plays on how to respond in the event of a disclosure or suspicion of abuse
- Sessions on conflict resolution and appropriate speech
- Two sessions on do’s and don’ts when staying in host homes – this comprehensively covers dealing with minors in host homes
- A session on appropriate use of technology – what they can and can’t do with regards to use of the internet and social media.
- As many of our staff and volunteers are internationals (primarily from Canada and the US) we also have a number of sessions covering Irish culture and the church in Ireland.
- Supervisor Training – each NET Team have two supervisors and one Senior Supervisor who go through 10 to 12 sessions of training in the first part of the year. They are trained in the Role of the Supervisor, communication and pastoral care. Their role is to care for the team and ensure that the team members behave in ways that are appropriate and within our policies and procedures for safeguarding of children.
- Each staff member and volunteer is briefed on Covid-19 protection guideline compliance through sessions and integrated throughout ministry training.

STANDARD 6: Communicating the Safeguarding Message

This child safeguarding policy and procedure document is required to be followed by all NET Ministries staff and volunteers. We will ensure that the message of keeping children safe is communicated to all staff and volunteers and available to anyone we minister to.

- All volunteers and staff have a copy of this policy
- All Schools and Parishes we minister to have access to a copy
- Volunteers and staff must sign to confirm they have read and received training in our policy and procedures
- The Safeguarding document will be accessible on our website for anyone who wants to see it (netministries.ie)
- All staff & volunteers are clear on who our designated Person (this information is also available on the website). Staff and Volunteers are also clear on what the role of the Designated Person is. (*Appendix 8*)
- In our local ministry all youth groups will create their own Code of Conduct using NET Ministries Code of Conduct as the basis for their own. This will be done in consultation with NET's Safeguarding team and once approved will be displayed in their place of meeting. (*For an example from one local area in 2014, see Appendix 9*)

STANDARD 7: QUALITY ASSURING COMPLIANCE WITH THE STANDARDS

All policies, procedures and codes of conduct contained in this document are designed to keep children safe. To be effective these measures need to be implemented across the whole ministry and need to be regularly reviewed. The following list details the actions taken to check and monitor how guidance is being carried out.

- Financial and human resources are in place for the implementation of the safeguarding children policy.
- NET Ministries annually reviews the implementation of its policies and procedures and updates any changes in legislation and guidance. Any changes to our policy document are approved by our Board of Directors.
- A summary of training events attended by or conducted by NET Ministries (including a register of attendance) is recorded and kept on file.
- All incidents, allegations and suspicions of abuse disclosed to NET Ministries are recorded and stored securely, in line with data safeguarding legislation
- The statistics on incidents and allegations are disclosed to the NET Ministries Board of Directors on an annual basis.
- The NET Ministries Safeguarding team will ensure that all steps are taken in the recruiting process to prevent those who pose a risk to children from holding positions of trust.

APPENDIX

APPENDIX 1: DISCLOSURE REPORT FOR CHILD SAFEGUARDING/WELFARE CONCERNS

CONFIDENTIAL INFORMATION

This is the: Initial Report
 Subsequent Report

Date:	Team member(s) involved:
School/Parish:	Team Leader:
Contact Person for Ministry event + email Address:	Youth's Year Level:
Designated Person for School/Parish (Name, phone & email):	Youth's Age:
School/Parish Contact Details (Address & Phone):	Youth's Age:
Date & Time of contact with NET Designated Liaison Person:	

Description of type of disclosure, statements made by young person and procedures taken by you:

Direction given by NET Ministries Designated Person:

Signature of Team Member: _____

Signature of Team Leader: _____

APPENDIX 2: NET MINISTRIES APPLICATION FORM



RETURN via post or e-mail to:
NET Ministries Ireland - Recruiting
College Court, Main Street
Ballybofey, Co. Donegal
IRELAND
+353 (0)74 91 90606

[recruiter@netministries.](mailto:recruiter@netministries.ie)

ie

Application Form 2022-2023

Please complete every section of this application form.

Name: _____ Male Female

Address: _____

City/Town: _____

Province/State/County: _____

Zip/Postal Code: _____ Country: _____

(Arch) Diocese: _____ Parish: _____

Date of Birth (DD/MM/YY): _____

Age as of September 2021: _____

Shirt size: XS S M L XL XXL XXXL

Family Contact Information

Name of father: _____

Address: _____

City/Town: _____

Province/State/County: _____

Zip/Postal Code: _____ Country: _____

Phone: _____

Email: _____

Name of mother: _____

Address: _____

City/Town: _____

Province/State/County: _____

Zip/Postal Code: _____ Country: _____

Phone: _____

Email: _____

Name of stepfather: _____

Phone: _____

Name of stepmother: _____

Phone: _____

Should you be accepted, do you consent for us to email your parents updates during your year on NET?

Yes No

Comment: _____

Home Phone: _____

Mobile/Cell Phone: _____

Email: _____

Skype: _____

Do you have a driver's licence?

Yes No

Class: _____

Manual/Standard Automatic

Do you have a passport?

Yes No

Expiration date (DD/MM/YY): _____

Do you have any dietary restrictions or allergies?

Musical Experience

Please list any instruments you play (including vocals) along with years of experience.

1. _____

2. _____

3. _____

4. _____

5. _____

Do you have any experience playing in a liturgy?

Yes No

Education

Have you graduated from High School/Secondary School? Yes No

Highest level of education: _____

Qualifications: _____

References

You must have a minimum of two references to complete your application – one of which must be a Catholic priest. Please provide current contact details as we will be reaching out to everyone.

Other Reference

Place of work: _____

Position: _____

Supervisor: _____

Email: _____

Phone: _____

Priest Reference

Name: _____

Parish/Order: _____

Email: _____

Phone: _____

Other Reference

Place of work: _____

Position: _____

Supervisor: _____

Email: _____

Phone: _____

Experience with NET

1. Have you ever served with a branch of our ministry in another country?

Yes No

If yes, when and where?

2. Have you ever applied to NET in another country?

Yes No

If yes, when and where?

3. Have you ever been declined to serve with NET?

Yes No

Catholic Faith

4. Have you been initiated into the Catholic Church through the following Sacraments?

Baptism

Holy Communion

Confirmation

Please answer the following questions in 5-7 sentences.

5. What do you value about belonging to the Catholic Church?

6. Do you struggle with any teachings of the Catholic Church?

7. Please describe your relationship with Jesus.

8. What are some concrete examples of how your life has changed through your relationship with Him?

9. Describe your prayer life. Include how you pray and what spiritual resources you may be using to deepen your faith.

10. Please describe any experience you have had with the Holy Spirit and Charismatic Renewal (expressive praise and worship music, raising of hands, use of the spiritual gifts, charismatic prayer groups, etc.)

11. What has the Lord been doing in your life that is leading you to believe that He might be calling you to serve Him with NET Ministries Ireland?

12. Do you have any ministry experience with young people? Please give details.

Family Life

13. You live with:

- Parents Friends
 Students Other: _____

14. Have you ever lived with anyone other than your family?

- Yes No

If so, please elaborate.

15. Your parents are:

- Married Separated
 Divorced Other: _____

16. How many siblings do you have? Where do you fall in order of birth?

17. Briefly describe your relationship with each of your immediate family members.

The NET Way of Life

The NET lifestyle is demanding and so it is necessary to have a humble attitude of self-sacrifice and service. The following information will help you understand what serving with NET is like.

Team members must have a personal faith. “In the long run, is there any other way of handing on the Gospel than by transmitting to one person one’s personal experience of faith?” *Pope John Paul IV, Evangelization in the Modern World.*

Team members must fundraise. It is crucial that NET team members fundraise their partnership goal as part of their call to mission. Partnership gives others the opportunity to participate in the mission of NET. Raising funds can be difficult but there are many ways to do it. The minimum a NET Missionary needs to raise is €6000 (Irish & UK €4,750) and to keep working towards a maximum of €13,000. There is the combined knowledge of everyone who has gone before you.

Team members must have physical stamina. The nature of the NET lifestyle dictates that team members must be able to maintain a demanding schedule due to travel, late nights and long days of high-energy. You may find that you have less rest than you are used to.

Team members must be cooperative. NET is a relational ministry and teams work together, facilitating retreats and working in their parishes and schools. Team members must be able to both give and receive; to work with others by sometimes giving up preferences and considering the needs of others. You will constantly be working with contact people such as priests, school teachers and parishioners.

Team members must respond well to peer leadership. Each team has two team leaders: a man and a woman. Team members need to respond to direction and decisions given and made by the team leaders. By supporting the leadership roles on your team, everyone’s gifts will be developed and your team will be unified.

Team members must tolerate little alone or free time. NET team members are continually with their team both living and working together. Most team members will see more of each other than the average married couple. They are constantly meeting new people such as retreatants, contact people, host families and parishioners. NET will provide you with time off but you will not have the alone time that you may be used to.

Team members must be flexible. The NET lifestyle offers an ever-changing schedule. Plans that were set in place can easily change at the last minute. A typical ministry day may start at 9:00 a.m. and end at 10:00 p.m. An attitude of flexibility will allow you more freedom to accept changes that occur in the daily schedule.

Team members must not enter into a dating relationship. Team members cannot enter into dating relationships with anyone they meet while serving with NET Ministries.

18. Based on this information, what stands out to you as a positive and why?

19. What do you think will be challenging for you?

20. Please describe three strengths you possess in relating to others.

21. Please describe three weaknesses you possess in relating to others.

22. If you were put on a NET Team what aspects of your character would your teammates find most difficult about you?

23. Please rate your response to each of the following points by indicating how you think you may cope with each one on a scale of 1-10, with 1 being least difficult and 10 being the most difficult.

- _____ Travelling in a van
- _____ Resolving conflict
- _____ Not dating or pursuing a relationship for a year
- _____ Having less personal time
- _____ Homesickness
- _____ Obedience to leadership
- _____ Different host home accommodation every few nights
- _____ Different foods or culture
- _____ Relating to different personalities
- _____ Less sleep than you may be used to
- _____ Fundraising your partnership
- _____ Living in a house with peers
- _____ Having daily personal and team prayer

Mental & Physical Health

Experience has shown that certain mental and physical conditions can be worsened or are incompatible with the demanding lifestyle of NET (i.e. long, full days, lack of sleep, little control over diet, constant travel.) Please disclose all relevant information. NET Ministries Ireland will hold all health information confidential.

24. Are you seeing a doctor/specialist on a regular basis?

Yes No

If so, please elaborate.

25. Are you currently using a prescription medication?

Yes No

If so, what is the medicine for?

26. How many times have you visited the doctor in the past year?

27. Have you been treated by a chiropractor in the past year?

Yes No

If so, for what condition?

How long have you had this condition?

What do you do to ease/alleviate this condition?

28. Have you ever attended professional counselling?

Yes No

If so, what type of counsellor did you see?

When did you commence and complete counselling?

What difficulty were you working through?

29. Have you ever experienced the following?

Depression Suicidal Thoughts Panic Attacks
 Eating Disorder Self Harm Chemical/Alcohol Dependency

If so, please elaborate.

Do you feel like you have worked through these things to a point of peaceful resolution?

Yes No

30. Do you have difficulties with any of the following?

Throat infections Ear infections Lung/Respiratory infections
 Sinus infections Chronic Pain Asthma
 Arthritis

If so, please elaborate.

31. Have you ever been diagnosed having:

- Asperger's Syndrome (AS)
- Autism Spectrum Disorder (ASD)
- Pervasive Spectrum Disorder (PSD)
- Attention Deficit Disorder (ADD)
- Attention Deficit Hyperactivity Disorder (ADHD)

32. Is there anything regarding your physical or mental health that we need to know, of which has not been asked?

NET Policies

33. Due to the professional nature of our work in schools and parishes, we require team members to have no excessive amounts of piercings. Are you prepared to remove these if asked to do so by staff?
Yes No

Comment:

34. While with NET a team member will not *initiate* a romantic/exclusive relationship with a fellow team member, retreatant, member of a host family, parish or diocesan contact, and/or anyone else the team member meets while serving with NET Ministries. This is our policy on exclusive relationships, do you understand what that means, and do you agree?
Yes No

Comment:

35. As part of your missionary year mobile phones are permitted for use as a mobile device provided the sim card is removed. All tech devices (phones, ipods, ipads, laptops etc) will be handed in and only accessible during designated tech blocks – these will be twice a week (usually a two hour block plus day off). Your team will have a mobile phone if you need to be contacted outside the tech blocks. If your family needs to contact you urgently, they will be able to reach you on this number. We wish to stress that this will be in an emergency case only. If you depend on your mobile for time and alarm purposes, you will need to invest in a watch and alarm clock. Do you agree?
Yes No

Comment:

36. Throughout the year many and varied personal functions may arise that you may desire to be at. We can only permit team members to attend immediate family weddings and funerals. If we allowed time off for a wider variety of functions, this would result in a great disruption to already heavily

committed team schedules. We are only able to achieve our mission with team members fully present. Do you agree?

Yes No

Comment:

37. (For applicants outside of Ireland, UK, and EU) In order to serve as a long-term volunteer with NET Ministries Ireland, you must go through a preclearance process for immigration purposes. We will work with you every step of the way, but it is your responsibility to acquire the documentation by the necessary deadlines. This documentation includes a passport valid through your NET year. These deadlines will be communicated to you after your acceptance. Do you agree to take on this responsibility?

Yes No

Comment:

Applicant Disclaimer

As an applicant to NET Ministries Ireland, I state that I have answered the questions asked in this application completely, accurately and truthfully. I acknowledge that this form will be used in deciding my suitability for NET Ministries Ireland and any information on this form will be used by the NET staff as part of my application and participation with NET.

Signed: _____

Date: _____

APPENDIX 3: NET MINISTRIES REFERENCE FORM

NET Ministries is an international, Catholic, youth retreat and parish-based program. Team members work closely with young people in a ministerial environment. Therefore, due to the nature of our work, a careful assessment of this applicant's strengths and weaknesses is critical to the application process.

Thank you for taking the time to complete this letter of referral for NET Ministries. We greatly value the information that we receive in the referral and use this as an important source in determining whether or not it is the best time for someone to serve with NET Ministries. Please note all information supplied is held as strictly confidential, with access given only to the NET staff members. Be aware you cannot be a family member or relative.

APPLICANT'S NAME:

REFEREE'S NAME:

Current Address:

Town/City:

County/Province/State:

Zip/Postal Code:

Country:

Home phone:

Work Phone:

If needed, I may be contacted at: Home Work Either

Email:

I am a... Peer Family friend Mentor/Spiritual director Youth leader Priest Other

I am presently... Under 20 20 – 24 25 – 29 30 – 34 34+ years of age.

1. How long have you known the applicant and in what capacity?
2. Does the applicant have the ability to make decisions and follow through on them? Please explain.
3. How does the applicant respond to authority?
4. Can the applicant take responsibility and demonstrate leadership? Please give examples.
5. Comment on the applicant's sensitivity to the needs, feelings and attitudes of others.
6. Comment on the applicant's ability to work with others.
7. To your knowledge, how does the applicant respond under difficult circumstances?
8. Are you aware of any instances of mental or emotional illness or difficulty that the applicant has had?
9. Do you have reason to be concerned about the applicant's consistency in any area of morality?
10. Do you have reason to be concerned about the applicant's involvement in illegal activity, including drug use?
11. If you answered YES to any of the preceding 4 questions, please explain the situation.
12. Please describe the applicant's personal qualities and skills that would benefit an evangelistic retreat ministry such as NET.
13. Please describe the spiritual, relational, or emotional areas where the applicant is most in need of growth.
14. Please comment on applicant's commitment to Christ and the Roman Catholic Church.
15. Other comments: (If need be, please provide on the reverse of this sheet.)

By typing my name in the space provided, I certify that all the information in this referral form to be truthful to the best of my knowledge.

Signed:

Date: / /

APPENDIX 4: NET MINISTRIES INTERVIEW FORM

Applicant

Date

Interviewers

READ ALOUD: *(First intro yourselves briefly, start with a prayer)... "Everything disclosed in this interview is held in strict confidence. The contents of this interview will not be shared with anyone without your permission. You may decline to answer at any time."*

GENERAL

Age:

You are currently: Studying/Employed/Unemployed

Where?

-
- 1. Tell us a bit about yourself
 -
- 2. What are you involved in outside of work/school?
 -
- 3. What has the Lord been doing in your life that leads you to believe He may be calling you to something like NET?
 -
- 4. Other than NET, what options are you considering for next year?
 -

PERSONAL

- 5. What is one thing you really like about yourself?
 -
- 6. If you could change anything about yourself, what would it be?
 -
- 7. Do you think you are an introvert or an extrovert? Why?
 -
- 8. *(Optional – You can choose or have them choose)* Please choose one of the following and respond:
 - Tell me about one of the happiest moments in your life. OR
 - Tell me about a difficult experience you have had.
 -

FAMILY

READ ALOUD: *"Now I am going to ask you about your family."*

- 9. What does your family think/feel about you going on NET? What specifically have they said about it?
 -
- 10. *(Optional)* Tell us one word that describes your childhood. Why?
 -
- 11. What do you love most about your family?
 -
- 12. What do you find most difficult/challenging about your family?
 -

13. Is there anything about your family that is upsetting you right now?

-

(If parents are not Separated or Divorced, skip to question 17)

14. In your application, you mentioned your parents are separated/divorced. After your parents separated/divorced, what were the living arrangements for you (and your siblings)?

-

15. What was your family like before the divorce/separation?

-

16. Is there anything about the divorce/separation that is upsetting to you right now?

-

NOTE FOR INTERVIEWER: Use the following question to cast a vision for CC's

17. Every family experiences tension and conflict. When tension and conflict arise particularly in your family, what are common responses for you? Choose all that apply.

Talk it out Silent treatment Argue

Withdraw Ignore it Involve a counselor or mediator

Please elaborate:

-

18. On NET, we teach our volunteers a very specific process of conflict resolution. It involves prayer, forgiveness, and then seeking to understand the other by talking it out. Are you willing to learn and use this style of resolution throughout your NET year, if accepted? Yes No

-

FAITH

READ ALOUD: "This next section is all about your faith and relationship with Jesus."

19. Who is Jesus to you?

-

20. If Jesus were to introduce you to me, what would He say to help me get to know the real you?

-

21. When you pray for yourself, what do you commonly pray for?

-

22. Describe a time when you had a personal encounter with Jesus.

-

23. We are told in Scripture to announce the Good News. What is the Good News to you?

-

NOTE FOR INTERVIEWER: Use the following question to cast a vision for NET's charism and to determine if the applicant is willing to fully embrace it.

24. Expressive praise, use of the gifts of the Holy Spirit, and charismatic prayer are an integral part of NET's charism. NET team members are expected to fully embrace this charism.

- What is your experience, if any, with charismatic prayer and the gifts of the Holy Spirit?

-

- Do you have any questions or concerns about this?

-

- You will have training and an opportunity to grow in charismatic prayer daily throughout your NET year. Will you fully embrace this charism if accepted to NET? Yes No

○

MINISTRY

NOTE FOR INTERVIEWER: *The first two questions are only applicable if you are not able to tell from their application or from another point in the interview that they have shared the faith or been involved in ministry. If you have enough information, skip to small group questions.*

25. **(Optional)** Have you ever shared your faith one-on-one with a friend, family member, or another individual?

Yes No If yes, briefly share one experience.

-

26. **(Optional)** Tell us about any retreat/ministry work you have done:

- What did you do?

- What were your roles?

○

NOTE FOR INTERVIEWER: *Choose one of the two options for questions, these cast the vision for small groups*

READ ALOUD: *“Small groups are a big part of our ministry. The following questions are typical questions that you will be asked in a small group. Answer as if you are responding to a 16 year old retreatant.”*

27. A young person in your small group says that they pray to God yet have no desire to go to Mass and therefore don't go. They ask you if that is okay. What is your answer to them?

OR

A young person in your small group asks you why you have to go to a priest to receive forgiveness instead of going only directly to God. How would you respond?

-

28. A young person tells you that they are sexually active with their boyfriend/girlfriend. They want to know what you think. How would you respond to them?

OR

A young person in your small group tells you they have same-sex attraction and they want to know what you think. How would you respond to them?

-

29. Lastly, what message do you think young people need to hear most?

-

CATHOLICISM

READ ALOUD: *“We are going to ask you questions about the some of the teachings of the Catholic Church. Due to the nature of the questions, they can be very personal. These things can be common struggles for many people. We want to get to know you as best as we can and ask for your continued honesty in answering these questions. These are all yes or no questions and if I need further clarification, I will ask.”*

30. The Catholic Church teaches that Jesus is truly present in the Eucharist. Do you agree?

Yes No If not, please explain.

-

31. The Catholic Church teaches that sexual intimacy is appropriate only within a marriage covenant. This means a Catholic cannot engage in pre-marital sex. Do you agree?

Yes No If no, why?

•

Have you lived out this teaching for the past 12 months?

Yes No If no, how not? ,

- When was the last time?
- How frequently are/were you active in this way?
- What are you doing to discontinue this behavior?

32. **The Church also teaches that every individual possesses a dignity as a child of God that must be respected. This means a Catholic cannot be involved in or view pornography (books, magazines, films, etc.) or engage in and masturbation. Do you agree with this?**

Yes No If no, please explain.

•

Have you lived out this teaching in the past 12 months?

Yes No If no, what are you doing to discontinue this behavior?

•

33. **The Church also teaches that although some people may struggle with a homosexual orientation, it is never okay for anyone to participate in homosexual acts. Are you in full agreement with this?**

Yes No If no, please explain.

•

Have you ever had same sex attractions?

Yes No

- Have you always lived in accordance to the Church’s teachings on homosexuality? Yes No
- If no, when was the last time?
- What is your current attitude regarding acting on same sex attractions?
- Have you received professional help in these struggles? Yes No
- If yes, what was the outcome?
- Are you still receiving help? Yes No
- From whom?
- For what specifically?

34. **The Catholic Church teaches that all life is to be respected as a gift from God and that whatever is hostile to human life, such as abortion, suicide, euthanasia, is to be avoided by Christians. Do you agree with this?**

Yes No If no, what is your personal belief?

•

35. **Have you ever been involved in activity that is considered “occult” or “New Age” (Such as Ouija boards, fortune telling, mediums, Satanism, Witchcraft, Tarot Cards, Reiki or Yoga)?**

Yes No (If no, go to Relationships & NET Policies)

- If yes, what was the frequency of your involvement in this activity?
- When was the last time you were involved in any kind of “occult” activity?
- Do you have any ongoing struggles with this?

36. **Concerning any other teaching of the Catholic Church is there anything with which you disagree or don’t understand?**

Yes No If yes, please explain.

•

BACKGROUND

READ ALOUD: “Thank you for being so open with us. We have a few more yes or no questions. These are more about your background.”

37. **Have you ever been fired from a job?**

Yes No If yes, how many? Please explain all cases.

•

38. **Have you ever been asked to leave a volunteer position?**

Yes No If yes, please explain

•

39. **Have you ever quit a job or volunteer position due to conflict?**

Yes No If yes, please explain

•

40. **Do you drink Alcohol?** Yes No

- Have you been drunk in the past 12 months? Yes No
- How many times?
 -
- What is your current attitude regarding drinking?
 -
- NET has a one-drink limit. How do you feel about that?
 -

41. **Have you ever used illegal drugs?** Yes No

- Have you used them in the past 12 months? Yes No
- How many times?
 -
- What is your current attitude regarding drugs?
 -

42. **Have you ever been arrested?** Yes No

- For what?
- When?
- What was the outcome?

43. **Have you ever been convicted of a crime?** Yes No

- For what?
- When?
- What was your sentence?

44. **Have you ever physically or sexually assaulted or abused someone (adult, child, boyfriend/girlfriend)?**

Yes No If yes, please explain.

45. **Has any civil or criminal complaint, or any other allegation or complaint ever been made against you?**

Yes No If yes, please explain.

RELATIONSHIPS

READ ALOUD: "Now I'd like to ask you about your dating history."

46. **Are you currently dating someone?** Yes No (If no, go to application follow up)

- If yes, please tell us a little about the relationship.
 -
- Have you discussed going on NET with this person? Yes No
- What did they say?
 -
- If you have not discussed this with them, why not?
 -
- What do you think it will be like being away from them for 11 months?
 -

READ ALOUD: *“Experience has shown that maintaining a dating relationship while on NET is difficult for the team member and their significant other. This is due to the limitations of the NET lifestyle (phone limitations, constant travel, etc.). We will tell you this for your benefit only. This will have no bearing on your possible acceptance to NET. Do you have any questions about this?” (Proceed to application follow up)*

47. **Have you ever been in any dating relationship?** Yes No *(If no, go to application follow up)*

•

48. **When did your last relationship end?**

•

49. **Would you characterize any of these relationships as having been a positive experience?**

Yes No If yes, how?

•

50. **Would you characterize any of your dating relationships as having a negative experience?**

Yes No If yes, how?

•

APPLICATION FOLLOW UP

Follow up issues from application below before proceeding.

•

NET POLICIES

READ ALOUD: *“I would like to go over some of our policies with you. A few of these were on the application and there are also a few new ones. We want to make sure that you understand the policies so please ask any questions you need to.”*

51. While with NET a team member will not *initiate* a romantic/exclusive relationship with a fellow team member, retreatant, member of a host family, parish or diocesan contact, and/or anyone else the team member meets while serving with NET Ministries. This is our policy on exclusive relationships, do you understand what that means, and do you agree?

Yes No If no, why not?

52. As part of your missionary year mobile phones are permitted for use as a mobile device provided the sim card is removed. All tech devices (phones, ipods, ipads, laptops etc) will be handed in and only accessible during designated tech blocks – these will be twice a week (usually a two hour block plus day off). Your team will have a mobile phone if you need to be contacted outside the tech blocks. If your family needs to contact you urgently, they will be able to reach you on this number. We wish to stress that this will be in an emergency case only. If you depend on your mobile for time and alarm purposes, you will need to invest in a watch and alarm clock. Do you agree?

Yes No If no, why not?

53. Due to the professional nature of our work in schools and parishes, we require team members to have no excessive amounts of piercings. Are you prepared to remove these if asked to do so by Staff?

Yes No

54. Throughout the year many and varied personal functions may arise that you may desire to be at, we can only permit team members to attend immediate family weddings and funerals. If we allowed time off for a wider variety of functions, this would result in a great disruption to already heavily committed team schedules. We are only able to achieve our mission with team members fully present. Do you agree?

Yes No

Are there any functions that you anticipate needing to be at?

•

55. When a person is accepted to NET, he/she required to fundraise a minimum of (€6,000) (IRE & UK €4,750) before attending Initial Training and work towards a maximum of (€13,000). Upon acceptance, you are required to send a non-refundable deposit of €300 which comes off your fundraising, before your place on NET can be

confirmed. You are responsible for the cost of your transport to and from County Donegal, where we are based. We will send you plenty of information on various ways to fundraise; and there is the combined wisdom of everyone gone before you. If you are accepted to NET, will you commit to raising that amount of money?

Yes No

56. (For applicants outside of Ireland, UK, and EU) In order to serve as a long-term volunteer with NET Ministries Ireland, you must go through a preclearance process for immigration purposes. We will work with you every step of the way, but it is your responsibility to acquire the documentation by the necessary deadlines. This documentation includes a passport valid through your NET year. These deadlines will be communicated to you after your acceptance. You will also need to cover the cost of your immigration, €100 when you apply for preclearance and €300 for your registration card. We provide continuous support and clear step-by-step instructions throughout the entire process. If accepted, do you agree to take on this responsibility?

Yes No

CONCLUSION

57. **Is there anything else you believe important to tell us that you have not been given the opportunity to say?**

•

58. Given the physical, emotional and spiritual requirements of a year with NET Ministries it is important that team members have personally resolved any major issues or traumatic events from their own past before having to give to others in such a demanding manner. These issues or events are different for everyone, but may include family tragedies, physical, mental, emotional, verbal or sexual abuse issues, bullying, stealing or addictions including sexual addictions, pornography, eating disorders, drug and alcohol problems or sexual identity issues, or whatever it may be for you. Are you able to say that you have resolved any past situations in your own life to a point of peaceful resolution?

Yes No If no, please explain.

59. **We have come to the end of our interview. In a nutshell, why should we accept you on NET?**

•

60. **Do you have any questions?**

•

Applicant Disclaimer: To be read by interviewer on behalf of the Applicant.

As an Applicant to NET Ministries, I state that I have answered the questions asked during this interview truthfully. I acknowledge that this form will be used in deciding my suitability for NET Ministries and any information on this form will be used by the NET interviewing staff and supervisory staff as part of my application and participation with NET.

Interviewer's Signature Date

Interviewer's Signature Date

APPENDIX 5: DECLARATION FORM

We are very aware of the potentially sensitive and confidential nature of the information contained in this document, and wish to assure you that it will be treated in the utmost confidence.

It will be seen only by NET Ministries Safeguarding Officers and representatives.

This year you have applied to volunteer to work with NET Ministries and as part of that you will be working with under 18's. It is our policy that we would have you Access NI police checked and/or Garda Vetted, as well as your own country or province/state's police check.

As it will take time for the Access NI police check and Garda Vetting to return to us, we require that you fill out this form and return it to us before you begin active ministry.

Having a criminal record will not necessarily bar you from working within the Catholic community. This will depend on the nature and the circumstances and background of your offences. The information provided below will be verified through the Access NI police check and through Garda Vetting, as well as your own country or province/state's police check.

Please complete below:

Surname: _____
All Forenames: _____
Date of Birth: ____ / ____ / ____ (DD/MM/YR) Male/Female: _____
Place of Birth (Town/County and Country) _____
Present Address: _____

The purpose of the following questions is solely to assess whether you pose a risk to children or vulnerable adults. If, for any reason, you answer 'Yes' it will not automatically rule you out of the selection process. You will have the opportunity of fully discussing the circumstances with us at a face to face meeting in a confidential manner.

1. Have you ever been convicted or received an official caution for a criminal offence?

If yes, please give details:

Date of Conviction	Offence	Sentence

2. Have you ever been or are you the subject of a criminal investigation involving sexual offences or child abuse other than as the victim?

3. Are you the subject of any possible pending prosecution?

If yes, please give details:

Declaration

I am committed to protecting and safeguarding children, young people and vulnerable adults from abuse. I understand that to knowingly give false information or to omit information will be considered as a breach of trust. I declare that the information I have given on this form is correct.

Position applied for: _____

Signed: _____ Date: _____

APPENDIX 6: PERSONAL CONDUCT POLICY

INTRODUCTION

The scriptures demonstrate that from earliest times ministry was expected to be marked by love that overflows into service, stewardship, trust and exemplary personal conduct. The call and commitment to serve God and the people of God involves accepting certain responsibilities as individuals and as members of our communities. The following statements of conduct express the minimum standards agreed upon as members of the Catholic Church ministering with NET Ministries.

STANDARDS OF APPROPRIATE CONDUCT

1. Catholicity

A team member is a baptised Catholic in basic agreement with the fundamental teachings of the Catholic Church and attending weekly Eucharist.

2. Upholding the Dignity of Persons

A team member through their words and actions will always demonstrate respect for the people on their team and those they encounter in ministry. A team member will at all times maintain an attitude which upholds and safeguards the dignity and well being of all children, young people and all those they encounter whilst serving with NET Ministries, recognizing each of them as a child of God.

3. Personal Responsibility

A team member will conduct their personal affairs in a responsible manner. For example: being responsible with personal money, possessions and webspace; being respectful of possessions and property of others; being responsible with personal health and well being and acting in a manner which is above moral reproach.

4. Work Responsibility

A team member will adhere to the policies and procedures of NET Ministries.

5. Confidentiality

A team member will uphold the confidential nature of the information a young person gives them, not disclosing it to those who have no need for such information.

INAPPROPRIATE CONDUCT

Recognising that a position of ministry carries with it responsibility for appropriate behaviour, the following actions are regarded as reprehensible as they undermine the personal integrity of the team member, their team and their proclamation:

1. Romantic/Exclusive Relationships

A team member will not initiate a romantic/exclusive relationship with a fellow team member, retreatant, member of a host family, parish or diocesan contact, and/or anyone else the team member meets while serving with NET Ministries. Team members are acting in the capacity of youth minister whilst serving on team, winning the confidence of others in the context of that capacity, and, therefore, will not take advantage of the trust of others whom they encounter during that time. A team member involved in a pre-existing relationship, will not pursue this relationship to a deeper level (i.e. engagement) whilst serving with NET Ministries.

Team members who notice fellow team members involving themselves in this type of relationship, without transparency in this matter, are obliged to bring this matter to the attention of the team member participating in this behavior, and must also inform their team leader. Team leaders who either, personally observe the formation of this type of relationship, or are informed through the observations of another team member, are required to bring this matter to the attention of the team member involved, and inform the appropriate supervisor of this matter. Net Ministries will not tolerate any retaliation against any team member or team leader reporting this type of behavior.

2. Sexual Contact

A team member will not have intimate physical contact such as fondling, kissing, and/or sexual intercourse with a fellow team member, retreatant, member of a host home family, parish or diocesan contact, and/or anyone else a team member meets while serving with NET Ministries.

3. Sexual Harassment

Sexual harassment is any unwelcome advance or conduct during ministry that creates an intimidating, hostile or offensive environment. Any conduct of a sexual nature that makes someone uncomfortable has the potential to be sexual harassment. Examples of such conduct include: comments of a sexual nature, sexually explicit suggestions, statements, jokes and any unwelcome physical contact. Messages can be communicated verbally, physically, technologically (text messaging, emails etc.) or indirectly (coercing someone to pass on messages to another).

Sexual harassment whether it occurs between staff members, a supervisor and a team member or between team members or anyone they meet or work with whilst doing ministry, cannot and will not be tolerated by NET Ministries. An investigation into a sexual harassment complaint will begin immediately, with the person accused of the harassment being removed immediately from team service and on conclusion of the investigation, if it is found that an employee (staff member or NET volunteer) has disregarded this policy by harassing another employee, or anyone they meet or work with whilst doing ministry, the perpetrator will be subjected to discipline, which may include immediate dismissal from NET Ministries. A full description of NET Ministries Investigation & Disciplinary procedures for allegations of sexual harassment is included at the end of this policy.

Finally, NET Ministries will not tolerate the retaliation against anyone who complains about sexual harassment.

INVESTIGATIVE AND DISCIPLINARY PROCEDURES FOR ALLEGATION OF SEXUAL HARASSMENT

NET Volunteer registering a complaint about another NET Volunteer:

Step 1: Volunteer complaining of sexual harassment contacts supervisor.

Step 2: Supervisor informs Executive Director immediately who then delegates to a designated Senior Staff member to proceed with investigations.

Step 3: Designated Senior Supervisor of the same gender receives the complaint and writes a statement.

Step 3: Designated Senior Supervisor of the same gender contacts the volunteer in question to take their statement.

Step 4: If necessary, the Senior Supervisor involved and perhaps the relevant team supervisor will travel to the team location for further investigation.

Step 5: After a thorough investigation a report is presented to the Executive Director. If the investigation concludes that a NET Volunteer has violated the sexual harassment policy by harassing another NET Volunteer, the violator will be subjected to discipline, which can include termination of voluntary arrangement, regardless of his/her level. This decision is made by the Executive Director in consultation with Senior Staff.

Step 6: NET Ministries will provide access to an external counsellor for the injured party

NET Volunteer registering a complaint about a NET staff member:

Step 1: Volunteer complaining of sexual harassment contacts supervisor.

Step 2: Supervisor informs Executive Director immediately.

Step 3: Executive Director receives the complaint and writes a statement.

Step 4: NET staff member in question is thoroughly investigated by the Executive Director.

Step 5: After a thorough investigation a decision is made by the Executive Director in consultation with Senior Staff. If the investigation concludes that a NET staff member has violated the sexual harassment policy by harassing a NET Volunteer, the violator will be subjected to discipline, which may include termination of employment/voluntary arrangement, regardless of his/her level.

Step 6: NET Ministries will provide access to an external counsellor for the injured party

NET staff member registering a complaint about a NET Volunteer:

Step 1: NET staff member complaining of sexual harassment registers the complaint with the NET Executive Director. In her/his absence a Senior Staff member.

Step 2: NET Executive Director receives the complaint and writes a statement.

Step 3: NET Executive Director contacts the NET Volunteer in question to take a full statement and removes the person in question from team whilst investigations are taking place.

Step 4: After a thorough investigation a decision is made by the Executive Director in consultation with Senior Staff. If the investigation concludes that a NET Volunteer has violated the sexual harassment policy by harassing a NET staff member, the violator will be subjected to discipline, which may include termination of voluntary arrangement, regardless of his/her level.

Step 5: NET Ministries will provide access to an external counsellor for the injured party

A complaint been made against a NET Volunteer or staff member, by a person that they have encountered whilst working for NET Ministries:

Step 1: NET office is made aware of the complaint by either the principal of the school, parish priest or assigned person dealing with the allegation. If the allegation is made within the school environment, the principal decides which level the allegation comes under, which then determines how the investigation will proceed and who will be involved in that investigation.

Step 2: The NET volunteer or staff member in question is removed from duty immediately whilst investigations take place.

Step 3: Executive Director of NET Ministries makes contact with the contact person processing the complaint to participate in the investigation.

Step 4: The NET Volunteer/staff member in question is investigated thoroughly by NET staff and others involved in the investigation.

Step 5: If necessary, the Executive Director and perhaps the relevant team supervisor will travel to the team's location for further investigation.

Step 6: After a thorough investigation a decision is made. If the investigation concludes that a NET volunteer/staff member has violated the sexual harassment policy by harassing a person they have met or worked with during their employment with NET Ministries, the violator will be subjected to discipline, which may include termination of employment/voluntary arrangement, regardless of his/her level. The severity of the allegation will determine who makes this decision and what the decision will be.

Step 7: NET Ministries will provide access to an external counsellor for the injured party

4. Illegal Activity

Team members will not engage in illegal activity.

5. Stealing

A team member will not steal anything from a fellow team member, host home family, retreatant, and/or parish and/or anyone else a team member meets while serving with NET Ministries.

6. Chemical Abuse

A team member will not use, buy, sell or distribute illegal drugs and will not abuse alcohol.

7. Abuse of Host Homes/Families/Parishes

A team member will not take for granted the hospitality extended in host homes/parishes. At all times the team member is to be respectful, acting as a guest should. Abuse of property or hospitality will not be tolerated.

All team members are required to be in pairs when using a host family computer. Use of host family computers is restricted to checking personal emails or sending emails for a time period of 15-20mins maximum for each person. Team members should feel free to ask for an explanation if a fellow team member is using a host family computer alone.

8. Belligerence

It will always remain the right of any team member to talk through personal issues with the Director and/or staff members of NET Ministries. However, a team member will not act in such a way as to be blatantly and consistently hostile and uncooperative towards team leaders, other team members or staff.

INVESTIGATIVE AND DISCIPLINARY PROCEDURES FOR NON-COMPLIANCE WITH PERSONAL CONDUCT POLICY

1. It is the policy of NET Ministries to investigate all accusations of wrongdoing. In the event that a NET Volunteer fails to comply with any aspect of the Personal Conduct Policy, or is found guilty of inappropriate behaviour, the action taken is dependent upon the gravity of the non-compliance. The following procedure is followed:

- The situation is reported to the office.
- The Executive Director assesses the seriousness of the situation which in turn determines who proceeds with the investigation, the Executive Director, Senior Supervisor or the relevant team supervisor.
- Either of the above mentioned receives a statement from the person in question. A warning is given to this person that the action contravenes the minimum standards of behaviour agreed to as a member of NET Ministries. They are then reminded of the expected behaviour outlined in the Personal Conduct Policy which they agreed to at the beginning of the year.
- If the person in question continues to not comply with the Personal Conduct Policy, they will be removed from ministry indefinitely which may result in dismissal from their NET team and from NET Ministries. After a thorough investigation, this decision is made by the Executive Director. (Any team members who have come from outside of Ireland, will have their sponsorship terminated and must return to their country of origin.)

2 If a complaint is made against a team member, or the level of non-compliance is high, than the person in question is suspended from duty immediately until an investigation is complete and a decision is made by the Executive Director. For further detailed information with regards to procedures for filing a complaint, please refer to the NET Ministries Safeguarding Children Policy & Procedures.

NOTICE

Given the nature of its work, NET Ministries reserves the right to remove a team member from the NET Ministries teams if there is reasonable doubt of desire or ability of the team member involved to adhere to appropriate standards of behaviour.

AGREEMENT

Having read the above document, I understand NET Ministries' commitment to establishing and maintaining a safe, friendly environment for children and young people.

I agree to uphold NET Ministries Personal Conduct Policy, and to follow the guidelines and procedures outlined. I will work to contribute positively to the growth and development of the organization, the children and young people it provides services to and their parents and carers.

Volunteer Print Name:

Volunteer's Signature:

Executive Director's Signature:

Date:

Date:

APPENDIX 7: PHOTO, VIDEO & TEXT RELEASE FORM



PHOTO, VIDEO & TEXT RELEASE FORM

I hereby give permission for the photograph(s) / video footage in which I appear and / or the text I contributed to be used exclusively by NET Ministries for use in:

	Electronic	Photo/Video	Text
▪ NET Associated websites including, but not limited to:	Yes/No	Yes/No	Yes/No
<i>http://www.netministries.ie</i>	Yes/No	Yes/No	Yes/No
▪ Any NET promotional material including, but not limited to:			

Print-based and DVD/CD publications

Usage Note: Images and associated personal information collected on this form will be stored in either an images database (website release only) or in another electronic format (text and non-website release). The images database and alternative electronic storage resources will be only accessed by NET Teams and NET Ministries staff and, only with expressed permission from staff, any member working for NET. i.e. An outside source constructing a promotional video or other materials for NET Ministries. The images, videos and contributed text will be used as indicated above from the point of creation for as long as NET Ministries deems appropriate. No other personal identifying information collected on this form will be used for any other purpose.

Signed _____
 Date _____ (Day/Month/Year)
 Name (BLOCK CAPITALS) _____
 E-mail (optional) _____

If subject is under 18 years of age, please have a parent or guardian fill out the following section.

I _____ of _____ (Address)
 am the parent/guardian of _____
 ("the minor") who is under 18 years old. I have read, understood and acknowledged the *PHOTO, VIDEO & TEXT RELEASE FORM* and have explained the contents to the minor. I consent to the exclusive use of the photograph(s) and video(s) in which the minor appears and the text(s) the minor contributed by NET Ministries.
 Signed _____ (Parent/Guardian)
 Date _____

APPENDIX 8: ROLE OF THE NET MINISTRIES DESIGNATED LIAISON PERSON

The Designated Person is the title given to the person/people appointed within NET Ministries to deal with child safeguarding concerns reported by volunteers or young people. The Designated Person for the 2020-2021 year of ministry is Teallia Gorman. In the case of Teallia not being available, Ciara Ferry is the Assistant Designated Liaison Person.

The Designated Liaison Person will:

- Ensure volunteers and staff are fully trained in NET Ministries Safeguarding policy and processes
- Hear any concerns relating to safeguarding children, including any disclosures or allegations of abuse. The Designated Person ensures that all allegations are passed on to the appropriate school/parish representative immediately.
- Ensure that accurate and detailed reports are completed for each disclosure/allegation. These reports should be kept securely and confidentially and be available to the school or parish if they request it.
- Advise the Executive Director and at his discretion the Board of Directors of a case of suspicion of abuse on the part of a NET Volunteer or staff member
- Advise volunteers and staff on good practice
- Keep up to date records on current developments regarding provisions, practice, support service, legal obligations/requirement of policy
- Report to the Executive director on a regular basis to keep him informed on any Child Safeguarding concerns which may arise

APPENDIX 9: EXAMPLE CODE OF CONDUCT FOR A YOUTH GROUP

ST JOSEPH'S YOUTH GROUP

1. Be respectful of yourself and others
2. Listening to when others are speaking
3. Have FUN and just keep swimming
4. Be open to having a deeper relationship with JESUS
5. To not feel pressured into doing anything
6. Refrain from negative humour
7. Tell others about how great Youth Group is and encourage them to come along
8. Always keep an open mind
9. No physical violence
10. Respect what was said in small group
11. Pray for others
12. Use phones only when necessary
13. Always make others feel included
14. Everybody's Equal

APPENDIX 10: WHAT IS CHILD ABUSE?

Recognising The Various Types Of Abuse

The recognition of child abuse is never easy or straightforward even for those professionals who work in this area. Nevertheless it is important that those working with children are aware not only of the different types of abuse that a child may experience, but also that a child may suffer more than one type of abuse. Abuse is normally categorised under four broad headings: physical abuse; emotional abuse; sexual abuse and neglect. Those working with children need to be aware of the general indicators of abuse, which can be divided into both behavioural and physical signs.

General indicators of Abuse

Physical Abuse

Where children are hurt by ill-treatment or deliberate or neglectful failure to prevent injury or harm. Common indicators may include:

- unexplained recurrent injuries or burns;
- unlikely or improbable explanations for injuries or a refusal to explain;
- self destructive tendencies;
- fear of physical contact, or shrinking back if touched.

Emotional Abuse

Where children are persistently or severely emotionally neglected or rejected, for example, by not being shown enough love and attention, made to feel worthless, or being intimidated by threats or taunts. Signs of emotional abuse include:

- delays in physical, emotional and social development;
- extreme fear of new situations;
- poor self esteem and sense of own worth;
- over reaction to mistakes;
- inappropriate response to pain;
- neurotic behaviour.

Sexual Abuse

Where children are encouraged or forced to observe or participate in any form of sexual activity ranging from exposure to pornographic literature, pornography on the Internet, to inappropriate touching for the purposes of arousal or gratification and sexual intercourse.

Symptoms of sexual abuse include:

- sexual knowledge inappropriate for the child's age and level of understanding;
- sexualised behaviour towards self or others;
- regression to younger behaviour patterns such as thumb sucking;
- self mutilation, suicide attempts, running away, overdoses, anorexia;
- sudden loss of appetite or over eating.

Neglect

Where children's physical and/or psychological needs are persistently and/or severely neglected, with a failure to safeguard a child from exposure to any kind of danger. Signs of neglect include:

- constant hunger;
- inadequate clothing;
- constant tiredness, pale and generally unkempt appearance;
- poor personal hygiene.

The indicators outlined above should only be considered as a general guide to the types of abuse experienced by children. In all cases of abuse an assessment will need to be carried out by a range of Social and Health professionals in order to gain an understanding as to what may be happening to a child. Injuries alone are not proof of abuse. Suspicion and concerns should be raised if there is:

- a history of injuries;
- delay in adults seeking treatment for a child who has been harmed;
- inadequate or inconsistent explanations, or;
- a child being blamed repeatedly for causing the injuries.

APPENDIX 11: SAFEGUARDING CHILDREN CONTACT DETAILS

If you or anyone you know has a child protection concern or wishes to report an allegation directly to the statutory authorities please contact the Local HSE and ask to speak to the Duty Social Worker or you may contact An Garda Síochána at one of the numbers listed below.

HSE WEST (DONEGAL)

Letterkenny	074-9123672/9123770
Donegal Town	074-9723540
Buncrana	074-9320420

GARDA SÍOCHÁNA TELEPHONE NUMBER

Letterkenny	074-9167100
Ballyshannon	071-9858530
Glenties	074-9551080
Milford	074-9153060
Buncrana	074-9120540

HELPLINES FOR ADULTS

Samaritans:

The Samaritans are available 24 hours a day to provide confidential emotional support for people who are experiencing feelings of distress and despair, including those which may lead to suicide.
Tel: 1850 609090

One in Four:

One in Four offers a voice to and support to men and women who have experienced sexual abuse and/or sexual violence.
They are an appointment only service. Mon to Fri 9.30 to 5.30pm;
Tel: 01 6624070 or Email: info@oneinfour.org

SPECIALIST SERVICES

Donegal Sexual Abuse & Rape Crisis: Tel: (074) 9128211, Free phone: 1800 448844

National Counselling Service: Tel: 1800 234 119, Website: www.hse-ncs.ie

Regional Counselling Service: Tel: 074 9167250

Crime Victims Helpline: Offering support to victims of crime in Ireland.
Free phone: 116 006, Text: 0851 33 77 11

CARI: Provide professional, child centred therapy and counselling service to children, families and groups who have been affected by child sexual abuse.
Helpline No. 1890 924567

National Association for people abused in childhood Tel: 0800 085 3330. Website: www.napac.org.uk

HELPLINES FOR YOUNG PEOPLE

CHILDLINE:

Free 24 hour helpline
Tel: 1800 666 666, Website: www.childline.org.uk

ISPC:

Tel: 1800 666666/1850 504050
Website: www.ispcc.ie

AGREEMENT TO ABIDE BY NET MINISTRIES SAFEGUARDING POLICY

Having read the NET Ministries Child Safeguarding Policy, I understand NET Ministries' commitment to establishing and maintaining a safe, friendly environment for children and young people.

I agree to uphold NET Ministries Child Protection Policy, and to follow the guidelines and procedures outlined. I will work to contribute positively to the growth and development of the organization, the children and young people it provides services to and their parents and carers.

X _____

(Print your Name Here)

X _____

(Signature)

X _____

(Date)

X _____

(Witness Signature)

(Date)