

# Safeguarding Policy and Procedures

Name of organisation: Fellowship of Isis

Section heading	Section content
<b>1. Introduction</b>	<p>The Fellowship of Isis, Foundation Centre makes a positive contribution to a strong and safe community and recognises the right of every individual to stay safe.</p> <p>The Fellowship of Isis, Foundation Centre comes into contact with children and / or vulnerable adults through the following activities: Regular Festivals and other gatherings; tours around the Foundation Centre Temple when with FOI members, communications through social media...</p> <p>The types of contact with children and / or vulnerable adults will be through regulated and controlled activities</p> <p>This policy seeks to ensure that The Fellowship of Isis, Foundation Centre undertakes its responsibilities with regard to protection of children and / or vulnerable adults and will respond to concerns appropriately. The policy establishes a framework to support members in their practices and clarifies the organisation's expectations.</p>
<b>2. Confirmation of reading</b>	<p>I confirm that I have been made fully aware of, and understand the contents of, the Safeguarding Policy and Procedures for The Fellowship of Isis, Foundation Centre</p> <p>Please complete the details below and return this completed form to the priest or priestess registered with The Fellowship of Isis, Foundation Centre</p> <p>Priest/essName :</p> <p>Priest/essSignature:</p> <p>Date:</p>
<b>3. Legislation</b>	<p>The principal pieces of Irish legislation governing this policy are:</p> <ul style="list-style-type: none"><li>○ Child Care Act 1991</li><li>○ Children Act 2001</li><li>○ Children First Act 2015</li></ul>

	<ul style="list-style-type: none"> <li>○ Criminal Justice (withholding of information on offences against Children and Vulnerable persons) Act 2012</li> <li>○ Criminal Justice Act 2006, section 176: Reckless endangerment of Children</li> <li>○ Data Protection Acts 1988 and 2003</li> <li>○ Protection for persons Reporting Child Abuse Act 1998</li> <li>○ Non-Fatal Offences against the Person Act 1997</li> <li>○ Disability Act 2005</li> <li>○ National Vetting Bureau (Children and Vulnerable Adults) Acts 2012 - 2016</li> <li>○ Equality Act 2004</li> <li>○ Please add any that applies to you in your country.</li> </ul>
<p><b>4. Definitions</b></p>	<p>Safeguarding is about embedding practices throughout the organisation to ensure the protection of children and / or vulnerable adults wherever possible. In contrast, child and adult protection is about responding to circumstances that arise.</p> <p>Abuse is a selfish act of oppression and injustice, exploitation and manipulation of power by those in a position of authority. This can be caused by those inflicting harm or those who fail to act to prevent harm. Abuse is not restricted to any socio-economic group, gender or culture. Abuse is not restricted to any socio-economic group, gender or culture. It can take a number of forms, including the following:</p> <ul style="list-style-type: none"> <li>● Physical abuse</li> <li>● Sexual abuse</li> <li>● Emotional abuse</li> <li>● Bullying</li> <li>● Neglect</li> <li>● Financial (or material) abuse</li> </ul> <p>Definition of a child A child is under the age of 18 (as defined in the United Nations convention on the Rights of a Child).</p> <p>Definition of Vulnerable Adults A vulnerable adult is a person aged 18 years or over who may be unable to take care of themselves or protect themselves from harm or from being exploited.</p>

	<p>This <b>may</b> include a person who:</p> <ul style="list-style-type: none"> <li>• Is elderly and frail</li> <li>• Has a mental illness including dementia</li> <li>• Has a physical or sensory disability</li> <li>• Has a learning disability</li> <li>• Has a severe physical illness</li> <li>• Is a substance misuser</li> <li>• Is homeless</li> </ul>
<p><b>5. Responsibilities</b></p>	<p><b>All FOI members</b> have the responsibility to follow the guidance laid out in this policy and related policies, and to pass on any welfare concerns using the required procedures.</p> <p>All members are expected to promote the welfare of children and vulnerable adults in their Iseum, Lyceum or other similar FOI group.</p> <p>We expect all FOI members to promote good practice by being an excellent role model, contribute to discussions about safeguarding and to positively involve people in developing safe practices.</p> <p><b><i>Additional specific responsibilities</i></b></p> <p>Priest/esses' have responsibility to ensure: this policy is in place, known and appropriate for their Iseum and Lyceum.</p> <p>Should concerns arise and if appropriate, local safeguarding statutory services should be advised and approached.</p> <p>The Circle of Brigid should be informed by the local priest/ess/ Designated Liaison Person if concerning incidents have occurred and outside agencies have been consulted or are involved.</p>
<p><b>6. Implementation Stages</b></p>	<p>The scope of this Safeguarding Policy is broad ranging and in practice, it will be implemented via a range of policies and procedures within the organisation. These include:</p> <p><b>Safe Priest/ess Training</b></p> <p>Training Priest/esses need to ensure safe selection of candidate trainee priest/esses through the following processes:</p> <p>Ideally face to face meetings. If only more remote distance training is possible it is essential that some form of contact is made; through talking on the phone or Skype contact.</p> <p>This is to ensure both safety of the trainer, trainee and those who might come into contact with the priest/ess after they have been ordained. We all have a responsibility of safety to members of the public who attend our festivals, events, rites of passage ceremonies and other ministries.</p> <p><b>Festival Organisation</b></p> <p>In the planning and implementation of festivals consideration should be made for the free choice and opportunity to 'pass' so every member is aware of this. There should be no sense of coercion or undue expectation of participation.</p>

	<p>No child or vulnerable adult to have private one to one unsupervised time with an FOI member, whilst at an FOI event; this is to protect the member as much as the child or vulnerable adult from undue accusations.</p> <p><b>Garda vetting</b> Ideally a member of the priesthood who has the above should be present at all festivals or events if children or vulnerable adults are present.</p>
<p><b>7. Communications training and support for staff</b></p>	<p>The Fellowship of Isis, Foundation Centre commits itself to effective communications and support mechanisms in relation to Safeguarding</p> <p><b>Induction</b> will ensure all members are aware of their personal responsibility as outlined in the Manifesto and Code of Ethics to uphold the FOI ethics of love, truth and beauty in their widest and more specific sense.</p> <p><b>Training</b> All members who undertake priest/ess training and then through their ordained role, are in contact with children and /or vulnerable adults will have access to safeguarding awareness as outlined by this document.</p> <p><b>Communications and discussion of safeguarding issues</b> Commitment to the following communication methods will ensure effective communication of safeguarding issues and practice: Iseum/Lyceum meetings One to one meetings</p> <p><b>Support</b> We recognise that involvement in situations where there is risk or actual harm can be stressful for staff concerned. The mechanisms in place to support staff include: One to one meetings within a local setting or through contact with the Circle of Brigid/Foundation Centre.</p>
<p><b>8. Professional boundaries</b></p>	<p>The FOI expects members to protect the integrity of themselves and the organisation.</p>
<p><b>9. Reporting</b></p>	<p>The process of implementing a safeguarding issue is as follows:</p> <p>Communicate your concerns with your immediate priest/ess or trainer who will then report to the Designated Liaison Person</p> <p>The Designated Liaison person in consultation with the person who raised the concern, will decide if reasonable grounds for concern exist. Where it is deemed safe and appropriate discuss with parents of Child or with Vulnerable Adult. the Designated Liaison Person will report to the Tusla duty social worker and or the Garda Síochána. Consideration must be given to responsibilities under the Criminal Justice (withholding of information against Children and Vulnerable Persons) Act 2012, which are in addition to any</p>

	<p>reporting requirements under the Children First Act 2015 or Children First: National Guidance for the Protection and Welfare of Children.</p> <p>Seek medical attention for the vulnerable person if needed</p> <p>Complete the Local Authority Safeguarding Incident Report Form, or equivalent in your country, if required and submit to the local authority within 24 hours of making a contact</p> <p>Ensure that feedback from the Local Authority is received and their response recorded</p> <p>The local authority has a process for reporting and this must be adopted. You will be expected to complete the local authorities initial contact form when informing them of a concern about a child. The use of this form and compliance with the policy will be mandatory and must be built into your policy.</p> <p>If the immediate manager is implicated, then refer to their peer.</p> <p>Contact Foundation Centre, Hon Sec Team</p>
<p><b>10. Allegations Management</b></p>	<p>There is a stated process for dealing with allegations against any priest/ess within the FOI. Please refer to the disciplinary document.</p>
<p><b>11. Monitoring</b></p>	<p>The organisation will monitor the following Safeguarding aspects:</p> <p>Safe Selection practices of trainee priest/ess.</p> <p>Support and mentoring of newly ordained priest/esses.</p> <p>Regular reminders of safety procedures.</p>
<p><b>12. Managing information</b></p>	<p>Information will be gathered, recorded and stored in accordance with the following policies: Data Protection Policy.</p> <p>All members must be aware that they have a duty to share information with other agencies in order to safeguard children and vulnerable adults. The public interest in safeguarding children and vulnerable adults may override confidentiality interests. However, information will be shared on a need to know basis only, as judged by the local priest/ess.</p> <p>All members must be aware that they cannot promise that they will keep secrets.</p>

<b>13. Conflict resolution and complaints</b>	
<b>14. Communicating and reviewing the policy</b>	<p>The FOI will make members aware of the Safeguarding Policy through the following means:</p> <p>Discussions with members in Iseums and Lyceums</p> <p>FOI Website</p> <p>This policy will be reviewed by the Steward, Hon Sec Team and Circle of Brigid, at least every 2 years, or sooner if necessary due to service issues or changes in Legislation or national policy.</p>