

## 2.5 We require all Church employees and volunteers to observe the highest standards of conduct in their work.

2.5.1 In ensuring that they comply with the safeguarding standards of the Catholic Church in Scotland, Church employees and volunteers who interact with children and vulnerable adults must:

- treat all people with respect
- protect the safety of all children and vulnerable adults
- respect and protect emotional and physical boundaries
- recognise that physical contact may be misinterpreted
- recognise that language is open to misinterpretation and take appropriate care with its use
- respect the rights of others to personal privacy
- meet with a child or vulnerable only in an open and observable environment
- be confident in sharing concerns appropriately
- be confident in both challenging and reporting abusive behaviour
- ensure that children and vulnerable adults know who to speak to, if they have a safeguarding concern.

2.5.2 Church employees and volunteers should be aware that engagement in any of these activities (below), involving children or vulnerable adults, may lead to disciplinary action and/or to criminal prosecution:

- inappropriate physical or verbal contact with children or vulnerable adults
- sexual relationships with minors and vulnerable adults
- behaviour or language which is intrusive, derogatory or disrespectful
- using alcohol or drugs while on duty supervising children or vulnerable adults
- ignoring safeguarding concerns or allegations
- preventing anyone from reporting safeguarding concerns or allegations
- preventing anyone from reporting any failure to comply with safeguarding policies
- participating in, or ignoring, behaviour that is illegal, unsafe or abusive.