

Diocese of Elphin – HR Policy Handbook

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Operating under the patronage of Our Lady of the Immaculate Conception, the Diocese of Elphin aims to provide staff members with a safe, caring and supportive Christian environment in which to carry out their work. Work objectives are to be advanced with due regard to the needs and dignity of each staff member and with due regard for the individuals and communities the diocese serves.

This Dignity at Work Charter is applicable to parishes, offices, agencies and any entity operating under the governance of the Diocese of Elphin (hereafter referred to as “the employer”). Line Managers (Bishop, Priests, Deacons, Religious, Lay Personnel who supervise staff members) are responsible for communicating this policy and having it signed off by their staff member(s).

This charter for dignity at work is a declaration of our commitment to creating and maintaining a positive work environment, where the right of each individual to dignity at work is recognised and protected.

We the Bishop, Priests, Deacons, Religious, and Lay Managers of the Diocese of Elphin commit ourselves to working together to maintain a workplace environment that encourages and supports the right to dignity at work.

All who work in the diocese in a paid or voluntary capacity are expected to respect the right of each individual to dignity in their working life. All will be treated equally and respected for their individuality and diversity.

Bullying in any form is not accepted by us and will not be tolerated. Our policies and procedures will underpin the principles and objectives of this charter.

All individuals, whether directly employed, volunteering or contracted by us, have a duty and a responsibility to uphold this dignity at work charter.

Line Managers in the workplace have a specific responsibility to promote its provisions.

For further information please contact:

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