National Programme of Training for Boards of Management of Primary Schools

Handouts

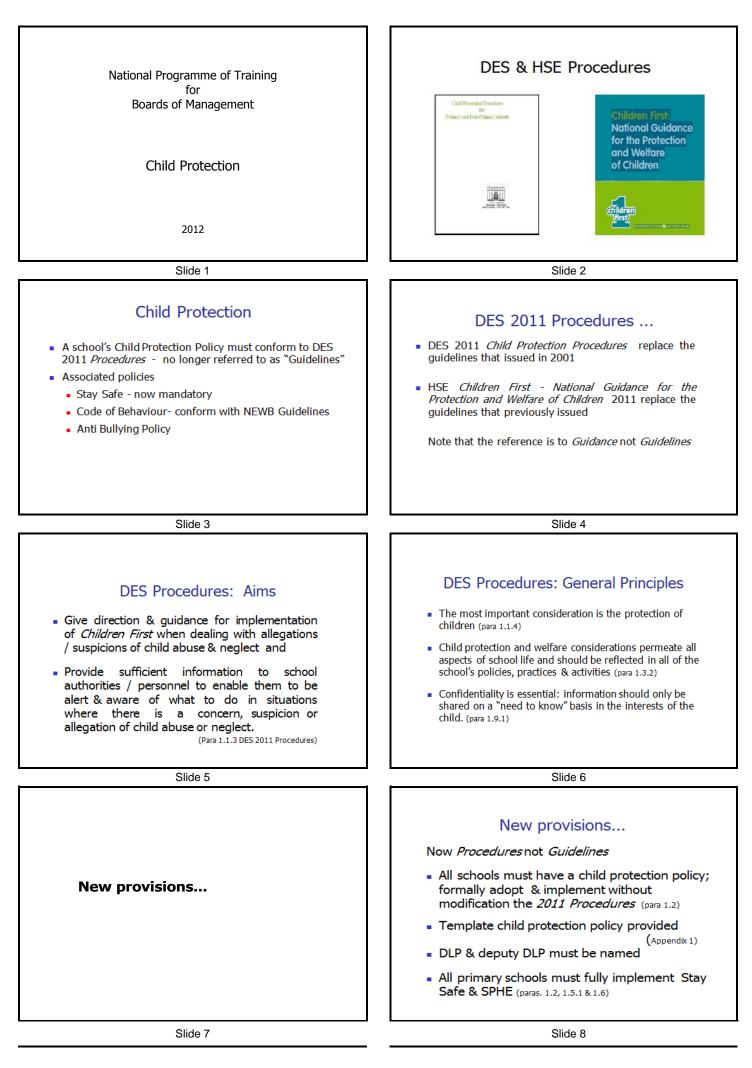
Child Protection







June 2012 (Amended Version)



Main new provisions cont'd... Main new provisions... Improved oversight arrangements (para 1.2) which include:-Protocol authorising immediate action (Appendix 6) • A copy of the school's child protection policy including Principal's report includes report on names of DLP & Deputy DLP shall be made available to child protection & it must be on the agenda all school personnel & the PA & must be readily accessible to parents on request for all BoM meetings . The name of the DLP must be displayed in a prominent Information to HSE regarding children who position near the main entrance to the school transfer where there has been a child Requirements regarding principal's report and BoM protection report (para 4.2.7) minutes Annual review must be conducted by the BoM - Appendix 2 Slide 9 Slide 10 Roles of various personnel... **Definitions & Roles** The BoM has primary responsibility for the care and welfare of pupils and is required to adhere to the 2011 Procedures in Employer is the BoM dealing with allegations or suspicions of child abuse. Schools have duty of care to ensure that appropriate arrangements are School authority is the BoM in place to protect pupils from harm (para 3.1) School personnel - employees & volunteers (p 4) School personnel are required to adhere to the 2011 Procedures in dealing with allegations or suspicions of child Role of Board of Management abuse (para 1.1.2). If staff have concerns that children with whom they have contact may have been, or are being abused or Role of DLP neglected or are at risk of same, the matter should be reported without delay to the DLP in the school in accordance with the Role of Staff procedures. (chapter 4) The DLP has specific responsibility for child protection in the school (para 3.2). Slide 11 Slide 12 BoM.... Adopt & implement without modification the 2011 Procedures (para 1.1.2 & 1.2) Adhere to the Procedures in dealing with allegations or suspicions of child abuse (para 1.1.2) Board of Management Fully implement Stay Safe - which is mandatory (paras 1.2 & 1.6) Fully implement the Social, Personal and Health Education (SPHE) programme which is mandatory (para 1.5.1) Use the standard template child protection policy Appendix 1 Name the DLP and deputy DLP in the school's child protection policy (para 1.3.1) Slide 13 Slide 14 BoM cont'd... BoM cont'd... The name of DLP must be displayed in a prominent position · Annual review of the school's child protection policy shall be conducted near the main entrance (para 1.2) As part of the annual review, review the school's implementation of The Child Protection Policy be made available to all school the Procedures personnel, the PA & readily accessible to parents on request (para 1.2) Checklist as an aid to conducting the annual review at Appendix 2 Ensure that staff & all who work with children are familiar with the Procedures (nara 1.8) Put in place an action plan to address any areas for improvement identified by the review and arrange for these to be dealt with as Put in place a protocol authorising immediate action when it is quickly as possible (Para 1.2)

Slide 15

put a staff member on administrative leave

(see Appendix 6)

necessary to

BoM cont'd	Meetings
 Monitor progress of children at risk if requested (pare 4.5.7) 	At each meeting:
 Contribute to prevention through curricular provision 	 Principal's report shall state since last meeting:
 In-service for staff and BoM (para 1.8) 	 Number of reports made to the HSE by the DLP [only the number, no other details]
 Use Procedures for allegations against employees 	 Number of cases, where the DLP sought advice from the HSE & as a result, no report was made
Must comply with Vetting requirements (para 1.7)	• If no such cases at 1 or 2 state this fact.
	 The minutes shall record the above.
	(paras 1.2 & 4.3 <i>DES 2011 Procedures)</i>
Slide 17	Slide 18
	The DLP
	 The liaison person - dealing with the HSE, An Garda Síochána and other parties in connection with allegations of and/or concerns about child abuse (p.4 (definitions) & para 3.2)
Designated Liaison Person	 BoM also designates a Deputy DLP
	 Name of DLP is displayed in a prominent position near main entrance
	 Names of DLP & DDLP are recorded in the child protection policy
	 The DLP is the resource person for any staff/volunteer who has child protection concerns & as such shall keep updated on new developments via training etc.
	 Role of DLP – (Section 3.2 p.18)
Slide 19	Slide 20
 DLP-cont'd Action to be taken by DLP (para 4.2) If DLP satisfied of reasonable grounds for suspicion/allegation shall report to HSE (para 4.2.2) Informal advice from HSE where not sure whether to report (para 4.2.1) Principal's report to BoM DLP shall make Children First accessible to school personnel (para 4.2.1) When making a report inform parent unless endangers/puts child a further risk (para 4.2.2) Where child transfers or leaves school, DLP to notify HSE if child protection report was made to HSE in the past c (para 4.2.7) 	School Staff
Slide 21	Slide 22
Implications for staff	Vetting
	vetting
	 Must comply with Circular 63/2010
 Signs of abuse (chapter 2, para 3.4 & indicators in Appendix 3) 	 Must comply with Circular 63/2010 Vetting for staff, volunteers, contract workers etc. who have
 Signs of abuse (chapter 2, para 3.4 & indicators in Appendix 3) Dealing with disclosures from children (para 3.5) 	 Must comply with Circular 63/2010
 Signs of abuse (chapter 2, para 3.4& indicators in Appendix 3) Dealing with disclosures from children (para 3.5) Must have the necessary familiarity with procedures to fulfil responsibilities (para 1.8) 	 Must comply with Circular 63/2010 Vetting for staff, volunteers, contract workers etc. who have or may have unsupervised access Check suitability to work with children Does not take the place of normal recruitment procedures e.g. Establishing identity, seeking and following up
 Signs of abuse (chapter 2, para 3.4% indicators in Appendix 3) Dealing with disclosures from children (para 3.5) Must have the necessary familiarity with procedures to fulfil responsibilities (para 1.8) Liaise with DLP 	 Must comply with Circular 63/2010 Vetting for staff, volunteers, contract workers etc. who have or may have unsupervised access Check suitability to work with children Does not take the place of normal recruitment procedures e.g. Establishing identity, seeking and following up references/referees, accounting for unexplained gaps in cv etc.
 Signs of abuse (chapter 2, para 3.4& indicators in Appendix 3) Dealing with disclosures from children (para 3.5) Must have the necessary familiarity with procedures to fulfil responsibilities (para 1.8) 	 Must comply with Circular 63/2010 Vetting for staff, volunteers, contract workers etc. who have or may have unsupervised access Check suitability to work with children Does not take the place of normal recruitment procedures e.g. Establishing identity, seeking and following up references/referees, accounting for unexplained gaps in cv

Training

- Relevant training & education is an important means of achieving effective child protection (para 1.8)
- National training funded by DES
- Stay Safe (CAPP) Training on the Stay Safe programme is provided for the whole school community i.e. staff, parents and BoMs
- Other Training by PDST

Slide 25

Child protection policy

- The DLP and deputy DLP must be named in the policy (para 1.3.1)
- Policy lists other school policies relevant to child protection e.g. code of behaviour/anti-bullying, pupil attendance strategy etc. (para 1.3.3)
- Copy provided to DES and Patron if requested (para 1.3.4)
- Made available to staff and PA and to parents in general on request $_{\left(\text{para }1.3.4\right)}$
- Template in Appendix 1

Slide 27

Types of Child Abuse

Neglect

- Wilful
- Circumstantial
- Significant harm / impairment of development by being deprived
- Emotional Abuse
 - Relationship
 - Need for affection, approval, consistency & security not met
 Threshold of significant harm when abusive interactions dominate

and become typical of relationship.

Slide 29

Reporting to HSE

- If a staff member receives an allegation or has a suspicion that a child may have been/is being/or at risk of being abused or neglected, s/he shall without delay report the matter to the DLP (para 4.1)
- A written record shall be made by the DLP and kept securely (para 4.1)
- If the DLP is satisfied that there are reasonable grounds for the suspicion or allegation s/he shall report the matter to the HSE immediately. The Standard Reporting Form should be used even if the report is initially made in person, by phone or in writing to either the HSE or Gardaí (para 4.2.2)
- Where the allegation/concern relates to DLP the matter is reported to the Chairperson by the staff member (para 4.1)

Child Protection Policy

Slide 26

Child protection policy cont'd

- Recognise that the protection & welfare of children is of paramount importance
- · Fully co-operate with statutory authorities
- Adopt safe practices
- Develop a practice of openness with parents & encourage parental involvement
- Fully respect confidentiality requirements (para 1.3.2)

Slide 28

Types of Child Abuse

Physical Abuse

Actual or potential harm from an interaction or lack of interaction

Sexual Abuse

- Non contact
- Contact
- Abuse
- Exploitation

Slide 30

Reporting to HSE

- Where the DLP is not sure whether to report to HSE-informal advice (para 4.2.1)
- In the event of an emergency or non-availability of HSE staff, the report should be made to the Gardaí (para 4.2.2)
- The DLP shall also report the matter to the BOM-no details unless there are issues which need to be addressed, no information in minutes that might identify (paras 4.2.3 to 4.2.5)
- Parent should be informed unless likely to endanger/place child at further risk (para 4.2.2)

Informal advice

- Where there are concerns & the DLP is not sure whether to report the matter to the HSE, the DLP shall seek advice from the HSE (para 4.2.1)
- DLP must be explicit that s/he is seeking advice & not making a report - no identifying details given
- If HSE advises that a report should not be made the DLP informs the BoM asap
- If HSE advises that report should be made DLP must act on that advice
- In all cases the DLP shall retain a record of consultation with HSE, which will note date, name of HSE official & the advice given (paragraph 4.2.1)

Slide 33

Peer Abuse

Alleged perpetrator also a child

- As appropriate, certain cases should be reported to the HSE
- Informal advice
- Where there are allegations or suspicions of peer abuse, the same reporting procedures will be followed by the DLP
- The child protection procedures should be adhered to for both the victim and the alleged abuser
- School will make arrangements to meet separately with parents of all the children involved with a view to resolving the matter
- The school will make arrangements to minimise the possibility of any abusive behaviour recurring
- Bullying-in first instance school responsibility, NEWB guidelines, serious instances should be reported.

Slide 35

Role of an Garda Síochána

- Gardaí have overall responsibility for direction of any criminal investigation (para 4.6)
- GCVU provides vetting
- Where HSE suspects that a child has been/is being physically/sexually abused or wilfully neglected it must notify Gardaí & must inform person reporting that information will be shared with Gardaí (para 4.7)
- When Gardaí suspect that a child has been/is the victim of emotional/physical/sexual abuse/neglect they must notify HSE (para 4.7)

Slide 37

Activity

Keeping records

- Essential to have a written record of the information available (para 3.6.1)
- Staff should note what they have observed and when (para 3.6.1)
- All records highly confidential; shall be retained in a secure location by the DLP (para 3.6.2)
- FoI not applicable to schools but may apply where reports have been made to HSE (para 1.12)
- Data Protection applicable to schools
 (para 1.13)

If a request is made - advisable to obtain legal advice

Slide 34

Child Protection Conferences

A forum for the co-ordination of information from all relevant sources, including where necessary, school personnel

- A request is made by the HSE to the DLP who should consult with the BoM
- BoM may seek clarification through the DLP as to why the attendance of the school employee is necessary and ascertain who else will be present
- If there are concerns about the attendance of parents, the school should contact the conference chairperson for guidance
- Normal for person attending to provide a report to the conference
- The school may be requested to monitor the child's behaviour. (paragraph 4.5 DES 2011 Procedures)

Slide 36

Advice/Feedback from HSE

- In all cases, where a person seeks advice from HSE about whether to report a matter it is required to provide such advice
- Persons who refer or discuss their concerns about the care and protection of children with HSE, should be informed of the likely steps to be taken by the professionals involved
- Where appropriate & within normal limits of confidentiality, HSE staff has a responsibility to inform persons reporting alleged child abuse and other involved professionals about the outcomes of any inquiry or investigation into that reported concern
- The HSE should provide feedback to the employer on the progress of a child abuse assessment/investigation involving an employee and HSE should seek to complete its assessment ASAP –serious implications for innocent employees. Employers should be notified of outcome of the HSE assessment and/or Garda investigation.

(paragraph 4.8)

Slide 38

Child Protection

The school has a recently appointed BoM, a newly appointed principal and a relatively young staff.

How can the BoM be assured that the school is in a position to respond effectively should child protection issues arise?

Slide 39

Child Protection

Ms Brown was teaching about safe and unsafe touches during the Stay Safe lesson.

After the lesson, Michael, one of her pupils, disclosed that he had something to tell her about things that were happening to him at home.

What are the issues arising for...

- Ms Brown
- the DLP
- the Chairperson
- other members of the BoM

Slide 41

Allegations of Child Abuse against School Employees

Slide 43

Allegations against employees cont'd

- DLP is responsible for reporting the matter to HSE (section 4.2) Whether or not a matter reported to HSE DLP always informs the BoM of the allegation (para 5.3.2)
- Employer (Chairperson) is responsible for addressing employment issues (para 5.1.4)
- Where a report has been made regarding a BoM member-Patron informed (para 5.1.5)
- Where an allegation of abuse is made against the DLP, the Chairperson will assume responsibility for reporting to the HSE (para 5.1.4)

Slide 45

Action to be taken

- Matter treated in strictest confidence
- Chairperson informs employee:
 - that an allegation has been made against him/her
 - the nature of allegation
 - whether the matter has been reported to HSE
 - gives the employee a copy of the written allegation & other related documentation

Slide 47

- seeks a response in writing from employee
- takes appropriate protective measures

(paragraph 5.4)

Child Protection

The Chairperson of the BoM receives a signed letter from a past pupil alleging the she was abused by a person who is still on the staff of the school.

What steps should be taken by the Chairperson and by the BoM?

Slide 42

Allegations against employees

- Most important consideration is protection of children; BoM also has duties & responsibilities as an employer (para 5.1.1)
- Competent, independent legal advice should always be soughtcircumstances may vary from case to case (para 5.1.7)
- Two procedures (para 5.1.4) to be followed:
 - reporting procedure in respect of the allegation/suspicion
 - procedure for dealing with the employee (includes volunteers)

Note: Insurer should be informed and authorisation for legal advice sought.

Slide 44

Protocol authorising immediate action

- BoMs should have a written protocol
- The Chairperson of BoM is authorised (where circumstances warrant it) to direct an employee to immediately absent him/herself from the school without loss of pay until the matter has been considered by the BoM
- Principles of natural justice and fair procedures apply
- Precautionary not disciplinary matter
- Employee will receive a written invitation to a meeting the purpose of which is to inform him/her regarding the allegation & action being taken, advise employee that s/he may be accompanied by "appropriate" person.
- Where protocol invoked an Emergency BoM meeting shall be convened (paragraph 5.2 & Appendix 6)

Template - Appendix 6

Slide 46

Action to be taken-cont'd ...

- Maintain close liaison with HSE/Gardaí decision on position of school employee shall be taken having regard to advice given
- Should ensure that action taken does not undermine or frustrate HSE/Garda investigation
- Follow up action will accord with established disciplinary procedures and shall only be made following consultation with HSE/Gardaí (if involved)
- Follow agreed procedures for the sector
- Feedback from HSE

(paragraph 5.4)

Slide 48

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Protective Measures

- If nature of allegation warrants immediate action, the employee is directed to absent him/herself from school with immediate effect (protocol/administrative leave)
- If unsure, consult the HSE and/or the Gardaí
- Have due regard for the advice offered
- Maintain regular and close liaison with HSE or Gardaí
- Any information that might identify a child should not be recorded in BoM minutes. (paragraph 5.4.5 to 5.4.9 & Appendix 6)

Slide 49

Protection for Persons Reporting Child Abuse The 1998 Act provides.

- immunity from civil liability provided reporting is done to designated officers of HSE & Gardaí "reasonably and in good faith'
- protection for employees who report child abuse
- Offence of false reporting where a person makes a report 'knowing that statement to be false" –designed to protect innocent persons from malicious reports
- Qualified privilege the person making the communication has a duty to do so, or a right or interest to protect and where the communication is made to a person with a similar duty, right or interest.

Slide 51

Essential Reading

- Children First-National Guidance for the Protection and Welfare of Children 2011 issued by the Department of Children and Youth Affairs
- Child Protection Procedures for Primary and Post-Primary School 2011 issued by the Department of Education & Skills (DES Child Protection Procedures)
- Circular 63/2010 in relation to vetting
- DES (2011) Constitution of Boards & Rules of Procedure .
- Circular 65/2011 Appendix 1 : Policy Template ; Appendix 2 Checklist for annual review

Slide 53

The BoM

- Where protocol invoked an emergency meeting of the BoM shall be convened (para 5.2.2)
- Remind BoM members to maintain strict confidentiality (para 5.4.8)
- Principles of natural justice (para 5.4.8)
- Keep appropriate minutes of the meeting details that might identify a child should not be recorded (para 5.4.9)

Slide 50

Implications

School procedures already in place, and new procedures being put in place in the future, should be examined with reference to the DES 2011 Procedures e.g.

- Acceptable use of ICT photos, videos, websites
- Pupil attendance strategy
- Code of behaviour/Anti bullying policy
- Extra curricular activities Induction of new staff
- Record keeping School tours/outings and trips
- SEN one to one teaching, intimate care ...
- Supervision of pupils
- Transporting children
- Others ...

Slide 52

Reminders

- Register signed
- Evaluations completed and returned
- Handouts
- Arrangements for next training session (if applicable)
- Other modules available include:
 - The Board as Corporate Entity. Function, Roles and The Board in Action
 - Appointment Procedures
 - Board Finances & the Role of Treasurer
 - Legal Issues. Policies and procedures arising from legislation, guidelines and circulars.

Organisations and Acronyms

Organisations

Board of Education	Church of Ireland Board of Education,	
	Church of Ireland House,	
	Church Avenue, Rathmines, Dublin 6	
	Tel: 01 497 8422	
CPSMA	Catholic Primary School Management Association,	
	New House, St Patrick's College, Maynooth Co. Kildare	
	Tel: 01 6292462, 1850 – 407200	
	email: info@cpsma.ie website: www.cpsma.ie	
DES	Department of Education and Skills,	
	Marlborough St., Dublin 1	
	Tel: 01 889 6400	
	email: info@education.gov.ie website: www.education.ie	
Educate Together	email: info@educatetogether.ie website:	
	www.educatetogether.ie	
Foras Pátrúnachta	Foras Pátrúnachta na Scoileanna Lán-Ghaeilge Teo,	
	An Foras Pátrúnachta	
	Bloc K3 Campas Gnó Mhaigh Nuad Maigh Nuad	
	Co. Chill Dara	
	Tel :01 629 4410	
	email: foraspatrunachta@hotmail.com	
	website: foras.ie	
ІМРАСТ	Trade Union: www.impact.ie	
ΙΝΤΟ	Irish National Teachers Organisation: www.into.ie	
IPPN	Irish Primary Principals' Network: www.ippn.ie	
NABMSE	National Association of Boards of Management in Special Education,	
	Kildare Education Centre, Friary Rd, Kildare, Co Kildare.	
	Tel: 045 533 753	
	email: info@nabmse.org	
	website: www.nabmse.org/	
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NCCA	National Council for Curriculum and Assessment, 24 Merrion Square, Dublin 2 Tel: 01 661 7177 email: info@ncca.ie website: www.ncca.ie
NCSE	National Council for Special Education, 1-2 Mill Street, Trim, Co. Meath. Tel: 046 948 6400 email: info@ncse.ie website: www.ncse.ie
NCTE	National Centre for Technology in Education, Dublin City University, Dublin 9. Tel: 01 700 8200 email: info@ncte.ie website: www.ncte.ie
NEPS	National Educational Psychological Service, Frederick Court, 24/27 North Frederick St., Dublin 1 Tel: 01 889 2700 website: www.education.ie
NEWB	National Education Welfare Board, 16-22 Green Street Dublin 7 Tel: 01 8738700 email: info@newb.ie website: www.newb.ie
SESS	Special Education Support Service, Cork Education Support Centre, The Rectory, Western Rd, Cork. Tel: 1850 200 884 email: info@sess.ie website: www.sess.ie
Teaching Council	The Teaching Council, Block A, Maynooth Business campus, Maynooth, Co. Kildare Tel: LoCall 1890 224 224, 01 651 7900 email: info@teachingcouncil.ie website: www.teachingcouncil.ie
Teacher Education Section (TES)	Teacher Education Section, Department of Education & Skills, Marlborough St., Dublin 1 <i>This unit has a role in all national initiatives</i>

Acronyms

AP	Assistant Principal	
BOM	Board of Management	
DP	Deputy Principal	
DEIS	Delivering Equality of Opportunity in Schools – an action plan for educational inclusion	
Early Start	The Early Start Programme is a one-year programme offered to children aged 3-4 years in selected schools in areas of designated disadvantage	
EWO	Education Welfare Officer	
HSCL	Home School Community Liaison now part of NEWB	
IEP	Individual Educational Plan	
Inspector	Department of Education and Skills inspector	
IPLP	Individual Profile and Learning Programme	
Mainstream Teacher	Class teacher	
NPC	National Parents Council	
NQT	Newly qualified teacher	
РА	Parent Association	
Partners	Parents, Board of Management etc. involved in a school's activities	
Patron	Schools operate under a patron body e.g. Catholic Church, Educate Together, Church of Ireland Board of Education, An Foras Pátrúnachta, Islamic Board of Education	
PoR	Post of Responsibility e.g. deputy principal, assistant principal, special duties teacher	
SENO	Special Education Needs Organiser	
Shared teachers	Teachers working in a number of schools to support children with special needs	
SIPTU	Trade Union	
SNA	Special Needs Assistant	
Special duties teacher	Teachers with a special responsibility for organisational or curriculum issues in addition to their teaching duties	
Trustees	The persons nominated by the Patron as trustees of the school. They are parties to the lease of the school premises. The Trustees undertake that the buildings shall continue to be used as a national school for the term of the lease & guarantee that the premises and contents are insured	
Visiting teachers	Teachers working with pupils who are sensory impaired	

Form of Undertaking

For administrative ease, the Department's payroll appointment forms will incorporate this undertaking. However, for any appointment (teaching or non-teaching) that does not require completion of a payroll appointment form, this Form of Undertaking must be completed prior to the person being appointed unless the person has previously provided this school authority with a Form of Undertaking <u>and</u> associated statutory declaration both of which were made during the same or previous calendar year.

I confirm that, since the date on which I signed the attached statutory declaration, to the best of my knowledge and belief there is nothing, from a child protection perspective, in relation to my conduct, character or personal background of any nature that would adversely affect the position of trust in relation to children or vulnerable adults in which I would be placed by virtue of my appointment to a teaching or non-teaching post in _____ (insert name of school authority).

I also undertake to inform the above school authority of any changes to the above stated position that may affect my suitability, from a child protection perspective, for continued employment with the school authority or for any subsequent employment with the school authority.

I acknowledge and understand that any false or misleading confirmation as to my conduct, character or personal background or any failure of mine to inform the school authority of relevant changes that may affect my suitability, from a child protection perspective, will constitute a breach of my contract of employment and may be grounds for summary dismissal by the school authority.

Signed:	Date:	
Prospective employee		
Print Name:		
Witnessed by: (on behalf of school authority)	Date:	
Print Name:		

Statutory Declaration

This statutory declaration must be completed prior to a person being appointed to any teaching or nonteaching position with a school authority unless the person being appointed has previously provided that school authority with a statutory declaration which was made during the same or previous calendar year.

"I______of, ______

in the county of ______ aged eighteen years and upwards do SOLEMNLY AND SINCERELY DECLARE as follows:-

that to the best of my knowledge and belief there is nothing, from a child protection perspective, in relation to my conduct, character or personal background of any nature that would adversely affect the position of trust in which I would be placed in relation to children or vulnerable adults by virtue of my appointment to any teaching or non-teaching position in any recognised primary or post-primary school or any other state funded centre of education for children or vulnerable adults.

Within a child protection context:

- I hereby confirm my irrevocable consent to each of the employing school authorities to the making of such enquiries as they deem necessary in respect of my suitability for the post(s) in respect of which the applications are made.
- I hereby accept and confirm the entitlement of each of the employing school authorities to reject my application or terminate my employment (in the event of a contract of employment having been entered into) if I have omitted to furnish the school authority with any information relevant to my application for the position or my continuing employment with the school authority.
- I understand that any false or misleading information submitted by me in relation to my application for a position or my continuing employment with each of the school authorities will render me liable to automatic disqualification or render me liable to dismissal, if employed.

And I make this solemn declaration conscientiously believing the same to be true and by virtue of the Statutory Declarations Act 1938."

Signed:		Date:
Applicant		
Print Name:		
	Declared before me	[name in
	oaths][peace o	ry public][commissioner for commissioner] [practising
	*who is personally kno	

*who is identified to me by _____ who is personally known to me,

Or

*whose identity has been established to me before the taking of this Declaration by the production to me of passport no. [*passport number*] issued on [*date of issue*] by the authorities of [*issuing state*], which is an authority recognised by the Irish Government]

Or

National identity card no.[*identity card number*] issued on [*date of issue*] by the authorities of [*issuing state*] [which is an EU Member State, the Swiss Confederation or a Contracting Party to the EEA Agreement]

Or

[Aliens Passport no. (*document equivalent to a passport*)[*passport number*] issued on [*date of issue*] by the authorities of [issuing state] which is an authority recognised by the Irish Government]

Or

Refugee travel document no. [*document number*] issued on [*date of issue*] by the Minister for Justice, Equality and Law Reform]

Or

Travel document (other than refugee travel document) [*document no.*] issued on [*date of issue*] by the Minister for Justice, Equality and Law Reform

at

in the City/ County of

on the_____ day of _____ 20___

*Practising Solicitor / Commissioner for Oaths / Notary Public / Peace Commissioner * Delete as appropriate

<u>Note</u>: Further information in relation to Commissioners for Oaths and Peace Commissioners is available on <u>www.citizensinformation.ie</u>.