

# **GUIDANCE FOR RESUMING YOUTH** **MINISTRY IN A POST COVID-19 WORLD**



As President of CIYD, I am delighted to support our new protocols for youth ministry on the gradual return to face to face youth work. Everyone has done an amazing job of trying to carry on and up skill on virtual means of communication! Some of this will continue but inevitably as the lockdown eases, we will be resuming some activities. Of course, these will always adhere to government guidelines in each jurisdiction. So, thank you for all your efforts and please read the document carefully,

Every blessing, +Pat

*The Most Rev'd Pat Storey, Bishop of Meath & Kildare*

Firstly, it is important to acknowledge **that youth ministry never stopped!** The creative and innovative ways many churches, leaders, youth workers etc across Ireland supported and continue to support young people during the Covid-19 pandemic is a testament to their faith in God, passion, resilience, and commitment.

Now as we move through this crisis, looking ahead, we can begin to look to the future and how - on a carefully managed and phased basis - we can restart youth ministry activities over the coming weeks. It is important that we look to restarting youth ministry activities, however small, without any unnecessary delays, based on the latest government advice at the time - for the good of our young people's socialisation, faith development and mental health.

All guidance is indicative and is subject to ongoing public health advice and a step by step risk assessment which should be carried out on an ongoing basis by each organisation/group, in line with the Church of Ireland ***“Return to In-Church Worship Protocols for RoI and NI”*** resource. This document aims to give a pathway forward to practical youth ministry based on the guidance given to the public by both RoI and NI governments.

Please come back to us or your local Diocesan office for help and advice or anything more specific in the area of youth ministry.

**All activities should have regard to all other relevant requirements and good practice e.g. child protection, awareness of risk, safety and wellbeing of staff and volunteers.**

***All phases should be carried out in line with social distancing measures as advised by both Governments and may evolve over time.***

## REPUBLIC OF IRELAND

Public Health Guidance from the Government is the overarching guide. The Government Roadmap indicates that restrictions will be unlocked in four phases commencing on the following dates:

Phase 1	18 <sup>th</sup> May
Phase 2	8 <sup>th</sup> June
Phase 3	29 <sup>th</sup> June
Phase 4	20 <sup>th</sup> July

Heading	Subheading	Phase 1	Phase 2	Phase 3	Phase 4
<b>On-Line / remote / digital service delivery</b>		All on-line, digital, telephone and other remote forms of service delivery should continue for as long as practicable and, where appropriate and beneficial, should be embedded in the model of service provision in the long-term.			
<b>Working with young people<sup>3</sup></b>	<i>Remote working i.e. online</i>	Should continue as long as practicable and be embedded in the long-term model of service delivery where beneficial.			
	<i>Structured small group work</i>	Online or groups no larger than 4 young people with up to 2 youth workers outdoors	Online, or  Groups no larger than 12 young people with up to 2/3 youth workers outdoors, or  Groups no larger than 4 young people with up to 2 youth workers indoors	Online or groups no larger than 12 young people with up to 2/3 youth workers indoors or outdoors	Continued phased resumption based on public health guidance

	<i>Unscheduled interventions</i>	Crisis work can continue outside while observing social distancing rules	Recommence crisis work indoors/ on premises while observing social distancing rules and while utilising outdoor options where available	Same as phase 2	Continued phased resumption based on public health guidance
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	<i>Structured large group work</i>	Online	Same as phase 1	Groups may be permitted to meet outside depending on public health guidance	Groups permitted indoors and continued phased resumption based on public health guidance
	<i>Outreach / Detached work</i>	Online or groups no larger than 4 young people with up to 2 youth workers outdoors	Online or groups no larger than 12 young people with up to 2/3 youth workers outdoors	Same as phase 2	Continue outreach / detached work on a phased basis as appropriate
	<i>Home visits</i>	Only to deliver essential services e.g. support of vulnerable, in crises or at risk young people who have not engaged digitally and only where home visit can take place outside	Only to deliver essential services e.g. support of vulnerable, in crises or at risk young people who have not engaged digitally. Visit can take place inside in line with public health guidance	Same as phase 2	Continued phased resumption based on public health guidance
	<i>Residential</i>	Should not take place	Same as phase 1	Same as phase 1	Phased resumption based on public health guidance
	<i>Large group events</i>	Online only	Same as phase 1	Same as phase 1	Phased resumption commences based on public health guidance

	<i>Advocacy work</i>	Remotely	Based on a risk assessment by the organisation, in adherence to social distancing measures, Recommence work where necessary	Same Phase 2	Continue work on premises where necessary and phased resumption based on public health guidance
	<i>Support of Youth Volunteer</i>	Remotely	Based on a risk assessment by the organisation, in adherence to social distancing measures, Recommence work where necessary	Same as Phase 2	Phased resumption based on public health guidance
	<i>International youth work</i>	Online only	Same as phase 1	Same as phase 1	Same as phase 1
<b>Opening of premises</b>		No public access, allow access to offices for staff and volunteers for essential business related tasks	Based on a risk assessment by the organisation, in adherence to social distancing measures, Recommence work on premises where necessary	Based on a risk assessment and having regard to public health guidance, phased re-opening.	Continued phased re-opening based on public health guidance
<b>Transport</b>		No transport	Same as phase 1	Same as phase 1	Phased re – commencement with small groups based on public health guidance
<b>Staff/volunteer meeting and training</b>		Remotely	Based on a risk assessment by the organisation, in adherence to social distancing measures, Recommence work where necessary	Based on a risk assessment and having regard to public health guidance, phased return of staff.	Phased resumption of in person meetings and in-service training commences based on public health guidance

## NORTHERN IRELAND

Step descriptions, as outlined by the N.I. Executive, are general indicators used to inform risk evaluation at each stage rather than to rigorously define permitted activities – the N.I. Executive may bring forward or slow down these steps depending on potential changing circumstances.

Heading	Subheading	Step 1	Step 2	Step 3	Step 4	Step 5
<b>On-Line / remote / digital service delivery</b>		All on-line, digital, telephone and other remote forms of service delivery should continue for as long as practicable and, where appropriate and beneficial, should be embedded in the model of service provision in the long-term.				
<b>Working with young people</b>	<i>Remote working i.e. online</i>	Should continue as long as practicable and be embedded in the long-term model of service delivery where beneficial.				
	<i>Structured small group work</i>	Online or groups no larger than 4 young people with up to 2 youth workers outdoors	Indoor activities involving limited contacts of less than 10 mins and interactions of only 2-4 people that maintain social distancing and prevent congregating in places for any extended period.  Outdoor activities involving small groups of less than 10 people during which it may be difficult to maintain social distancing but where contacts are brief (less than 10 minutes)	Gatherings can accommodate up to 30 people while maintaining social distancing.  Indoor activities involving larger number of individuals where social distancing can be maintained for individuals who do not share a household connection.  Outdoor activities involving larger groups of less than 30 people during which it may be difficult to maintain social distancing but where contacts are	Small groups may be permitted indoors where social distancing is able to happen – (based on the latest public health guidance at the time)  Indoor activities involving larger numbers of individuals where social distancing cannot be consistently maintained but contacts are limited and last less than 10 minutes or longer if effective mitigation is possible.  Outdoor gatherings involving larger numbers of individuals	Continued resumption based on public health guidance –  Indoor gatherings of large numbers of people where social distancing cannot be easily maintained and multiple contacts of more than 10 minutes are likely.

				brief (less than 10 minutes).	where social distancing cannot be easily maintained, and multiple contacts of less than 10 minutes are likely.	
	<i>Unscheduled interventions</i>	Crisis work can continue outside while observing social distancing rules	Same as Step 1	Recommence crisis work on premises	Continue crisis work on premises	Continued resumption based on public health guidance
	<i>Structured large group work</i>	Online	Indoor activities involving limited contacts of less than 10 mins and interactions of only 2-4 people that maintain social distancing and prevent congregating in places for any extended period.  Outdoor activities involving small groups of less than 10 people during which it may be difficult to maintain social distancing but where contacts are brief (less than 10 minutes)	Indoor activities involving larger number of individuals where social distancing can be maintained for individuals who do not share a household connection.  Outdoor activities involving larger groups of less than 30 people during which it may be difficult to maintain social distancing but where contacts are brief (less than 10 minutes).	Indoor activities involving larger numbers of individuals where social distancing cannot be consistently maintained but contacts are limited and last less than 10 minutes or longer if effective mitigation is possible.  Outdoor gatherings involving larger numbers of individuals where social distancing cannot be easily maintained, and multiple contacts of less than 10 minutes are likely.	Continued resumption based on public health guidance –  Indoor gatherings of large numbers of people where social distancing cannot be easily maintained and multiple contacts of more than 10 minutes are likely.
	<i>Outreach / Detached work</i>	Detached youth work should be able to take place in line with public health guidance as appropriate.	Same as Step 1	Same as Step 1	Same as Step 1	Same as Step 1
	<i>Home visits</i>	Youth workers can re-establish contact with young people - visit	Same as Step 1	Same as Step 1	Indoor activities involving larger numbers of individuals	Continued resumption based on

		<p>homes, outside for a catch up conversation / invitation to other possible events / in touch.</p> <p>This is especially important where support of vulnerable, in crises or at risk young people who have not engaged digitally need supported.</p>		<p>Indoor activities involving larger number of individuals where social distancing can be maintained for individuals who do not share a household connection – (permissible if a youth worker is invited into a family home)</p> <p>Outdoor activities involving larger groups of less than 30 people during which it may be difficult to maintain social distancing but where contacts are brief (less than 10 minutes).</p>	<p>where social distancing cannot be consistently maintained but contacts are limited and last less than 10 minutes or longer if effective mitigation is possible.</p> <p>Outdoor gatherings involving larger numbers of individuals where social distancing cannot be easily maintained, and multiple contacts of less than 10 minutes are likely.</p>	<p>public health guidance.</p> <p>Indoor gatherings of large numbers of people where social distancing cannot be easily maintained and multiple contacts of more than 10 minutes are likely.</p>
	<i>Residential</i>	Should not take place	Same as Step 1	Same as Step 1	Same as Step 1	<p>Resumption based on public health guidance</p> <p>Indoor gatherings of large numbers of people where social distancing cannot be easily maintained and multiple contacts of more than 10 minutes are likely.</p>
	<i>Large group events</i>	Online only	Same as Step 1	Up to 30 gathered outside permissible.	“Large” outdoor gatherings permitted, numbers undefined by current guidance	<p>Resumption commences based on public health guidance</p> <p>Indoor gatherings of large numbers of people where social</p>

						distancing cannot be easily maintained and multiple contacts of more than 10 minutes are likely.
	<i>Advocacy work</i>	Remotely	Same as Step 1	Based on a risk assessment by the organisation, in adherence to social distancing measures, Recommence work where necessary	Continue work on premises where necessary	Resumption based on public health guidance
	<i>Support of Youth Volunteer</i>	Remotely	Same as Step 1	Based on a risk assessment by the organisation, in adherence to social distancing measures, Recommence work where necessary	Continue work on premises where necessary	Resumption based on public health guidance
<b>Opening of premises</b>		No public access, allow access to offices for staff and volunteers for essential business related tasks	Same as Step 1	Based on a risk assessment by the organisation, in adherence to social distancing measures, Recommence work on premises where necessary	Based on a risk assessment and having regard to public health guidance, return of service.	Re-opening commences based on public health guidance.  Indoor gatherings of large numbers of people where social distancing cannot be easily maintained and multiple contacts of more than 10 minutes are likely.
<b>Transport</b>		No transport	Same as Step 1	Same as Step 1	Re – commencement with small groups based on public health guidance	Continued re – commencement with small groups based



						on public health guidance
<b>Staff/volunteer meeting and training</b>		Remotely	Same as Step 1	Based on a risk assessment by the organisation, some additional attendance in offices could commence as necessary	Based on a risk assessment and having regard to public health guidance, return of staff.	Resumption of in person meetings and in-service training commences based on public health guidance

**The information contained in this guidance is for educational purposes only and is non exhaustive. It is not intended to provide legal advice to you, and you should not rely upon the information to provide any such advice. Whilst every effort is made to keep the guidance up to date users are reminded to refer at all times to information provided by relevant government and public health agencies. We do not provide any warranty, express or implied, of its accuracy or completeness. CIYD shall not be liable in any manner or to any extent for any direct, indirect, special, incidental or consequential damages, losses or expenses arising out of the use of this document.**



# IDEAS!



**These are just some ideas to get your youth ministry “up and running” again and should always be in line with current government advice in your jurisdiction.**

- Lunch on the Lawn - meeting up with young people in a public area – everyone could bring their own picnic
- Pair up families from your youth ministry and encourage them to meet outside socially distantly
- Dropping off a card and a bag of sweets to each young person’s household
- Drive In Movie in your church car park
  
- Youth Small Groups for social events or discipleship bible study outside
- Garden games like oversized Jenga, Connect 4
- Photo Scavenger Hunt
  
- Film Night
- Awards Night
- Make use of a Rectory Garden, setting up chairs in advance at the right distance for your group to gather and bring their own picnic
- Slip & Slide
  
- Social Action projects in your community – Streetreach style initiatives, litter picks, gardens, helping elderly etc.
- Bible Come to Life ideas in context – e.g. Sermon on the Mount (up a mountain) Breakfast on the Beach...
- Scavenger Hunts - find items beginning with each letter of the alphabet
- Photo Challenges - perhaps around a theme
- Yarn bombing
- Geocaching
- Kindness Rocks - painting rocks/stones with encouragements, Bible verses etc and leaving in various places.

- Junk sculptures - Collect lots of scrap including old newspapers, plastic, cardboard, fabric. You will also need scissors, Sellotape, staplers, paint, PVA glue and string. Using the scrap, make 3D junk sculptures that you could display by making your own sculpture gallery. Sculptures can be random things, animals, people, buildings or they can follow a theme.
- Justice and global awareness sessions - invite one of the main Christian justice or global aid agencies to spend some time with your youth group.
- Non contact / limited contact sports and games
- Prayer Walking around your community

## Risk Assessment Prompt Sheet

<b>Risk Assessment Prompt Sheet</b> <b>Re: COVID -19 – Social Distancing and Safe Workplaces</b>
<b>Name of Service</b>
<b>Person completing assessment</b>
<b>Date completed</b>
<b>Social Distancing</b> is keeping a 2 metre (6 feet) space between you and other people to decrease and interrupt the spread of COVID-19. You should not shake hands or make close contact where possible.
<b>Safe Workplaces</b> includes measures we will take prior to re-opening and whilst open.
The following is a non-exhaustive list of prompts to be considered around the resumption of full service provision. Individual services may wish to use this prompt sheet to inform their own existing risk register.

<b>Actions prior to opening up</b>		
<b>No.</b>	<b>Action</b>	<b>Completed</b>
<b>1</b>	In relation to legionella, if there was regular flushing/running of all water outlets then there is no need for action otherwise it would be useful to book sampling/testing now or go straight to planning to disinfect prior to full reoccupation.	
<b>2</b>	Ventilate all rooms.	

3	Ensure all waste collections are still taking place or do they need to be scaled back up.	
4	Check for rodent activity/droppings and set traps if necessary.	
5	Ensure heater/boiler timings have been updated to summer time.	
6	With respect to canteen facilities plan for staggered breaks and floor markings for queues.	
7	Check that dishwashers are not set on eco wash settings (low temperature).	
8	Disinfect milk cartons etc. that come into the premises before they are put in the fridge.	
9	Have designated area for post opening and gloves and letter opener and sanitiser to hand.	
10	Put a system in place for receiving deliveries	
11	Inform first aiders on new protocols in case person becomes unwell or action in event of heart attack ( CPR)	
12	Write up a cleaning schedule	

<b>Work Environment Controls</b>				
<b>No</b>	<b>Action</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>

13	<p>Is there current capacity in the service to comply with the social distancing requirements? Assess the premises based on the numbers of workers and service users/ young people that may be in the building safely at any one time</p> <p>If No, consider the following:</p> <ul style="list-style-type: none"> <li>• Introduction of flexible shifts, staggered shifts, extended opening hours, weekend working</li> <li>• Redeploying staff to other appropriate buildings in the vicinity where such capacity exists</li> <li>• Alternate staff to work between base and home</li> <li>• What priority service can safely be offered to service users/ young people</li> <li>• Appointment-based service only in designated spaces where social distancing is possible.</li> <li>• Extension of telephone and online supports</li> </ul>			
14	As far as is reasonably practicable, can non fire doors within internal buildings be left open to avoid the risk of potential contamination?			
15	Is there a documented cleaning schedule in place for each work location?			
16	Has consideration been given to additional partitioning /protective perspex screening between workstations and at reception areas where appropriate?			
17	Are there appropriate hand washing facilities available?			
18	Are there adequate supplies of hand washing materials e.g. liquid soap, disposable paper towels, anti-bac hand gel			
19	Is there an adequate number of waste bins?			

20	Has appropriate COVID-19 signage been prominently displayed throughout the work location?			
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<b>Work Practice Controls</b>				
21	Has access to work locations been restricted to rostered staff only, as far as is reasonably practicable?			
22	Has consideration been given to floor markings to demonstrate minimum distancing between staff and others to encourage social distancing?			
23	Are work breaks staggered in order to maintain social distancing requirements?			
24	Are meetings held via teleconference to ensure compliance with social distancing requirements?			
25	Is the use of communal areas (meeting rooms) restricted to ensure social distancing is maintained?			
26	Are staff aware of respiratory hygiene and cough etiquette?			
27	Do staff adhere to respiratory hygiene and cough etiquette?			
28	Are staff familiar with hand washing technique/ guidelines			
29	Are all drinking cups/glasses thoroughly washed and cleaned between each use?			
30	Are waste bins emptied, cleaned and sanitised on a regular basis?			
31	Are staff instructed to bring minimal personal belongings into the workplace to avoid risk of contamination?			
32	Have staff been instructed to clean and sanitise their workstation at the start and end of each shift?			
33	Have staff been instructed to clean and sanitise communal equipment (e.g. photocopier, printer) before and after each use?			

34	Is there a protocol in place in the event an employee becomes unwell and believes they have been exposed to COVID-19			
35	Maintain sign in sheet in order to facilitate contact tracing if necessary			