



# DIOCESE OF DOWN & CONNOR

Safeguarding Office  
**ANNUAL REPORT 2010-2011**

# Message from Bishop Treanor

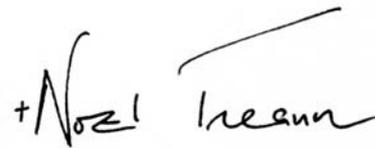
This Annual Report for the Diocese of Down and Connor is the first Annual Report that our Safeguarding Office has produced. It gives testimony to the immense work of massive numbers of women and men who contribute their energy, skills, and time to safeguarding children and young people in the Church and its organisations. This Report is good news.

The Audit returns from the parishes point to determined engagement and dynamic creativity on the part of our parishes to implement policies and respond to the standards as set out by the National Board for the Safeguarding of Children. These returns point to a growing culture of local responsibility for safeguarding, whilst the overall report shows how that vigilance at grass roots level is being linked with the exercise of that responsibility at vicariate and diocesan level. The Report reveals growing signs of linkage between direction and leadership from the centre and imaginative creativity at parish level.

This Report also looks forward and sets out significant priorities to be pursued in the time ahead. There is still much to do. We must remain determined to improve our performance in the service of children, young people and vulnerable adults.

I thank those who have produced this Report. I thank the staff of the Diocesan Safeguarding Office for their unstinting dedication. I compliment all those who volunteer their time and give their priceless support in our safeguarding structures, parishes, vicariates and organisations.

May our faith in Jesus Christ sustain all our future efforts in this important work for the Church and for society.

A handwritten signature in black ink that reads "+Noel Treanor". The signature is written in a cursive style with a cross at the beginning of the name.

*The Bishop of the Diocese of Down and Connor*

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# Foreword by Barbara McDermott - Director for Safeguarding

The work of safeguarding children and vulnerable adults within the Church has never needed to be more focused and transparent than now and we all need to continue to improve on existing structures and systems for ensuring their safety and to create a “culture of vigilance.”

This first annual report of the Diocese of Down and Connor Safeguarding Office focuses on the significant work undertaken during 2010-2011 by the Safeguarding Office, the Child Care Committees, the Vicariate Support Teams, the Diocesan Safeguarding Committee, and many others who have been consistently working to promote a safe environment within the Church for those who are most vulnerable in our communities and parishes. The report comes at a time when the issue of child abuse and the Church's handling of this have been frequently profiled within the media.

This report highlights the positive achievements that have taken place throughout 2010-2011 as well as areas where we need to make improvements. In the coming year (2011-2012) the Safeguarding Office will set out priorities and the key focus will be on establishing a new *Safeguarding Commission*. This will replace the Diocesan Safeguarding Committee and assume responsibility for the strategic planning and overall management of safeguarding work within this Diocese.

2011-2012 brings new challenges for us all and as a Diocese we will be focussing on the voices of children and young people and encouraging their participation in the development of best practice in safeguarding. Of equal importance we also want to further develop the pastoral support systems for those individuals who have survived clerical abuse, as well as those against whom allegations of abuse have been made.

Key government documents, the standards and guidance document issued by the *National Board for Safeguarding Children in the Catholic Church in Ireland 2009*, and the *Papal Letter to Catholics in Ireland* by *Pope Benedict XVI* set the challenge and importance for all Dioceses and Religious Congregations on the island of Ireland to cooperate and work with the relevant agencies, both statutory and voluntary, in order to keep children and vulnerable adults safe.

This Diocese has a unique safeguarding structure in place through out all of our parishes and it is the dedication, hard work and commitment of all those volunteers who make up our Child Care Committees (CCC) and Vicariate Support Teams (VST) who help make the Church a safer place for our children, young people and vulnerable adults.

I would like to take this opportunity to thank all of our safeguarding Child Care Committees, Vicariate Support Teams, the Diocesan Safeguarding Committee, the Advisory Panel, Support Persons and Advisers, Bishop Noel Treanor and all of my colleagues in the Safeguarding Office, for their continued commitment to the work throughout the year.



*Barbara McDermott*  
Director for Safeguarding



# Safeguarding Office Objectives 2010-2011

In May 2010 Bishop Noel Treanor launched the Safeguarding Office's new information booklet, *Working Together to Safeguard Children and Young People*, at three separate events across the Diocese. The booklet was designed initially to inform parishes, PSNI, Social Services and the other five Northern Dioceses of the Diocesan safeguarding structures, the achievements of the Safeguarding Office to date and to outline the objectives for 2011 which form part of a 3 year strategic plan (2011-2014)

Keynote speakers for the event included Mr Tony Rogers (Assistant Director of Social Care and Children), Detective Superintendent, Allistar Wallace, Detective Anne Marks, Policy Department - PSNI, Andrew Thomson, Coordinator for the Northern Dioceses Vetting Office. There were also representation and inputs from volunteers working at parish level within our CCCs and VSTs.

All three events concluded with a panel plenary session for discussion and questions on some of the key themes from the booklet.

## COMMENTS FROM THE ATTENDEES:

*"Very professionally done. A useful booklet which summarises what we have done in the Diocese and what we still have to do..."*

*"It was so good to see the new Bishop meeting and listening to people who are working on the ground... he also listened to some of the problems about the resources available and he indicated that he would follow this up with the Safeguarding Office..."*

*"It was good to see so many people attending the launch. We need to do more of these events. I was impressed by the way the Diocese, the PSNI and Social*

*Services have been working together in partnership. This is very reassuring to me..."*

*"A long overdue event. This Diocese has not been good at PR in keeping the public informed about the good work we are doing with respect to protecting children..."*

## SAFEGUARDING OFFICE OBJECTIVES 2010-2011

The objectives (*Working Together to Safeguard Children and Young People* - page 23) were set out as follows:

### Objective 1.

**To strengthen and build on the work of the VSTs and CCCs by providing opportunities for new members to participate, offering relevant training and gathering feedback from all volunteers as to what works and needs to be improved.**

### Outcome and progress:

By and large objective 1 was met: the Safeguarding Office made a concerted effort to train and re-train existing and new members of CCCs both at parish level and across the Diocese. Parish volunteers and clergy were also trained. Between June 2010 and June 2011, 65 training days were provided and 848 individuals (clergy, staff and volunteers) completed the necessary training (see Appendix 1). Between September 2009 to June 2010 1,564 individuals were trained.

A new updated version of the *Parish Information Session* was introduced in June 2010 and in preparation for this 50 VST facilitators completed the Training for Trainers programme in the delivery of the new Parish Information Session. All training programmes delivered by the

# Safeguarding Office Objectives 2010-2011

Safeguarding Office and our VSTs are evaluated using standardised questionnaires and the feedback provided from these informs any new materials as well as our practice.

Some comments from participants attending the newly revised programme include the following:

*"This is refresher training for me, I had attended training at the beginning. This was much clearer this time and I now know what I have to do if I am concerned about a child." (September 2010)*

*"I liked the group exercises, it really gets you thinking about how things can be misinterpreted." (November 2010)*

*"There is really so much to think about working with children... coming here tonight has helped to be more focused on the child." (January 2011)*

*"The Diocesan procedures and things are good to know... I am now much more informed of who to go to if I have a concern about something" (January 2011)*

## Objective 2.

**To develop ways in which the voice of young people in our parishes can be heard and provide them with opportunities to have their say in developing safeguarding practice.**

### Outcome and progress:

The Safeguarding Office objective to involve young people more and to encourage their participation in the development of best practice, began tentatively with a questionnaire sent to all young people who completed The Pope John Paul II Award. This was designed to gather information regarding their understanding and knowledge of the Diocesan Child Protection Policy and of the

procedures for reporting or disclosing an allegation of child abuse. This work needs further attention and co-ordination and will be one of our key priorities for the year ahead. The Safeguarding Office is working jointly with Youthcom and we intend to set up a number of focus groups involving a range of young people across the Diocese.

## Objective 3.

**To develop and improve a more effective management of offenders who wish to return to faith. This will require a regional and co-ordinated approach within the North of Ireland.**

### Outcome and progress:

At regional Diocesan support meetings, practice issues, regarding the management of offenders was a regular agenda item. The expertise of Mr Andy Thomson has assisted greatly in the sharing of information regarding the Public Protection Arrangements in Northern Ireland (PPANI). The Diocese of Down and Connor endeavoured to create a single point of contact within the northern jurisdiction in order to ensure a standardised approach in the management of information through PPANI. Whilst strategically, this has yet to be agreed, the Diocese of Down and Connor, in practice, remains the conduit for managing the information.

## Objective 4.

**To develop an annual training events calendar, which will provide a range of training at different levels for all clergy, staff and volunteers within parishes, including Youthcom.**



# Safeguarding Office Objectives 2010-2011

## **Outcome and progress:**

This objective was met with the introduction of a new Annual Safeguarding Training Calendar with identified training, focused on targeting specific groups such as Clergy, CCC members, VST facilitators, Youth Centre workers and parish volunteers within localised areas.

(See Appendix 1).

Safeguarding Children Office. This has provided the Diocese with important information and will inform the plans for 2012. It will also help the Diocese to target resources according to those most in need.

## **Objective 5.**

**To build upon and share best practice in safeguarding children and young people across the Northern Dioceses.**

## **Outcome and progress:**

The safeguarding personnel from the six Northern Dioceses suggested developing regional support meetings, which would be coordinated and chaired by the Safeguarding Office. These meetings encouraged the sharing of practice issues. Identification of common problems and joint action plans for managing them were also addressed, alongside the development of new training resources relevant to the Northern Dioceses. This work is ongoing.

## **Objective 6.**

**To develop the work of safeguarding and ensuring that we are all working to the agreed set of standards which have been produced by the National Board for Safeguarding Children in the Catholic Church in Ireland (NBSCCC).**

## **Outcome and progress:**

In June 2011 the Safeguarding Office devised a new Parish Self Audit Tool to assist parishes in identifying what each parish has set in place and highlighting the gaps in respect of the seven standards set out by the National Board for

# Safeguarding Office Achievements and Developments 2010-2011

## Parish Self Audit process:

For the first time, this year, the Safeguarding Office requested all parishes to complete a Parish Self Audit of the Seven Standards (see Appendix 2) and return by end of June 2011. The main purpose of the audit was to help parishes highlight and evidence their compliance with the seven standards set out by the National Board for Safeguarding Children in the Catholic Church in Ireland. (NBSCCC)

All 88 parishes were invited to complete the audit as an aid to helping them identify what was in place and what yet remained to be addressed with respect to safeguarding children and young people. While the returns of the audits were slow, by December 2011 we had an 82% return overall. This is a gratifying acknowledgement of the work undertaken by all involved in safeguarding and protecting children throughout the Diocese.

The returns received highlighted the strong commitment by parishes to safeguarding children. The majority indicated that the required standards are being implemented. The fact that the same volunteers who have been involved since the process began have remained involved, demonstrates a willingness and dedication by parishioners to take responsibility for the life of their parish by making the structures and systems work in the pursuit of keeping children and vulnerable adults safe.

The audit results also indicated that of the 82% returned, 96.5% were able to confirm most of the standards were in place (with ongoing work). This highlights a clear need for further support and training overall, but in particular for the small number of parishes who were struggling to evidence implementation of all the standards.

Equally important is the need for the Diocese to ensure that all clergy understand their role and responsibilities in the Safeguarding Structure and the part they play.

## Issues identified by the audit returns:

<b>Issues</b>	<b>Solutions</b>
Increased involvement by clergy	<i>New Training programmes for Clergy</i>
Greater clarity and access regarding information	<i>New Website developed, provided by Safeguarding Office "Open Evenings" established and a quarterly Newsletter Update.</i>
Sharing / storing information and records	<i>Written Guidance and training</i>

The parish audits highlighted the fact that the safeguarding structures for this diocese are working well and are compliant with the policy and procedures as well as the standards. The information from the audits also indicated how some parishes have demonstrated insightfulness and creativity in their approach to the implementation of the standards and in planning for the year ahead. This needs to be acknowledged. There is much learning to be gained within and across parishes.

## SAFEGUARDING OFFICE WEBSITE

Other achievements include the successful launch of our new Safeguarding Office website which officially went live in November 2011. This will allow us to improve access to information, and act as a source of advice and support for all parish and diocesan staff and volunteers. We plan to develop the site over the coming year and we would welcome ideas and suggestions for how best to add to the site as a useful resource for parishes.



# Safeguarding Office Achievements and Developments 2010-2011

## **INTERFACE WITH DIOCESAN YOUTH SERVICES**

The Safeguarding Office was requested by the Diocese to look at the interface with Diocesan Youth Services and the positive development of standardised safeguarding training materials designed to meet their specific needs. This commenced in March 2010 and by January 2011 had culminated in the development of a suite of standardised safeguarding children training materials which comply with the NBSCCC standards. The outcome of this project was then presented to the Diocese for its consideration and future development.

## **REVIEW OF DIOCESAN CHILD PROTECTION POLICY AND PROCEDURES 2008**

A review and update of the Diocesan Child Protection Policy and Procedures 2008 commenced in 2011 and will be completed in early 2012. This will include guidance on: photographing children; the use of new technology, specifically social networking sites and mobile telephones and their use with children; and Whistle Blowing procedures.

## **DEVELOPMENT OF DIOCESAN SUPPORT WORK SERVICES**

Two professionally qualified Support Persons, Imelda Henry and Sonia Hand were identified in 2011 (See Appendix 5) and will provide a support service to survivors of abuse on behalf of the Diocese in line with the National Board Safeguarding Children Standards.

## **DEVELOPMENT OF A USER FRIENDLY LEAFLET ON THE DIOCESAN MANAGEMENT OF ALLEGATIONS PROCESS**

In June 2011, we developed an information leaflet targeted for all parishioners. The leaflet outlines the process involved in the management of allegations, suspicions and concerns regarding child abuse which are brought to the attention of the Safeguarding Office. The leaflet has been distributed across the Diocese, is on display in all parish churches and can also be accessed on the Safeguarding Office website.

## **TRAINING**

The development of an Annual Training Events Calendar (June 2010 to June 2011) proved useful and helped us to be more proactive in targeting audiences and identifying what was needed in terms of assisting staff and volunteers to feel confident and assured in their safeguarding responsibilities.

In June 2011 we produced the second Annual Training Events Calendar outlining core training. New training resources have been further developed and this will continue through 2012. Some of the priority training events are the programme for priests in the Diocese, the Open Evenings referred to earlier and the management of the new training modules regarding the seven standards developed by the NBSCCC. Training for Trainers programmes have been agreed by the NBSCCC for February 2012 and once these have been completed the Safeguarding Office will draw up plans for the implementation and delivery of the new training modules within the Diocese.



# Catholic Northern Dioceses Vetting Office Achievements 2010-2011

The Diocese was anticipating significant changes to the arrangements for vetting and had prepared a 5 year plan to implement the changes. However, following the government review, the proposals for national Registration were abandoned. For Northern Ireland this has meant that the existing arrangements for vetting have continued unchanged.

Between June 2010 and June 2011, the Northern Dioceses Vetting Office processed a total of 1822 enhanced disclosure applications across the six Dioceses and remains one of Access NI's top 8 registered bodies. Figure 1 below shows the number of completed vetting checks for each of the Dioceses and Figure 2 shows a breakdown of the number of completed vetting checks for the Diocese of Down and Connor during this period.

**Fig 1:  
Number of completed Vetting Applications  
for each of the six Dioceses June 2010-2011**

<b>Armagh</b>	<b>330</b>
<b>Derry</b>	<b>113</b>
<b>Dromore</b>	<b>189</b>
<b>Clogher</b>	<b>111</b>
<b>Kilmore</b>	<b>2</b>
<b>Down and Connor</b>	<b>839</b>
<b>Other Dioceses</b> <i>(those individuals working across dioceses including Irish Pilgrimage Trust and Ceili Community)</i>	<b>238</b>
<b>TOTAL</b>	<b>1822</b>

<b>TOTAL number of clergy, staff and volunteers in the six Dioceses vetted up to June 2011</b>	<b>9547</b>
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**Fig 2:  
Breakdown of completed Vetting Applications  
for the Diocese of Down and Connor  
June 2010-2011**

<b>Lay people (staff and volunteers)</b>	<b>808</b>
<b>Clergy / Religious</b>	<b>22</b>
<b>Visiting Clergy / Religious</b>	<b>9</b>
<b>TOTAL</b>	<b>839</b>

<b>TOTAL number of clergy, staff and volunteers in the Diocese of Down and Connor vetted up to June 2011</b>	<b>5034</b>
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The number of volunteers and employees checked reflects the Church's commitment to continue with a robust and professional approach to safe recruitment. It also supports the work being undertaken to assure the public that the Church is taking all possible steps available to ensure those working with children and vulnerable adults are properly checked.

This work is only possible because of the commitment of all those in the parishes, mostly volunteers, who give so much of their time to help the Vetting Office. It is only with this help that we are able to fulfil the small part we play in the much greater overall goal of protecting those more vulnerable than others in our Church family.

# Management of Allegations 2010-2011

In April 2010, Bishop Noel Treanor commissioned an independent internal review of all Diocesan case files, covering both living and deceased clergy against whom an allegation, suspicion or concern of child abuse had been raised. The rationale for so doing was to ensure compliance with the agreed policies and procedures that were in place at the time and to be satisfied that current safeguarding practices were of the highest standard.

The review, which took approximately four months to complete, was conducted by two distinguished professionals in the field of child protection, namely, Dr J Devanney, Queen's University Belfast and Ms M Reynolds, OBE.

The findings concluded that the Diocese had made significant improvement over a 50 year period. It had established a dedicated Safeguarding Office staff with experienced professionals to manage not only those concerns and allegations brought to its attention, but to ensure and maintain the highest standard of best practice in relation to the wellbeing and safety of children and young people throughout the Diocese.

The findings and recommendations of the independent review are contained in Appendix 7.

In enhancing its working arrangements with the statutory sector the Diocese has made a number of significant developments in the past 18 months:

- *In May 2010 Down and Connor was the first Diocese in the north of Ireland to sign a Memorandum of Understanding with The Public Protection Arrangements NI (PPANI). The Diocese is committed to ensure the appropriate sharing of information in the protection of children, young people and vulnerable adults, and recognises the*

*importance of working with other key bodies if arrangements and practices are to be as safe as they can be. The Diocese also established a best practice Multi-Agency Model in partnership with the police and social services to assist in the management of risk when allegations of abuse emerge. This model is to be adopted as an exemplar of practice for the future management of allegations of abuse brought to the attention of the Diocese.*

- *The Safeguarding Training Officer was also offered and accepted a place on the Regional Child Protection Committee, Education, Training and Audit Sub Group. This affords the Diocese the opportunity to work alongside and contribute to the many other statutory and voluntary groups in the planning and development of child protection training in Northern Ireland.*

All of these developments reflect the commitment of the Diocese through its Safeguarding Office to fully embrace the ethos and practice of a shared responsibility for responding to and managing all allegations of abuse. The Diocese has established an Implementation Group to take forward the recommendations of the Independent Review of case files.



# Safeguarding Office Plans and Priorities for 2012

The greatest challenge for the Safeguarding Office in 2012-13 is to develop the work on Safeguarding Vulnerable Adults in parish related activities in partnership with the statutory sector. This issue was raised in the recent Diocesan internal review and in the Parish Self Audits. The Diocese will be developing a Safeguarding Vulnerable Adults Policy and in the interim all concerns, suspicions and allegations regarding vulnerable adults have been and will be managed by the Safeguarding Office. In taking this forward the Diocese would wish to approach this important work collectively and collaboratively with the other Northern Dioceses.

Much of the work of the Safeguarding Office is ongoing, though certain key areas have been prioritised for the coming year:

- *To establish a new Commission for Safeguarding for the Diocese. This will replace the existing Safeguarding Committee and will assume overarching responsibility for the development and implementation of a 3 year safeguarding strategy*
- *To implement the recommendations identified in the Independent Review of the Diocese by Dr J Devaney and Ms M Reynolds commissioned by the Diocese in April 2011*
- *To finalise the review of the existing Diocesan Child Protection Policy and Procedures in line with the National Board for Safeguarding Children, Standards and Guidance*
- *To develop a strategy for the implementation of a Safeguarding Vulnerable Adults Policy*
- *To address the gaps in practice highlighted from the recent Annual Self Audit of parishes*

- *To set up focus groups with young people, in partnership with Youthcom, in order to examine the participation of young people in the development of safeguarding practice across the Diocese.*

We look forward to the challenges and work in the year ahead and to the continued involvement of those committed to the work of safeguarding children, young people and vulnerable adults within the life of the Church.



# Appendix 1

## Training Statistics for June 2010 – June 2011

EVENT	DATE(s)	VENUE	TARGET AUDIENCE	TOTAL IN ATTENDANCE
Diocesan Reps meeting	03:06:2010	St Macartan's College, Monaghan	Diocesan Representatives	9
Consultation meeting	10:06:2010	Good Shepherd Centre	Senior Youth Workers	6
Vicariate Support meeting	10:06:2010	St Joseph's Primary School	VST, CCC chairs and VF	14
Consultation meeting	18:06:2010	Good Shepherd Centre	Regional Director and DO for Youth 2000 NI	2
Open Parish meeting	24:06:2010	All Saints' Parish Centre Ballymena	Parishioners of Ballymena	approx 70
Managing Challenging Behaviour programme	26:06:2010	Good Shepherd Centre	Staff and volunteers from 4 Youth Centres (Pilot Programme)	16
CCC Training Modules 1 and 2	30:06:2010	Bangor Parish House	CCC members	7
Diocesan Reps meeting	01:07:2010	St Macartan's College, Monaghan	Diocesan Representatives	9
CCC Training Modules 1 and 2	02:08:2010	Loughguile Parish House	CCC members	6
CCC Training Modules 1 and 2	19:08:2010	Good Shepherd Centre	CCC Legionaries of Christ / Regnum Christi	4
Diocesan Reps meeting	31:08:2010	St Macartan's College, Monaghan	Diocesan Representatives	8
CCC Training Modules 1 and 2	01:09:2010	Randalstown Parish Hall	CCC members	5
Recording Information Workshop	02:09:2010	Good Shepherd Centre	Volunteers	5
Consultation meeting	06:09:2010	Youthcom Office	Senior Youth Workers	14
CCC Training Modules 1 and 2	06:09:2010	Carrickfergus Parish Church	CCC members	7
Safeguarding and Protecting Children and Young People training for Youth Centre staff	07:09:2010	Patrician Youth Centre	Youth Centre staff and volunteers (Pilot of new programme)	25
Registration with ISA Workshop	13:09:2010	Good Shepherd Centre	Parish volunteers	8
Parish Information Session Two per vicariate region*		Diocesan parishes	Parish volunteers/staff	180 (approx)
Consultation meeting	20:09:2010	Youthcom Office	Senior Youth Workers	4
Consultation meeting	23:09:2010	Youthcom Office	Senior Youth Workers	4
Registration with ISA	27:09:2010	Kilmegan Parish Centre, Castlewellan	PPs, Clergy, VST, CCC and volunteers	10
Parish Information Session	29:09:2010	Good Shepherd Centre	Koinonia Volunteers	26
VST Chair Support meeting	30:09:2010	Good Shepherd Centre	VST Chairs	5
CCC Training Modules 1 and 2	04:10:2010	Good Shepherd Centre	CCC members	10
Parish Information Session	11:10:2010	Good Shepherd Centre	Volunteers Legionaries of Christ	10
Safeguarding Children and Young People within the context of parish life	12:01:2011	All Saints' Parish Centre Ballymena	All Priests	14
CCC Training Modules 1 and 2	13:01:2011	Ballymoney Parochial House	Ballymoney CCC	4
CCC Training Modules 1 and 2	17:01:2011	St James / Greencastle / Whitehouse	St James' / Greencastle / Whitehouse Parish CCC	8
Training for Trainers - Safeguarding Children and Young People Programme	19:01:2011	Youthcom Office	Full Time Youth Workers	14

# Appendix 1

## Training Statistics for June 2010 – June 2011

EVENT	DATE(s)	VENUE	TARGET AUDIENCE	TOTAL IN ATTENDANCE
Recording Information Workshop	25:01:2011	Good Shepherd Centre	Parish Volunteers / priests / CCC / VST	8
Training for Trainers - Recording Information Workshop	27:01:2011	Youthcom Office	Full Time Youth Workers	16
Safeguarding Children and Young People within the context of parish life	02:02:2011	Good Shepherd Centre	All Priests and Religious	15
Review meeting with St Brigid's CCC	08:02:2011	St Bride's Parish Hall	St Brigid's Parish CCC	8
CCC Training Modules 1 and 2	16:02:2011	Kilmegan Parish Hall	New / existing CCC members	10
Training Re: vetting forms for all senior youth workers	17:02:2011	Youthcom Office	Senior Diocesan Youth workers	15
CCC Training Modules 1 and 2	17:02:2011	Carryduff and Drumbo Parochial House	Carryduff and Drumbo Parish CCC	9
CCC Training Modules 1 and 2	21:02:2011	Cushendall Parish Parochial House	Cushendall Parish CCC	6
CCC Training refresher programme	02:03:2011	St Colmcille's Parochial House	St Colmcille's CCC	4
Safeguarding Children and Young People within the context of parish life	18:05:2011	All Saints' Centre Ballymena	All Priests and Religious	23
Parish Information Session Two per vicariate region*		Diocesan Parishes	Parish volunteers / staff	180 (approx)
Safeguarding Children and Young People within the context of parish life	29:06:2011	Good Shepherd Centre	All Priests	15

**Total number of training days  
June 2010 to June 2011 65**

**Total number of Clergy staff / volunteers trained  
June 2010 to June 2011 848**

\* The dates for these Parish Information Sessions were set and agreed at vicariate level.



# Appendix 2

## Self Audit of Safeguarding Standards Tool

<b>A Developing an Arena of Safety:</b>	<b>In Place</b>	<b>Not fully in place (reasons)</b>	<b>Proposed</b>
1 Is the Diocesan Policy communicated and adopted by all Church personnel ?			
2 Has each group drawn up a Code of Conduct and communicated to all relevant personnel?			
3 Are the Diocesan Safeguarding Posters, or parish specific poster displayed in Church porches?			
4 Has the parish a fully operational Childcare Committee in place? How many members? Have they all been appropriately trained? Is the Parish priest or priest from the parish an active member of the committee?			
5 Does each group have sufficient numbers of volunteers to supervise each activity?			
6 Have all parents / parishioners been made aware of the Diocesan Policy relating to Child Protection, how to make a complaint, Code Of Conduct etc..?			
7 Have all children / young people in the parish been made aware of who they can contact / talk to if they have a concern or worried about being harmed or abused?			
8 Have all staff and volunteers been recruited and selected in line with the policy guidance and legislative requirements regarding vetting?			
9 Are all parish facilities / premises used suitable for use in terms of Health and Safety standards?			
10 Have all non parish based activities / groups completed Club Audit form? Have all non parish based groups who rent / hire the parish premises provided evidence of their insurance to deliver the activity? Have all non parish based groups indicated that they have their own Child Protection Policy and are appropriately vetted?			
11 Are all records maintained by the CCC and other groups appropriately stored and up to date?			
12 Has the CCC an up to date data base (either manual or electronically stored) outlining key information regarding staff and volunteers: Name, Address, Date of birth, Contact number, Vetted and date, Trained and date, Freedom to Appoint letter and date and agreement to work to Code of Conduct and date?			
13 Have all visiting clergy gone through the same procedures prior to taking up duties: Letter from the Bishop of the visiting priest's Diocese (if outside of UK) confirming that he is of good standing, vetted and attended Parish Information Session if appropriate or have been provided with the Dioceses CP policy and the Code of Conduct ?			

# Appendix 2

## Self Audit of Safeguarding Standards Tool

<b>B Responding to concerns</b>	<b>In Place</b>	<b>Not fully in place (reasons)</b>	<b>Proposed</b>
1 Have all clergy, staff and volunteers had an opportunity to familiarise themselves with the safeguarding policy and procedures?			
2 Have all clergy, staff and volunteers been made aware of the procedure for reporting allegations or disclosures of abuse?			
3 Have all clergy, staff and volunteers signed their agreement to observe procedures?			
4 Have any clergy, staff and volunteers reported any allegations or disclosures of abuse. If yes, give details?			
5 Has the disciplinary procedure been invoked? If yes, give details			

<b>C Implementation of Diocesan Child Protection Policy</b>	<b>In Place</b>	<b>Not fully in place (reasons)</b>	<b>Proposed</b>
1 Have all clergy attended the new CP Training Programme (Safeguarding Children and Young People within the context of parish life) for priests in the Diocese?			
2 Have all CCC members attended a Parish Information Session?			
3 Have all parish staff and volunteers attended the Parish Information Session?			
4 Is information available to children, young people and their parents / carers about how to access support if they need to?			
5 Is the information leaflet - <i>What to do if you have a concern, suspicion or wish to make an allegation of child abuse</i> , accessible to parishioners (eg, displayed in the Church porch)?			
6 Have your parishioners been informed of the Diocesan policy, who the members of the CCC are, and an update on what the CCC have achieved to date and are planning to do?			
7 Has the CCC met with parish groups on a regular basis to ensure Codes of Conduct are up to date / in place?			
8 Has the CCC liaised and consulted with the Safeguarding Office as and when required to ensure and check best practice advice?			





# Appendix 3

## Diocesan Safeguarding Committee membership

### Very Rev Michael McGinnity

Chairperson of the Safeguarding Committee, Diocese of Down and Connor. He is also Parish Priest of St. Malachy's Parish, Belfast and has been the Family Ministry Director of the Diocese for 14 years. He also serves on the Management Committee of 'Families First', a registered charity that delivers parenting programmes to parents of preschool age children.

### Catriona Rooney

A fully qualified social worker. She has worked for the past 30 years in the field of statutory Family and Child Care service provision with extensive experience as a social work practitioner, manager and commissioner of training and service provision. Catriona has been involved from the outset in the development of the Diocesan safeguarding arrangements.

### Dr Danny Brennan Bsc. MB. BCh. FRCPsych.

Retired consultant psychiatrist with 25 years experience in General Adult Psychiatry in NHS. Previously based at the Mater Hospital Belfast now continues work with Mental Health Tribunals in Northern Ireland and with The Mental Health Commission in the Republic of Ireland.

### Brian Gibson

Retired Solicitor and a member of the Safeguarding Committee since 2007.

### Mary Cunningham

Management Officer (Human Resources). CCMS.

### Rev Joseph Rooney

A priest of the Diocese of Down and Connor. He holds a Licentiate in Canon Law (JCL) from the Pontifical Gregorian University, Rome. He has been working in the Diocesan Marriage Tribunal since 1987 and it is in his capacity as a Canon Lawyer that he sits on the Safeguarding Committee.

### Very Rev Eugene O'Hagan

A priest of the Diocese of Down and Connor. He holds a Licentiate in Canon Law (JCL) from the Pontifical Gregorian University, Rome. He has worked with the Safeguarding Office over several years. His role as Chancellor *ad interim* brings him into direct contact with all issues affecting the Diocese's support of the Safeguarding Office and its protection of young people.



# Appendix 4

## Diocesan Safeguarding Office members

### The Safeguarding Office

*The Safeguarding Office was formally established to co-ordinate and build upon the existing good work of safeguarding that had already taken place throughout the Diocese. The office now has four professional staff and administrative support staff.*

#### Barbara McDermott

Barbara is the Director for Safeguarding for the Diocese, acting in a line management capacity for the office staff as well as undertaking the duties of the Diocesan Designated Officer whose role is to receive and manage all allegations of abuse. Barbara was formally a Principal Social Worker in the statutory sector. She has 25 years experience in the field of Child Protection and has worked as a member of a multi-disciplinary team in reviewing child deaths as a result of child abuse. In the Diocese, her role is to develop and oversee the implementation of safeguarding practices for the Diocese and to liaise with the statutory agencies in relation to the management of cases and the development of best practice.

#### Jim Tracey

Jim Tracey is a professionally qualified social worker with 25 years experience commencing his career in residential child care and after care social work. Jim worked as Learning and Development Consultant in child protection with Barnardos for nine years and more recently with the NSPCC National Training Centre as Senior Training and Development Consultant for three years. This work included the provision of external consultancy and training to a broad range of agencies and organisations and the production of national and local statutory child protection training resources. Jim works part-time for the Safeguarding Office; is responsible for developing safeguarding policy and practice and providing advice, support and guidance for clergy and Child Care Committee members.

#### Imelda Henry

Imelda Henry is a recently retired statutory Child Protection Training Officer of 27 years experience (12 of which involved multi-agency child protection training). Imelda's background is in health and education, lecturing in Further Education Colleges and as a visiting

University lecturer. Imelda works part time for the Safeguarding Office; is responsible for the training and support needs of a range of groups and individuals across the diocese and providing advice and guidance on matters of safeguarding practice within parishes.

#### Andy Thomson

Andy is a retired senior Civil service officer with experience in the field of managing and sharing of information. He was a founding member of the Protection of Children and Vulnerable Adults vetting system for Northern Ireland and subsequently General Manager of the National Vetting Agency Access NI. Given his skills and background his role is to manage the vetting and barring arrangements for the six Northern Dioceses and he is accountable to the Northern Bishops. He works closely with and on behalf of the Diocesan Representatives from the other five Northern Dioceses. Andy also acts as a Designated Officer and assists Barbara with the receipt and management of allegations of abuse. He is currently involved in establishing protocols with Public Protection Arrangements for NI (PPANI) for offenders wishing to return to faith. Andy is a member of the Multi-Agency Local Adult Safeguarding Partnership.

### Other Team Members:

#### Maureen Clarke

Maureen provides the administrative support for the Safeguarding Office. She is a retired civil service worker.

#### Mary Foy

Mary provides the administrative support for the Catholic Church Northern Dioceses Vetting Office.

#### Natalie Gallagher

Natalie provides the administrative support for the Catholic Church Northern Dioceses Vetting Office and the Safeguarding Office.

# Appendix 5

## Support Persons and Advisers

### Support Persons

#### **Mrs Imelda Henry**

Recently retired statutory Child Protection Training Officer of 27 years experience (12 of which involved multi-agency child protection training). Imeldas' background is in health and education, lecturing in Further Education Colleges and as a visiting University lecturer.

#### **Mrs Sonia Hand**

Retired approved Mental Health Social Worker with approximately 25 years experience. She is also a qualified counsellor.

### Advisers

*The Bishop has appointed a number of Advisers in line with the National Board for Safeguarding Children Standards and Guidance This service is being developed to meet the requirements of the Diocese and the Standards.*

# Appendix 6

## Diocesan Advisory Panel Membership

#### **Mr Aidan Canavan**

Chair of Advisory Panel. Former Chair of the National Board for Safeguarding Children in Catholic Church in Ireland. Retired Solicitor.

#### **Dr Daniel Brennan**

Retired Consultant Psychiatrist

#### **Mrs Frances McNally**

Retired University Lecturer / Counsellor

#### **Dr Patrick McGeough**

General Practitioner

#### **Very Rev Eugene O'Hagan**

Diocesan Chancellor *ad Interim Canon Lawyer*

#### **Dr Paul Quinn**

Consultant psychiatrist.

*The Advisory Panel recently reviewed its membership to include two independent social workers;*

#### **Philip O'Hara**

Professional Social Worker

#### **Clare Joudeh**

Professional Social Worker.





# Appendix 7

## Diocese of Down and Connor Internal and Independent Review of the management of allegations, 31 October 2011.

### SECTION 1

#### 1.1 Introduction

- 1.1.1 In 2009 an internal review of practice was conducted by Mrs Barbara McDermott, Director for Safeguarding, and Mrs Catriona Rooney.
- 1.1.2 In the summer of 2011 Bishop Treanor, to ensure compliance of the Diocese with Standard 7 of the 'National Board for Safeguarding Children: Standards and Guidance Document for the Catholic Church in Ireland, commissioned an independent review into how the Diocese had handled all allegations made against a total of 38 priests (18 of whom are living, 20 of whom are deceased) over a fifty-year period (1961 to 2011).
- 1.1.3 The Review was conducted by **Marion Reynolds MBE, BSc, Dip Soc Work, CQSW, Cert Adv Soc Work**, an Independent Social Worker with 38 years' experience of working at practitioner, management, policy and commissioning grades within Health and Personnel Social Services at Trust, Board and Departmental levels; and **Dr John Devaney BA, MSc, PhD, CQSW, PQ Award, Advanced Award**, a Social Work academic with 23 years' experience at practitioner, management and commissioning levels.
- 1.1.4 The Reviewers were asked to examine the documentation held in respect of the allegations made. Unlimited access was afforded to the Diocesan Case Files.
- 1.1.5 The Report in its entirety was an independent report.

#### 1.2 Purpose of the Review

The purpose was:

- *To review the child protection procedures applied in relation to the investigation of allegations made against the 38 priests (18 of whom are living, 20 of whom are deceased);*
- *To quality assure the processes employed by the Diocese in its management of allegations made against its clergy;*
- *To ensure compliance of the Diocese with Standard 7 of the 'National Board for Safeguarding Children: Standards and Guidance Document for the Catholic Church in Ireland.*

#### 1.3 Scope of the Review

The Review was to consider:

- *The action taken by the Diocese in relation to the allegations as measured against the Child Protection Policy and Procedures pertaining at the time the allegations were brought to its attention;*
- *The steps taken to address safeguarding issues in respect of alleged respondents and their victims;*
- *Any further action required to address safeguarding issues identified in the course of the review;*
- *Any developments which could be put in place to enhance best practice in safeguarding.*

#### 1.4 Methodology

The methodology of the Review was established by the Safeguarding Office. It required:

- *The review of case material provided in respect of the allegations made against the priests;*
- *The consideration of the findings from an Internal Audit conducted by the Safeguarding Office in 2009;*
- *The assessment of actions taken in terms of the level of compliance with the Child Protection procedures extant when complaints came to the attention of the Diocese;*
- *The making of recommendations to enhance future practice.*

### SECTION 2

#### 2.1 Statistics

- 2.1.1 Over the past 50 years (1961 to 2011) the Diocese has handled a total of 40 complaints, allegations and suspicions raised against diocesan clergy. Two further complaints were received since the Review was completed.
- 2.1.2 The vast majority of complaints are historic and were reported to the Diocese on average 29 years after the alleged event. This finding is consistent with the recent findings of the John Jay College Research Team, John Jay College of Criminal Justice, the City University of New York, March 2011, into



# Appendix 7

## Diocese of Down and Connor Internal and Independent Review of the management of allegations, 31 October 2011.

“The Causes and Context of Sexual Abuse of Minors by Catholic Priests in the United States, 1950-2010”.

2.1.3 The current status of 20 living priests against whom allegations were made is as follows:

Current status	Number
In ministry	6*
Out of ministry pending outcome of civil/canonical process	8**
Out of Ministry following prosecution and conviction	2
Retired	4
<b>Total</b>	<b>20</b>

\* These six remain in ministry following the satisfactory conclusion of a civil and canonical investigation.

\*\* Two of these eight cases came to light post the Independent Review (cf. 2.1.1).

### SECTION 3

#### 3.1 Conclusions

- *The reviewers have identified significant improvement over time and especially in the last two years in the handling of allegations, complaints and suspicions against clergy;*
- *The level of contact with statutory authorities has improved greatly as has the legislative compliance, reporting and information sharing.*

### SECTION 4

#### 4.1 Recommendations

The Review urges the Diocese and the Safeguarding Office to take initiatives to ensure Child Protection in the following areas:

4.1.1 To continue to work closely with National Board and strive to widen scope of this work to include Vulnerable Adults;

4.1.2 To implement a file recording pro forma and case file structure;

4.1.3 To enhance monitoring and management of priests against whom allegations have been made;

4.1.4 To liaise with the Congregation for the Doctrine of the Faith and conduct the appropriate canonical process;

4.1.5 To review procedures to ensure that in all cases reporting is made to the Safeguarding Office without delay;

4.1.6 To review structures to enhance increased accountability in the work and operation of the Advisory Panel and the Safeguarding Office.

#### 4.2 Steps Taken

4.2.1 Many of the recommendations have already been implemented in part;

4.2.2 An “Implementation Group” has been created to develop the recommendations and apply them within the Diocese.

31st October 2011



# BEST PRACTICE IN SAFEGUARDING AND PROTECTING CHILDREN AND YOUNG PEOPLE AND THE ADULTS WHO WORK WITH THEM

**If you have a concern or worry  
about a child, young person or  
a vulnerable adult's welfare  
please contact**

**Barbara McDermott  
Diocesan Designated Officer  
Tel: 028 9049 2798**

**Diocese of Down and Connor  
Safeguarding Office  
Good Shepherd Centre  
511 Ormeau Road  
Belfast BT7 3GS**