

**Review of Safeguarding Practice**  
  
**in the**  
  
**Redemptorist Congregation**  
  
**undertaken by**

**The National Board for Safeguarding Children in the  
Catholic Church in Ireland (NBSCCCI)**

<p><b>This review was undertaken at the invitation of Fr. Michael Kelleher Provincial</b></p>
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**Date: September 2014**

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## **Background**

The National Board for Safeguarding Children in the Catholic Church in Ireland (NBSCCCI) was asked by the Sponsoring Bodies, namely the Episcopal Conference, the Conference of Religious of Ireland and the Irish Missionary Union, to undertake a comprehensive review of safeguarding practice within and across all the Church authorities on the island of Ireland. The purpose of the review is to confirm that current safeguarding practice complies with the standards set down within the guidance issued by the Sponsoring Bodies in February 2009, *Safeguarding Children: Standards and Guidance Document for the Catholic Church in Ireland* and that all known allegations and concerns had been appropriately dealt with. To achieve this task, safeguarding practice in each Church authority is to be reviewed through an examination of case records and through interviews with key personnel involved both within and external to a diocese or other authority.

This report contains the findings of the *Review of Safeguarding Practice within the Redemptorist Congregation* undertaken by the NBSCCCI in line with the request made to it by the Sponsoring Bodies. It is based upon the case material made available to the NBSCCCI reviewers by the Redemptorists, along with interviews with selected key personnel who contribute to safeguarding within the Redemptorist Congregation. The NBSCCCI believes that all relevant documentation for these cases was passed to the reviewers and the Provincial, Fr. Michael Kelleher has confirmed this.

The findings of the review have been shared with a reference group before being submitted to Fr. Kelleher, Provincial, along with any recommendations arising from the findings.

## **Introduction**

The Congregation of the Most Holy Redeemer, popularly known as The Redemptorists, was founded by an Italian, Alphonsus de Ligouri in 1732 in southern Italy to work among the poor and marginalised. The congregation has been active in Ireland since 1851 and it has ministries in both the Republic of Ireland and in Northern Ireland. The Redemptorists see their special call as being to preach the Word of God to those who are most on the margins of Church and society. The congregation has a membership world wide of approximately 5,300 men who live and work in 78 countries. Most of the membership is made up of ordained priests, but the congregation has a significant number of religious brothers as well. There is also a sister congregation called the Redemptoristines, which is an enclosed contemplative community of religious women.

Internationally the Redemptorists are organised into five Conferences , as follows:

Europe – (14 provinces, 2 vice-provinces, 3 regions and 2 missions);

North America – (5 provinces, 2 vice-provinces and 1 region);

Latin America and the Caribbean – (15 provinces, 8 vice-provinces, 2 regions and 1 mission);

Africa and Madagascar – (1 province, 4 vice-provinces, 2 regions and 4 missions); and

Asia-Oceania - (7 provinces, 5 vice-provinces, 3 regions and 2 missions).

A Superior General who is based in Rome oversees the work of the congregation. The current Superior General is a Canadian priest and he has been in office since November 2009.

The rather complex international structures of the congregation are explained on the Redemptorists' English language website at

<http://www.cssr.com/english/whoarewe/ourstructures-EN.shtml>

In 1975, there were 340 professed members of what is referred to as the *Dublin Province of the Redemptorists*. 75 new members have been professed since then for the *Dublin Province* (and some other students were trained in Ireland for other Units of the Congregation). On the island of Ireland there are at present, 107 members of the Redemptorists who make up the membership of the *Dublin Province*, one of the 14 Provinces in the European Conference. Of this number, four are currently abroad, but this number fluctuates. In addition to this number, somewhere between 30 and 40 Irish men are members of other Redemptorist Units around the world. The Dublin Province reached Provincial status in 1898. Fr. Michael Kelleher is the Provincial in the Dublin Province and he is assisted in his management role by two others, a Vicar Provincial and a second Ordinary Council member. The Provincial and his Ordinary Council colleagues are elected every four years; and the current Ordinary Council will cease to operate in January 2015 when the Provincial membership will vote in its successor.

Approximately 100 members of the Dublin Province are ordained priests, with the remainder being religious brothers.

The following table shows where the Redemptorists in Ireland live, as well as the number of members resident in each location.

### **Redemptorist Communities in Ireland**

<b>Name</b>	<b>Location</b>	<b>Number of members</b>
Marianella Community	Rathgar, Dublin 6	19
Mount Saint Alphonsus Community	Limerick	17
St. Joseph's Monastery and Parish	Dundalk	20
Clonard Monastery	Belfast	17
Esker Community	Athenry, Co. Galway	19
Scala Community	Cork	4
Most Holy Sacrament Parish	Cherry Orchard, Dublin	3
Assumption Parish	Ballyfermot, Dublin	3
St. Gerard's Parish	Belfast	2

The Marianella Community in Rathgar accommodates the Provincial Offices of the congregation.

The work of the Redemptorist Congregation is based on a commitment to preach the Gospel, especially to marginalised people. This is done through an ongoing cycle of large nine-day Solemn Novenas, such as those in Limerick, Dundalk, Belfast and Galway, as well as parish based Missions, and work in Mission Churches.

The Redemptorists run parishes in Dundalk, Dublin and Belfast, three of which have their own dedicated websites - <http://www.redemptoristsdundalk.ie/parish>, <http://www.cherryorchardparish.com>, and <http://www.stgerardsparish.com>. Child Safeguarding in these parishes is undertaken within the structures and policies of the respective Archdioceses of Armagh and Dublin and the Diocese of Down and Connor.

The Redemptorists carry out significant Youth Ministry activities and Youth Ministry Teams are based at their communities at Clonard in Belfast, Esker in Athenry, Co. Galway and Scala in Cork – further detailed information on the Redemptorists' Youth Ministry can be obtained on the respective websites for these three centres, at <http://www.clonard.com/youthministry1.html>, <http://www.redemptoristesker.ie> and <http://www.scala.ie>.

The Redemptorists maintain interest and responsibility in St. Clement's College in Limerick where they are the Trustees and are represented on the Board of Management.

Being a congregation dedicated to communicating, the Redemptorists operate a publications and communications undertaking, 'Redemptorist Communications', the centre for which is located on the Marianella campus in Dublin. Up until recently, two high quality publications, the magazine *Reality* and the youth magazine, *Face Up* were published and distributed by Redemptorist Communications. While *Reality* continues to be published, the May 2014 edition of *Face Up* was the last to be published after a run of 14 years. The <http://www.redcoms.org> website states that they are aiming to continue *Face Up* in an online format. Redemptorist Communications also produce booklets on prayer and meditation, scripture guides, pastoral guides to the sacraments, resource materials for children's religious education, parish newsletters and booklets, Mass cards and other themed religious cards.

The Redemptorist Monastery Community of Clonard in Belfast has been active over the last five decades in reconciliation work and has played a very important role in the peace process in Northern Ireland.

As described on the main Redemptorist website, <http://www.redemptorists.ie/about/what-we-do-2>

*Redemptorists also work in parishes and serve as chaplains in hospitals; minister to migrants and travellers; serve as counsellors and spiritual directors; teach theology and preach retreats to priests and religious, at home and abroad.*

Finally, since 2012, the Dublin Province of the congregation has assisted the development of a new mission in Mozambique in cooperation with the Vice-Province of Fortaleza in Brazil, which itself was originally founded by Irish Redemptorists. Irish Redemptorists from the Dublin Province are also working abroad in the Philippines, India, Brazil, Siberia and Rome, as well as in Mozambique.

In conducting this review, the reviewers met with and interviewed the Provincial and his Council member confreres; the Designated Person for Child Safeguarding, who also takes responsibility for Garda vetting in the Republic of Ireland and for some Victim Support / Outreach work; the Deputy Designated Person; two Trainers, one of whom is also the Safeguarding Coordinator and Chair of the Safeguarding Committee, and who takes responsibility for Access NI vetting in Northern Ireland; a Priest Adviser (telephone interview) and members of the Safeguarding Committee. Representatives of the statutory child protection services were either interviewed over the phone, or were communicated with by letter. (The titles *Designated Person* and *Designated Officer* are used interchangeably in this report).

## **STANDARDS**

This section provides the findings of the review. The template employed to present the findings are the seven standards, set down and described in the Church's *Safeguarding Children: Standards and Guidance Document for the Catholic Church in Ireland*. This guidance was launched in February 2009 and was endorsed and adopted by all the Church authorities that minister on the island of Ireland, including the Redemptorist Congregation. The seven standards are:

**Standard 1** A written policy on keeping children safe

**Standard 2** Procedures – how to respond to allegations and suspicions in the Republic of Ireland and Northern Ireland

**Standard 3** Preventing harm to children:

- recruitment and vetting
- running safe activities for children
- codes of behaviour

**Standard 4** Training and education

**Standard 5** Communicating the Church's safeguarding message:

- to children
- to parents and adults
- to other organisations

**Standard 6** Access to advice and support

**Standard 7** Implementing and monitoring the standards.

Each standard contains a list of criteria, which are indicators that help decide whether this standard has been met. The criteria give details of the steps that a Church organisation - diocese or religious order - needs to take to meet the standard and ways of providing evidence that the standard has been met.

## **Standard 1**

### **A written policy on keeping children safe**

*Each child should be cherished and affirmed as a gift from God with an inherent right to dignity of life and bodily integrity, which shall be respected, nurtured and protected by all.*

Compliance with Standard 1 is only fully achieved when a congregation meets the requirements of all nine criteria against which the standard is measured.

### **Criteria**

<b>Number</b>	<b>Criterion</b>	<b>Met fully or Met partially or Not met</b>
<b>1.1</b>	The Church organisation has a child protection policy that is written in a clear and easily understandable way.	Met fully
<b>1.2</b>	The policy is approved and signed by the relevant leadership body of the Church organisation (e.g. the Bishop of the diocese or provincial of a religious congregation).	Met fully
<b>1.3</b>	The policy states that all Church personnel are required to comply with it.	Met fully
<b>1.4</b>	The policy is reviewed at regular intervals no more than three years apart and is adapted whenever there are significant changes in the organisation or legislation.	Met fully
<b>1.5</b>	The policy addresses child protection in the different aspects of Church work e.g. within a church building, community work, pilgrimages, trips and holidays.	Met fully
<b>1.6</b>	The policy states how those individuals who pose a risk to children are managed.	Met fully
<b>1.7</b>	The policy clearly describes the Church's understanding and definitions of abuse.	Met fully
<b>1.8</b>	The policy states that all current child protection concerns must be fully reported to the civil authorities without delay.	Met fully
<b>1.9</b>	The policy should be created at diocese or congregational level. If a separate policy document at parish or other level is necessary this should be consistent with the diocesan or congregational policy and approved by the relevant diocesan or congregational authority before distribution.	Met fully



The Redemptorist Council members explained to the reviewers that the congregation had adopted a three-part approach to child safeguarding:

- Promoting awareness
- Prevention
- Protocols for crisis intervention

They spoke with conviction about the need for their congregation to be serious about child safeguarding if their Youth Ministry is to be undertaken effectively and with integrity.

In terms of the timeline for the development of a congregational policy and procedures, the Redemptorists provided evidence of having circulated a document among the membership of the Dublin Province as early as October 1994, which was the Irish Church's consultation paper, *Notes for a Policy Document*. Soon after the *Child Sexual Abuse - Framework for a Church Response* guidance was published in early 1996, the Redemptorists produced their own document, *Congregation of the Most Holy Redeemer Dublin Province – A Policy Statement Regarding Allegations of Child Sexual Abuse* in May 1996, and this was circulated by the Provincial at that time under a cover letter dated May 5<sup>th</sup> 1996. This policy was to be used in conjunction with the *Framework* document.

It was 2011 before the Redemptorists iterated their next written child safeguarding guidance – *Safeguarding Handbook: Policy and Procedures for Safeguarding and Promoting the Welfare of Children*. This was reviewed and revised in 2013 and was formally adopted on August 31<sup>st</sup> of that year under the slightly longer title, *The Redemptorists in Ireland - Safeguarding Handbook: Policy and Procedures for Safeguarding and Promoting the Welfare of Children – Revised September 2013*. This comprehensive and clearly set out A4 document has 67 pages of relevant and easily read text, prefaced by a full Table of Contents.

In 2014, the Redemptorists produced and circulated a summary document in A5 format, *The Redemptorists in Ireland – Safeguarding Children and Young People*, which contains eight pages of text. The development of this very easily read and portable short document is commended.

The web page, [www.redemptorists.ie/safeguarding-children-young-people](http://www.redemptorists.ie/safeguarding-children-young-people) carries both of these guidance documents. The same web page also contains a link to the following statement:

***Safeguarding and Promoting the Welfare of Children Policy Statement of the Redemptorists in Ireland***

*All Redemptorists, as well as their co-workers and volunteers, value and encourage the participation of children and young people in their pastoral ministry and in activities that enhance their spiritual, physical, emotional and social development. They recognise the dignity and rights of all children and are committed to their*

*support and safeguarding. Redemptorists undertake to do all in their power to create a safe environment for children and young people and to ensure their protection from neglect and from physical, sexual and emotional abuse.*

The statement continues with a commitment to certain courses of action:

***The Redemptorists are committed to:***

1. ***Best practice*** in ensuring the safeguarding of children and young people, protecting their rights and promoting their welfare.
2. ***Minimising*** risks in order to safeguard the interests of children and young people.
3. ***Ensuring that*** all Redemptorists, and their paid employees and volunteers, are carefully recruited, selected, trained, supported and supervised.
4. ***Ensuring that*** all Redemptorists, their paid employees and volunteers are aware of, trained in and work to the Code of Behaviour for Children.
5. ***Supporting*** all victims of abuse.
6. ***Working closely with statutory authorities to ensure that all allegations of abuse are dealt with justly and promptly.***

This policy statement then invites anyone who has a concern about the welfare of children and young people to contact the Designated Officer and provides his name and contact details.

In relation to the requirements of Standard 1, the Redemptorists fully meet Criterion 1.1. The 2014 policy and procedures document is signed by the Provincial, Fr. Michael Kelleher CSsR at the foot of a one-page Safeguarding Declaration. This declaration contains the unambiguous statement that

*All Redemptorists, as well as their employees, lay associates and volunteers are required to comply with the Safeguarding Handbook.*

A similar statement is made in the Foreword to the document, where in bold type it is stated that

***All Redemptorists of the Dublin Province, their co-workers and volunteers, as well as visiting Redemptorists involved in ministry in Ireland, are required to comply with the policy and procedures outlined in this handbook.***

It also contains a commitment to a revision in or before 2016. This, along with the review and revision of the 2011 document in 2013 are sufficient to satisfy the requirement that the policy be reviewed at regular intervals, no more than three years apart.

On the basis of the evidence seen by the reviewers, Criteria 1.2, 1.3 and 1.4 are fully met.

The Redemptorists have developed a form to be signed by everyone who receives a copy of their *Safeguarding Handbook*, which is reproduced as Appendix 5 of that document.

The form is headed *Acceptance of the Safeguarding Handbook, Code of Behaviour and Best Practice guidance* and it is a declaration form for all Redemptorists, their employees, co-workers and volunteers. The declaration at the end of the one-page form has to be signed, witnessed and dated, and it states that:

*I have read, understood and accept the Redemptorist Safeguarding Handbook, including the Code of Behaviour for Adults and Best Practice guidance.*

This procedure and recording is commended.

Criterion 1.5 necessitates that a congregation takes steps to ensure that all of its ministries and activities are covered by its child safeguarding policy and procedures. The 2014 *Safeguarding Handbook* provides a very good generic template that can be applied to all Redemptorist works and projects in Ireland. To supplement this, however, the congregation has also produced site specific child safeguarding guidance for all of its centres where young people attend and each Redemptorist Community has its own Safeguarding Representative. The websites for all of the centres where Youth Ministry Teams are based contain the following documents for ease of reference:

- *Best Practice in Safeguarding Child Young People and Vulnerable Adults*
- *Code of Behaviour for ALL Redemptorists, their employees, volunteers and others in contact with children*
- *Policy Statement of the Redemptorists in Ireland*
- *The Redemptorist Community Local Safeguarding Representatives*
- *Safeguarding Children - Standards and Guidance Document for the Catholic Church in Ireland.*

The reviewers are satisfied that Criterion 1.5 is met fully. These provisions also ensure that Criterion 1.9 is met fully.

Pages 40 to 46 of the 2014 Redemptorists' *Safeguarding Handbook* set out in logical order and great clarity what is done in relation to how those about whom a child safeguarding concern is received are subsequently treated. The section is entitled *Appendix 1: Procedure for Dealing with Allegations of Child Abuse against Redemptorists*.<sup>1</sup> This section is one of the best so far seen by the reviewers and meets the requirements of Criterion 1.6 fully. The emphasis in this section on the paramountcy of the safety of children is commended.

The 2014 *Safeguarding Handbook* places the definitions of child abuse in a wider context in its Chapter 3, which is headed *The Three Rs*, which are **Recognising** Child Abuse, **Responding** to a disclosure of alleged sexual abuse and **Reporting** Child Abuse. It has become common practice for Church authority child safeguarding policy and procedures

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<sup>1</sup> *Redemptorists in Ireland - Safeguarding Handbook: Policy and Procedures for Safeguarding and Promoting the Welfare of Children – Revised September 2013. Pages 40-46*

documents to present the definitions of types of child abuse in their appendices. The manner of explaining child abuse adopted by the Redemptorists in their handbook is commended and it ensures that Criterion 1.7 is met fully.

Both in its description of the role of the Designated Officer (page 12) and in the aforementioned *Appendix 1: Procedure for Dealing with Allegations of Child Abuse against Redemptorists*, the need to report child safeguarding concerns to the civil authorities is described. The *Safeguarding and Promoting the Welfare of Children Policy Statement of the Redemptorists in Ireland* already discussed also contains a commitment to work closely with statutory authorities to ensure that all allegations of abuse are dealt with justly and promptly. On this basis, Criterion 1.8 is deemed to be met fully.

The Redemptorists are commended for the quality of their child safeguarding policy and procedures documentation.

## **Standard 2**

### **Management of allegations**

*Children have a right to be listened to and heard: Church organisations must respond effectively and ensure any allegations and suspicions of abuse are reported both within the Church and to civil authorities.*

Compliance with Standard 2 is only fully achieved when a congregation meets the requirements of all seven criteria against which the standard is measured.

### **Criteria**

<b>Number</b>	<b>Criterion</b>	<b>Met fully or Met partially or Not met</b>
<b>2.1</b>	There are clear child protection procedures in all Church organisations that provide step-by-step guidance on what action to take if there are allegations or suspicions of abuse of a child (historic or current).	Met fully
<b>2.2</b>	The child protection procedures are consistent with legislation on child welfare civil guidance for child protection and written in a clear, easily understandable way.	Met fully
<b>2.3</b>	There is a designated officer or officer(s) with a clearly defined role and responsibilities for safeguarding children at diocesan or congregational level.	Met fully
<b>2.4</b>	There is a process for recording incidents, allegations and suspicions and referrals. These will be stored securely, so that confidential information is protected and complies with relevant legislation.	Met fully
<b>2.5</b>	There is a process for dealing with complaints made by adults and children about unacceptable behaviour towards children, with clear timescales for resolving the complaint.	Met fully
<b>2.6</b>	There is guidance on confidentiality and information-sharing which makes clear that the protection of the child is the most important consideration. The Seal of Confession is absolute.	Met fully
<b>2.7</b>	The procedures include contact details for local child protection services e.g. (Republic of Ireland) the local Health Service Executive and An Garda Síochána; (Northern Ireland) the local health and social services trust and the PSNI.	Met fully

**Table 1**

**Incidence of safeguarding allegations received within the Redemptorist Congregation against priests and brothers, from 1<sup>st</sup> January 1975 up to time of review.**

<b>Item</b>	<b>Category</b>	<b>Number</b>
<b>1.</b>	Number of Congregational priests and brothers against whom allegations have been made since the 1 <sup>st</sup> January 1975 up to the date of the review.	<b>13</b> <b>(7 priests and 6 Brothers)</b>
<b>2.</b>	Total number of allegations received by the Congregation since 1 <sup>st</sup> January, 1975.	<b>24</b> <b>(including 5 unidentified)</b>
<b>3.</b>	Number of allegations reported to An Garda Síochána/PSNI involving priests and brothers since 1 <sup>st</sup> January 1975.	<b>24</b>
<b>4.</b>	Number of allegations reported to the TUSLA/ HSE/HSC (or the Health Boards which preceded the setting up of the HSE,) involving priests and brothers of the Congregation since 1 <sup>st</sup> January 1975.	<b>24</b>
<b>5.</b>	Number of priests and brothers (still members of the Congregation) against whom an allegation was made and who were living at the date of the review.	<b>4</b>
<b>6.</b>	Number of priests and brothers against whom an allegation was made and who are deceased.	<b>6</b>
<b>7.</b>	Number of priests and brothers against whom an allegation has been made and who are in ministry.	<b>2</b>
<b>8.</b>	Number of priests and brothers against whom an allegation was made and who are out of ministry, but are still members of the Congregation.	<b>1</b>
<b>9.</b>	Number of priests and brothers against whom an allegation was made and who are retired.	<b>1</b>
<b>10.</b>	Number of priests and brothers against whom an allegation was made and who have left the Congregation/ priesthood/brotherhood.	<b>3</b>
<b>11.</b>	Number of priests and brothers of the Congregation who have been convicted of having committed an offence or offences against a child or young person since the 1 <sup>st</sup> January 1975.	<b>0</b>

**Footnote:** The term allegation in this table includes complaints and expressions of concern

While canon law differentiates between ordained priests and non-ordained religious brothers, for the purpose of this Table, both types of congregational members are counted together.

The reviewers had access to the case files of all of the child safeguarding concerns. A total of 13 Redemptorists (seven priests and six religious brothers) were named as men about whom a child safeguarding concern arose. In addition to these, it was alleged that a further five Redemptorists had been abusive, but the complainants were not able to identify the person whom they alleged had abused them. A total of 24 people came forward in the 39-year period covered by this review to make a complaint or raise a concern. The identity of one of these people was never shared with the congregation.

The period in which the abuse is alleged to have taken place is from 1957 to 1995. This means that the Redemptorists have received no information suggesting that any of their members has been involved in a child safeguarding incident in the last 19 years.

The period in which concerns about child safeguarding have been reported to the Redemptorist Congregation is from 1993 to 2014. This indicates a significant time lag between the alleged incident and a complainant coming forward. The number of complaints received each year varies between none and four, and there is no discernable pattern that might explain the variation in these figures.

In the cases of the 13 Redemptorists who were identified by the complainants, four were already dead at the time of the complaint. A further two congregational members were alleged to have abused someone outside the island of Ireland. In these six cases, the timing of reporting to the relevant police force and statutory child protection social service was affected by these circumstances.

Looking at the 15 complaints received about the other seven congregational members, 9 of these were reported to the statutory authorities in a timely manner and all of these complaints were made in the period 2010 to 2014. In the case of six complaints, there was an unacceptable delay in reporting these complaints to the relevant police force. These complaints had been received in the period 1993 to 2006. There was also a delay in the reporting of six complaints to the relevant statutory child protection social services. These figures show that over time, the Redemptorist Congregation has significantly improved its performance in making appropriate and timely reports to the statutory authorities.

The reviewers had the opportunity to read all of the case files on the 24 complaints received and to ask for clarification from safeguarding personnel if required in any case. From this detailed review of the records of the management of complaints by the Redemptorist Congregation, the reviewers are of the opinion that the handling of cases involving four congregational members was not sufficiently robust and effective; the reviewers would also wish to acknowledge increasing responsiveness by the Designated Officer in his outreach and support to complainants and in improved risk assessment of priest respondents at a time when safeguarding structures and processes in the Irish Church were much less well developed. These four men account for seven complaints. The issues that the reviewers have identified and discussed with safeguarding personnel in the Redemptorist Congregation include delays in reporting to statutory authorities, information available on file not being utilised effectively, or insufficient information

recorded on file; and safety plans (a written strategy for monitoring, supervising and supporting the man about whom a child safeguarding concern has been raised) not being put in place promptly. These four cases were brought to the attention of the congregation in the period 1982 to 2002.

In order to give a fair and objective assessment of the performance of the Redemptorist Congregation in child safeguarding, the reviewers also need to record that the three surviving men whose cases could have been better managed are now all subject to supervised living regimes in which they do not have any access to children. The safety plans that relate to these three men have been in place since 2005, 2008 and 2009 respectively.

All child safeguarding concerns that were brought to the attention of the Redemptorist Congregation were professionally reviewed in 2003 and any cases where concerns about case management were identified were referred to the Advisory Panel for review and decision. This was a largely successful exercise in ensuring that any extant risks were dealt with.

The reviewers would also wish to record that the majority of the cases reviewed have been well managed by the Redemptorist Congregation and evidence of very good practice is acknowledged. Among the elements of such practice noted are sensitive and appropriate outreach and support to complainants; prompt reporting to the statutory authorities; well-timed referral to and use of advice from the Advisory Panel and other specialist resources; good risk assessment in relation to the respondent priest or religious brother; good interagency communication and cooperation; effective therapeutic and other interventions with the man about whom child safeguarding concerns have been raised; and rational and balanced use of criminal, civil and canon law advice. It is very clear that the standard of child safeguarding practice has improved over time and especially in the last five or six years.

During the period under review, three Redemptorist priests about whom a child safeguarding concern had arisen chose to leave the Congregation.

No member of the Redemptorist Congregation has been charged with or convicted of an offence against a child.

The reviewers also examined all files generated by the Redemptorist Congregation on concerns that were deemed not to have reached the threshold at which they could be considered as a child safeguarding case. There are 14 such files. The reviewers are satisfied that 13 of these files are appropriately categorised and that insufficient information was available to proceed with a case management approach by the congregation. The difficulties that arose included: there being no complainant but third-party disquiet; or a complainant not making themselves available to be interviewed; or that there was no Redemptorist member of the name provided and efforts to identify anyone else were unsuccessful; or the matters raised did not meet any accepted description of abusive behaviour.



In the case of one of these 14 files, the reviewers have recommended to the Provincial and the Designated Person that the file be re-categorised as a child safeguarding file. In order to support this contention a detailed process of reviewing the file and discussing its contents was undertaken and clear guidance has been provided. No current risk to children was involved in this case, but there has been important learning about the need to seek expert professional information and advice in situations which were confused and confusing and for clear and decisive early intervention.

Standard 2 deals with the architecture of safeguarding, in terms of appropriate structures and processes being in place in a Church authority and the criteria by which compliance is measured are very straightforward. Comment has been made above on the actions taken historically by the Redemptorists in dealing with allegations of clerical child sexual abuse. The congregation has in place a clear and comprehensive guidance document for the management of such situations were they to arise in the present and the future. The policy and procedures document is compliant with legislative requirements and practice guidance in both the Republic of Ireland and in Northern Ireland.<sup>2</sup> It is the view of the reviewers that Criteria 2.1 and 2.2 are met in full.

The reviewers met and interviewed the Designated Officer (DO) and the Deputy Designated Officer (D/DO) for the Redemptorists and found them to be knowledgeable and experienced and competent in their safeguarding roles. The tasks to be undertaken by the DO and D/DO in his absence, are clearly specified and explained in Chapter 1 of the *Safeguarding Handbook*. This chapter also describes and explains the roles of the Local Safeguarding Representative, the local Redemptorist community superior, the Safeguarding Committee, the Support Person for the complainant and the Advisor for the respondent congregational member. Criterion 2.3 is met fully.

As described at the beginning of this report, the reviewers had access to all case file records in the Redemptorist Congregation. These files are well structured and maintained and are comprehensive in nature. They are properly stored in locked cabinets in a locked room in a section of the building that is alarmed and access to them is restricted and supervised. Therefore Criterion 2.4 is met fully.

Appendix 2 of the *Safeguarding Handbook* is entitled *Complaints and Whistle Blowing Policy and Procedures*. This is one of the best examples of a well thought out procedure that the reviewers have come across in a Church authority. In Section 9 of Appendix 2, the specific procedure for dealing with complaints is set out, including the timeframe within which actions will be taken. Criterion 2.5 is fully met.

The *Safeguarding Handbook* in Chapter 3, page 35 has articulate paragraphs on *Confidentiality and Disclosure of Allegations of Abuse*, and on *The Seal of Confession*. Criterion 2.6 is fully met as a result.

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<sup>2</sup> *Children First* (2011) Department of Children and Youth Affairs, Rep. of Irl: *Cooperating to Safeguard Children* (2003), Department of Health, N.I.

As mentioned previously, the Redemptorist Congregation has both a full policy and procedures document, its *Safeguarding Handbook*, which is complemented by the shorter summary document, *Safeguarding Children and Young People*. Both have contact details for the statutory child protection services and police forces in both the Republic of Ireland and Northern Ireland. On page 53 of the safeguarding handbook, there is a full table listing of the relevant statutory services to be contacted for each of the seven Redemptorist communities (Clonard and St. Gerard's Parish, and Cherry Orchard and Ballyfermot Parishes are bracketed together in this table as the contact details are the same for each). There is more general but sufficient information presented on page 10 of the summary document. On this basis Criterion 2.7 is fully met.

### **Standard 3**

#### **Preventing Harm to Children**

*This standard requires that all procedures and practices relating to creating a safe environment for children be in place and effectively implemented. These include having safe recruitment and vetting practices in place, having clear codes of behaviour for adults who work with children and by operating safe activities for children.*

Compliance with Standard 3 is only fully achieved when a congregation meets the requirements of all twelve criteria against which the standard is measured. These criteria are grouped into three areas, safe recruitment and vetting, codes of behaviour and operating safe activities for children.

#### **Criteria – safe recruitment and vetting**

<b>Number</b>	<b>Criterion</b>	<b>Met fully or Met partially or Not met</b>
<b>3.1</b>	There are policies and procedures for recruiting Church personnel and assessing their suitability to work with children.	Met fully
<b>3.2</b>	The safe recruitment and vetting policy is in line with best practice guidance.	Met fully
<b>3.3</b>	All those who have the opportunity for regular contact with children, or who are in positions of trust, complete a form declaring any previous court convictions and undergo other checks as required by legislation and guidance and this information is then properly assessed and recorded.	Met fully

#### **Criteria – Codes of behaviour**

<b>Number</b>	<b>Criterion</b>	<b>Met fully or Met partially or Not met</b>
<b>3.4</b>	The Church organisation provides guidance on appropriate/ expected standards of behaviour of, adults towards children.	Met fully
<b>3.5</b>	There is guidance on expected and acceptable behaviour of children towards other children (anti-bullying policy).	Met fully

<b>3.6</b>	There are clear ways in which Church personnel can raise allegations and suspicions about unacceptable behaviour towards children by other Church personnel or volunteers ('whistle-blowing'), confidentially if necessary.	Met fully
<b>3.7</b>	There are processes for dealing with children's unacceptable behaviour that do not involve physical punishment or any other form of degrading or humiliating treatment.	Met fully
<b>3.8</b>	Guidance to staff and children makes it clear that discriminatory behaviour or language in relation to any of the following is not acceptable: race, culture, age, gender, disability, religion, sexuality or political views.	Met fully
<b>3.9</b>	Policies include guidelines on the personal/ intimate care of children with disabilities, including appropriate and inappropriate touch.	Met fully

**Criteria – Operating safe activities for children**

<b>Number</b>	<b>Criterion</b>	<b>Met fully or Met partially or Not met</b>
<b>3.10</b>	There is guidance on assessing all possible risks when working with children – especially in activities that involve time spent away from home.	Met fully
<b>3.11</b>	When operating projects/ activities children are adequately supervised and protected at all times.	Met fully
<b>3.12</b>	Guidelines exist for appropriate use of information technology (such as mobile phones, email, digital cameras, websites, the Internet) to make sure that children are not put in danger and exposed to abuse and exploitation.	Met partially

The Redemptorist Congregation is very involved in Youth Ministry, with 20 people employed in this work and it is responsible for three parishes. These ministries give the congregation members access to children and young people, which makes the criteria under Standard 3 of particular importance. These criteria are about what proactive steps a Church authority takes to protect children and young people involved with it.

The reviewers are satisfied that the Redemptorist Congregation is fully compliant with all but one of the criteria by which Standard 3 is measured and the evidence for this will be presented here.

The careful recruitment of staff and volunteers who work with or have access to children and young people is a key safeguarding activity. The person who acts as the Designated Person is also retained by the Redemptorists to deal with Human Resource issues and he has authored the congregations *Employee Handbook* (May 2009). In the Introduction to this 43-page document, there is a section headed *Child Protection and Safeguarding*. This is reproduced here as it is a clear statement of the policy and practice of the Redemptorists in the area of recruitment.

***Child Protection and Safeguarding***

*The Redemptorists are committed to ensuring the safeguarding of children in all their pastoral activities and in their Communities and Churches. They have fully endorsed “Safeguarding Children Standards and Guidance for the Catholic Church in Ireland, 2009. Nothing in this document should be taken to contradict or take in any way from this policy commitment.*

*In line with this commitment, the Redemptorists expect that any employee who is concerned that a child has been or is being assaulted, ill-treated, neglected or sexually abused, will report their concern to the Local Safeguarding Representative for the Redemptorist Community in which they work, or to the HSE or the Gardai.*

*With a view to ensuring the safeguarding of children, the Redemptorists also reserve the right to seek Garda clearance in respect of current employees or applicants for employment with them.<sup>3</sup>*

The inclusion of this clear statement early in the *Employee Handbook* is commended, as it is important for child safeguarding to be placed in an overall context and not to be seen as a separate area of interest. (A similar statement is contained in the Northern Ireland version of the *Employee Handbook*).

Two detailed pages of the Redemptorists’ *Safeguarding Handbook* are devoted to Safe Recruitment and Vetting Practices and these are set out in line with the excellent and easily followed checklist of questions to the person/people who are engaged in a recruitment exercise that are contained in the NBSCCCI *Safeguarding Children: Standards and Guidance Document for the Catholic Church in Ireland*, Resource 3, pages 63 – 66. Criterion 3.1 is fully met.

The Redemptorists have two people involved in the Garda vetting task, one for communities and activities in the Republic of Ireland and the other for Northern Ireland. The reviewers met with and interviewed both people and also examined the vetting protocols and files. Garda and Access NI vetting is up to date on all Redemptorist members, employees and volunteers who have regular contact with children and young people and who are in a position of trust in relation to children and young people. The Northern Vetting Office acts as a central ‘clearing house’ for all Church vetting in

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<sup>3</sup> Redemptorist Employee Handbook (Republic of Ireland) May 2009, p. 4.

Northern Ireland and the Redemptorists use and benefit from this excellent service. Criterion 3.2 is fully met.

Police clearance takes time and a second method of checking whether an applicant for a position has a criminal record is to have them complete a Declaration Form about any criminal convictions they may have.<sup>4</sup> This is routinely done in the Redemptorists, as is having applicants complete a detailed application form and requiring supportive references. Copies of the pro-forma forms are reproduced in the safeguarding handbook as Appendices 7, 8 and 9. Criterion 3.3 is fully met.

The Redemptorists' *Safeguarding Handbook* contains very comprehensive Codes of Behaviour, for members, staff, volunteers and young people. The Code of Behaviour for Redemptorists, Co-workers & Volunteers is contained on page 21. It is headed by the following statement:

*This Code of Behaviour must be formally agreed to and signed by all Redemptorists, their employees, co-workers and volunteers on joining or participating in activities involving children and young people, using the Acceptance of Safeguarding Handbook Declaration Form in Appendix 5, page 54.*

This requirement is commended as it reinforces the importance of the code. The code is followed by a 5-page presentation of *Best Practice in Working with Children and Young People*. This very extensive section contains guidance on general conduct towards children and young people, respect for physical integrity, respect for privacy, and meetings with children and young people; and it then goes on to deal with children with special needs, children with disabilities and vulnerable children. It provides guidance on the supervision ratios of adults to young people that are required for different situations; it suggests how disruptive behaviour can best be managed; it covers health and safety and the use of computers; and it finishes with a section on pilgrimages and trips away from home. The summary booklet, *Safeguarding Children and Young People* also contains a section with similar guidance. Due to the clear and comprehensive nature of the guidance produced and made available by the Redemptorists, Criteria 3.4, 3.5, 3.7, 3.9, 3.10 and 3.11 are fully met.

The safeguarding handbook at Appendix 2 contains a five-page section on *Complaints and Whistle Blowing Policy and Procedures* which is an exemplar for this area of safeguarding practice. It ensures that Criterion 3.6 is met fully.

A Code of Behaviour / Group Rules for Children & Young People is produced on page 27 of the *Safeguarding Handbook*. The information provided is to assist those running events for children and young people to engage them in the development of their own code as part of their involvement and suggestions are made as to what such a code would be expected to contain. The reviewers saw evidence of this having been done in practice.

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<sup>4</sup> *Safeguarding Handbook*, Appendix 8: Confidential Declaration Form for Applicants for Voluntary / Paid Employment with Children and Young People, p. 60.

This section meets the requirements of Criterion 3.8, as it relates to children and young people. The adult compliance with this criterion is covered both in the *Safeguarding Handbook*, as described above, and also in the Redemptorist *Employee Handbook* in its *Dignity at Work Policy* section. Criteria 3.5 and 3.8 are fully met.

The Safeguarding Handbook contains a section on the *Use of Computers*.<sup>5</sup> There is also a reference in the handbook in the section on *Respect for Privacy* (page 23) to the restrictions on taking photographs of children. These two sections show an awareness of the use of electronic media as possible areas of risk. The reviewers however would like to see a more comprehensive and robust guidance on the appropriate use of all information technology in order that the full requirements of Criterion 3.11 can be met. On the basis of what has been done to date, Criterion 3.11 is met partially.

### **Recommendation 1**

**That the Dublin Province of the Redemptorists, through its Safeguarding Committee develop comprehensive safeguarding guidance on the use of all types of information technology and electronic media.**

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<sup>5</sup> *Redemptorists in Ireland - Safeguarding Handbook: Policy and Procedures for Safeguarding and Promoting the Welfare of Children – Revised September 2013, p. 25*

## **Standard 4**

### **Training and Education**

*All Church personnel should be offered training in child protection to maintain high standards and good practice.*

#### **Criteria**

<b>Number</b>	<b>Criterion</b>	<b>Met fully or Met partially or Not met</b>
<b>4.1</b>	All Church personnel who work with children are inducted into the Church's policy and procedures on child protection when they begin working within Church organisations.	Met fully
<b>4.2</b>	Identified Church personnel are provided with appropriate training for keeping children safe with regular opportunities to update their skills and knowledge.	Met fully
<b>4.3</b>	Training is provided to those with additional responsibilities such as recruiting and selecting staff, dealing with complaints, disciplinary processes, managing risk, acting as designated person.	Met fully
<b>4.4</b>	Training programmes are approved by National Board for Safeguarding Children and updated in line with current legislation, guidance and best practice.	Met fully

The Redemptorists consider that training is an integral part of the necessary awareness raising that increases safety for children and young people. The reviewers met with two of the four Child Safeguarding Trainers who work within the Redemptorist Congregation, and they also had the opportunity to discuss training with the Safeguarding Committee members. In addition, the reviewers had access to the training file records for the congregation. The Redemptorists have trainers in Belfast, Dublin and Cork, (where there are two). Though based in Belfast, Dublin and Cork, they provide training all over the island of Ireland.

There has been child safeguarding training in the Redemptorist Congregation since 1994, when a concern arose about one priest member. An outside training consultant was engaged by the congregation at that time to assist with the awareness-raising of clerical child sexual abuse as an issue of concern.

One of the trainers interviewed by the reviewers has been associated with the Redemptorists for 13 years, working in Youth Ministry. She and others undertook specific training in Canada in a particular Youth Ministry Training programme, which she then helped the Redemptorists to introduce to Ireland and later to Scotland. The



second trainer, who also acts as Chair of the Safeguarding Committee, has been invited to advise on the development of safeguarding training and policy in the Redemptorists at European level. It was clear from speaking with these two trainers that the Redemptorist Congregation has invested significantly in its training operation and is open to learning from and sharing experiences and developments in other countries.

The Safeguarding Committee coordinates safeguarding training within the congregation. All congregational members, employees, co-workers and volunteers have done the basic Child Safeguarding Information session. All people within the congregation's activities who have a ministry to children and young people have undertaken a full-day Child Safeguarding Training session. Members and staff who have specific child safeguarding roles have benefitted from additional specialist training, with the National Board for Safeguarding Children in the Catholic Church in Ireland (NBSCCCI) as well as other organisations; this includes the four trainers who have successfully completed the NBSCCCI's *Train-the-Trainers* course and who are accredited trainers. There is a good data base created and updated that indicates the training status of all personnel.

The extent of the training requirement is huge. For instance, in the Clonard monastery in Belfast there are in excess of 90 people involved in the liturgy in one role or another, all of whom have had to be provided with basic training. The very large Solemn Novenas that the Redemptorists run in various locations are supported by hundreds of volunteer stewards who help manage the safe passage of people into and out of car parks and churches. Some of these volunteers have received basic child safeguarding training, and there are plans in place to train the remainder.

The trainers interviewed spoke of the need for child safeguarding training to be placed in a wider societal context, so that keeping children and young people safe is not seen as just a Church-specific concern. They also spoke of their encouraging people to be aware of their need to keep themselves safe, while keeping children and young people safe. They confirmed that they do read and assimilate the feedback that they receive in written form from people attending training courses and that they have tweaked the content or approach as a result from time to time.

All Redemptorist priests who return to Ireland from ministering abroad have to participate in child safeguarding training and to be Garda /Access NI vetted before they are given a *celebret* to allow them to minister in Ireland.

Criteria 4.1, 4.2, 4.3 and 4.4 are fully met.

It would assist the Redemptorist Congregation to now develop a Training Strategy to propel and guide its extensive training activities. The following recommendation is being made to encourage the congregation to continue to develop best practice in all areas of safeguarding and is not based on any overt or covert criticism.

## **Recommendation 2**

**That the Dublin Province of the Redemptorists, through its Safeguarding Committee develop a province-wide Training Strategy based on a thorough review of all of its training activities.**

The Redemptorists sponsor an organisation called SERVE, which is a development and volunteering organisation (<http://servecharity.squarespace.com>) that works in developing world countries. Its work is described on the SERVE website as comprising the following three elements:

- (1) SERVE are implementing a long-term Development Programme for targeted communities in South Africa, Zimbabwe and Mozambique
- (2) As part of our Volunteering Programme SERVE provides small-scale funding & capacity building support for partners in India, Thailand, the Philippines, Brazil and Zambia
- (3) SERVE acts as the Development Agent for the Redemptorists at Misesan Cara. SERVE have secured grants for development projects in Mozambique, Zimbabwe, Congo (DRC), Niger, Kenya, Brazil, India, the Philippines and Haiti.

The Dublin Province has arranged and resourced the delivery of a child safeguarding training programme to SERVE staff and volunteers, and this is commended.

Due to its profile internationally within the wider Redemptorist Congregation, the Dublin Province has been requested to assist in the development of training for the leadership of the congregation and has done so.

## Standard 5

### Communicating the Church's Safeguarding Message

*This standard requires that the Church's safeguarding policies and procedures be successfully communicated to Church personnel and parishioners (including children). This can be achieved through the prominent display of the Church policy, making children aware of their right to speak out and knowing who to speak to, having the Designated Person's contact details clearly visible, ensuring Church personnel have access to contact details for child protection services, having good working relationships with statutory child protection agencies and developing a communication plan which reflects the Church's commitment to transparency.*

#### Criteria

Number	Criterion	Met fully or Met partially or Not met
5.1	The child protection policy is openly displayed and available to everyone.	Met fully
5.2	Children are made aware of their right to be safe from abuse and who to speak to if they have concerns.	Met fully
5.3	Everyone in Church organisations knows who the designated person is and how to contact them.	Met fully
5.4	Church personnel are provided with contact details of local child protection services, such as Health and Social Care Trusts / Health Service Executive, PSNI, An Garda Síochána, telephone helplines and the designated person.	Met fully
5.5	Church organisations establish links with statutory child protection agencies to develop good working relationships in order to keep children safe.	Met fully
5.6	Church organisations at diocesan and religious order level have an established communications policy which reflects a commitment to transparency and openness.	Met partially

The reviewers met with all of the Safeguarding Representatives who work in the Redemptorist communities around Ireland. Together they constitute the Safeguarding Committee, which advises the Provincial Council on best practice in child safeguarding. As well as overseeing the training activities, the committee members share their skills and experience and any new information that they have come across individually. They all spoke very positively about the support that they receive at this forum. Each

Redemptorist community has its own Local Safeguarding Committee, which allows for the ready communication of information and guidance from the national to local levels and vice versa.

The Safeguarding Committee contributed to the revision of the Safeguarding Handbook conducted by the DP and the Provincial leadership in 2013.

Some of the Safeguarding Representatives have an active role in Youth Ministry. Others are active in other areas of ministry. Yet others have professional expertise. This contributes to a fuller perspective which promotes safeguarding awareness and development beyond Youth Ministry. There was a good discussion about how best to engage with young people appropriately. The term ‘arena of respect’ was used to describe the ethos that is generated and maintained by these personnel in any gathering of young people.

At this meeting it was confirmed that safeguarding information is provided to children and young people through the display of safeguarding posters and through discussion. Child and youth friendly posters have been developed and these are then tailored for local use, including having a photograph of the relevant person to whom to bring concerns about safety and welfare. This is commended.

Along with the availability of the child safeguarding policy and procedures in both written form and on the Redemptorists’ website, the provision of the *Safeguarding Handbook* to all who work with children and young people, the initiatives taken at local level to inform people, including children and young people of what to do if they have any worries about safety and welfare, together fully meet the requirements of Criteria 5.1 and 5.2.

The name and contact details of the Designated Person are contained in the Redemptorists’ *Directory of the Dublin Province*, on the congregation’s website and in the *Safeguarding Handbook* and the summary *Safeguarding Children and Young People booklet* (contact details only), and on the posters that are used to display the Redemptorists’ child safeguarding policy. Criterion 5.3 is fully met.

In describing the *Safeguarding Handbook*, in an earlier section it was confirmed that it and the summary booklet contain the contact details for the relevant police force and statutory child protection services, and this leads to Criterion 5.4 being met fully.

The Designated Person actively engages with both An Garda Síochána and the PSNI as required in notification and case management tasks and he also liaises with the relevant Tusla personnel (at Principal Social Worker level) in the Republic of Ireland and the Health and Social Care Trust Gateway teams in Northern Ireland.

The reviewers have contacted representatives of all four abovementioned statutory agencies. They have been assured by An Garda Síochána and by Tusla that they are satisfied with the level of openness and cooperation that they receive from the

Redemptorist Congregation in child safeguarding matters. At the time of writing neither statutory agency in Northern Ireland has responded to the request from the reviewers for their views.

On the basis of the evidence seen, Criterion 5.5 is fully met.

The Safeguarding Committee has set itself the goal of producing a Safeguarding Communications Policy by the year end and this is a work in progress. This work is acknowledged and while the completed policy is awaited, Criterion 5.6 is deemed to be met partially.

The Redemptorist Congregation placed a notice on their website announcing the NBSCCCI review and inviting anyone who had a child safeguarding concern, current or historical, involving the congregation to make contact with the Designated Person. No contact was made with the Congregation on foot of this notice.

## **Standard 6**

### **Access to Advice and Support**

*Those who have suffered child abuse should receive a compassionate and just response and should be offered appropriate pastoral care to rebuild their lives.*

*Those who have harmed others should be helped to face up to the reality of abuse, as well as being assisted in healing.*

### **Criteria**

<b>Number</b>	<b>Criterion</b>	<b>Met fully or Met partially or Not met</b>
<b>6.1</b>	Church personnel with special responsibilities for keeping children safe have access to specialist advice, support and information on child protection.	Met fully
<b>6.2</b>	Contacts are established at a national and/ or local level with the relevant child protection/ welfare agencies and helplines that can provide information, support and assistance to children and Church personnel.	Met fully
<b>6.3</b>	There is guidance on how to respond to and support a child who is suspected to have been abused whether that abuse is by someone within the Church or in the community, including family members or peers.	Met fully
<b>6.4</b>	Information is provided to those who have experienced abuse on how to seek support.	Met fully
<b>6.5</b>	Appropriate support is provided to those who have perpetrated abuse to help them to face up to the reality of abuse as well as to promote healing in a manner which does not compromise children's safety.	Met fully

Some of the issues that arise under Standard 6 have been addressed in examining historical case management under Standard 2 above. The Designated Person is a professionally qualified social worker with long statutory child protection experience, as well as additional training and experience in other aspects of human service delivery, including addiction, family therapy, relationship counselling and domestic violence. He has maintained his professional connections with practitioners in all of these areas of work. Because the congregation manages parishes in Dublin, Dundalk and Belfast, it benefits from the inputs of the local diocesan safeguarding offices and personnel in those areas. Having operated its own Advisory Panel for a number of years, the Redemptorist

Congregation joined the NBSCCCI's National Case Management Reference Group (NCMRG) in 2011. There is evidence on individual case files of contacts being made with a variety of agencies and professional practitioners seeking information and advice. Overall, the Redemptorist Congregation is committed to bringing in specialist information, advice and support to complement its in-house expertise and therefore Criterion 6.1 is met fully.

The reviewers have verification from their interviews and file research during the fieldwork visits to the Redemptorists that they have developed and maintain good working contacts with child protection and welfare agencies in both the statutory and voluntary sectors in both jurisdictions on the island of Ireland. They also appropriately access assistance from the NBSCCCI. Criterion 6.2 is fully met.

It is the experience of the Redemptorist Congregation that responding appropriately to complainants has involved outreach and support to adults rather than children. That said, the guidance provided in the *Safeguarding Handbook* in the three sections of Chapter 3 entitled *Responding to a Disclosure of Alleged Sexual Abuse* (pages 34 – 36 inclusive) is both extensive and lucid and fully meets the requirements of Criterion 6.3.

Criterion 6.4 relates to the manner in which complainants are responded to. The Designated Person (DP) has been the link person for complainants and has undertaken the Support Person role in the course of this work since 2008. The reviewers went through the names of all complainants with the DP to establish the extent to which he knows and has maintained contact with them. The case files also contain information on the degree to which the Redemptorist Congregation has a genuine focus on the welfare of complainants. The congregation financially supports the *Towards Healing* counselling service and offers it to all complainants. Arrangements are also made for complainants who have engaged their own counsellor or therapist to assist them in meeting the costs of those services.

The congregation has recently recruited two female Support Persons, a religious sister based in the Republic of Ireland who has long experience in this work and a woman based in Northern Ireland. It is the intention of the congregation that the DP will arrange for one or other Support Person to accompany him at initial meetings with future complainants so that they can continue to work with them, with their consent.

There is evidence that the Redemptorist Congregation has been proactive in providing counselling and other pastoral supports to complainants, including people who do not live on the island of Ireland. The Deputy Designated Person (who is trained in pastoral counselling) has also been active historically in providing outreach and support to complainants. Criterion 6.4 is fully met.

Criterion 6.5 relates to the work that a congregation undertakes to provide appropriate interventions to assist their member about whom a child safeguarding concern has been raised to meet the challenges that this brings and to engage in assessment and therapy if indicated as necessary. In more recent cases, from 2005 onwards approximately, the

interventions taken and the case management work have been of a high standard. The emphasis has been on reducing and managing risk, while trying to ensure that the respondent priest or brother is properly assisted to deal with their problem behaviour. This has included working with the statutory agencies and instituting canonical procedures when required.

The reviewers are satisfied that no living member of the Redemptorists about whom a child safeguarding concern has been raised poses a risk to the safety and welfare of children. The four living members about whom concerns were raised in the past are each subject to a behaviour contract and are monitored and supervised in their local Redemptorist community house. Criterion 6.5 is met fully.



## **Standard 7**

### **Implementing and Monitoring Standards**

*Standard 7 outlines the need to develop a plan of action, which monitors the effectiveness of the steps being taken to keep children safe. This is achieved through making a written plan, having the human and financial resources available, monitoring compliance and ensuring all allegations and suspicions are recorded and stored securely.*

#### **Criteria**

<b>Number</b>	<b>Criterion</b>	<b>Met fully or Met partially or Not met</b>
<b>7.1</b>	There is a written plan showing what steps will be taken to keep children safe, who is responsible for implementing these measures and when these will be completed.	Met partially
<b>7.2</b>	The human or financial resources necessary for implementing the plan are made available.	Met fully
<b>7.3</b>	Arrangements are in place to monitor compliance with child protection policies and procedures.	Met fully
<b>7.4</b>	Processes are in place to ask parishioners (children and parents/ carers) about their views on policies and practices for keeping children safe.	Met partially
<b>7.5</b>	All incidents, allegations/ suspicions of abuse are recorded and stored securely.	Met fully

The Redemptorist Congregation is committed to child safeguarding of a high standard. They have a great deal of the structures and processes in place that are needed to deliver on this commitment. The Safeguarding Committee oversees this work on behalf of the congregation and is representative of all communities on the island that make up the Dublin Province. As part of its preparation for handing over governance of the Province to a new Provincial and Council in early 2015, the Provincial, DP and Safeguarding Committee are in the process of developing a child safeguarding plan for the Province. This is a welcome development and the reviewers have seen a copy of the document in draft form. When the plan is adopted by the incoming Provincial and Council, Criterion 7.1 will be fully met. Until then it is met partially.

Strictly speaking, Criterion 7.2 is linked in its wording to 7.1. However, the reviewers are satisfied that the priority now being given to child safeguarding in the Redemptorist Congregation is reflected in the way in which resources are being provided to fund safeguarding initiatives. There is every indication that this will continue into the future. On this basis the reviewers believe that Criterion 7.2 is fully met.

The Safeguarding Committee undertakes the monitoring of compliance with good child safeguarding practices within the congregation, both at community house level and also in all Redemptorist related projects. This monitoring is ongoing and is part of the committee's work schedule at every meeting. Criterion 7.3 is therefore met. It would now be useful for the Redemptorists to track the monitoring of compliance in a standardised way in all of its communities and projects and to produce an annual Child Safeguarding Monitoring Report for the Provincial and Council.

### **Recommendation 3**

**That the Dublin Province of the Redemptorists, through its Safeguarding Committee, develop a standardised monitoring system that will allow it to generate an annual Child Safeguarding Monitoring Report for the Provincial and Council.**

In preparation for this review and for the HSE National Audit, the Redemptorist Congregation has undertaken a great deal of internal monitoring and review work and this is acknowledged.

The reviewers are impressed with the manner in which the Local Safeguarding Representatives engage with their respective constituents at parish, youth ministry and other levels. The Chair of the Safeguarding Committee is planning a consultation process that will bring him to all of the Redemptorist communities on the island of Ireland to meet with parishioners and others who engage with the Redemptorists at local level. The specific goal of these meetings is to obtain people's views and best thinking about child safeguarding within the congregation. This initiative is very welcome and is commended. When this process is completed, Criterion 7.4 will be met fully. It is currently partially met.

The reviewers have examined the case file creation, maintenance and storage arrangements and are of the view that they meet Criterion 7.5 fully.

The Redemptorist Congregation has impressed the reviewers in its commitment to developing best practice in child safeguarding. It has structures and processes in place that are appropriate and effective and all areas of safeguarding responsibility are allocated to named and accountable members and staff. Risk management is well conducted within the congregation and the policy and procedures that have been developed are of a high standard. It has cooperated fully with the review and had demonstrated an attitude of openness in its dealings with the NBSCCCI.

## **Recommendations**

### **Recommendation 1**

**That the Dublin Province of the Redemptorists, through its Safeguarding Committee develop comprehensive safeguarding guidance on the use of all types of information technology and electronic media.**

### **Recommendation 2**

**That the Dublin Province of the Redemptorists, through its Safeguarding Committee develop a Province-wide Training Strategy based on a thorough review of all of its training activities.**

### **Recommendation 3**

**That the Dublin Province of the Redemptorists through its Safeguarding Committee develop a standardised monitoring system that will allow it to generate an annual Child Safeguarding Monitoring Report for the Provincial and Council.**

**Review of Safeguarding in the Catholic Church in Ireland**

**Terms of Reference**

**(which should be read in conjunction with the accompanying Notes)**

1. To ascertain the full extent of all complaints or allegations, knowledge, suspicions or concerns of child sexual abuse, made to the Church Authority (Diocese/religious congregation/missionary society) by individuals or by the Civil Authorities in the period 1<sup>st</sup> January 1975 up to the date of the review, against Catholic clergy and/or religious still living and who are ministering/or who once ministered under the aegis of the Church Authority, and examine/review and report on the nature of the response on the part of the Church Authority.
2. If deemed relevant, select a random sample of complaints or allegations, knowledge, suspicions or concerns of child sexual abuse, made to the Church Authority by individuals or by the Civil Authorities in the period 1st January 1975 to the date of the review, against Catholic clergy and/or religious now deceased and who ministered under the aegis of the Church Authority.
3. Examine/review and report on the nature of the response on the part of the Church Authority.
4. To ascertain all of the cases during the relevant period in which the Church Authority
  - knew of child sexual abuse involving Catholic clergy and/or religious still living and including those clergy and/or religious visiting, studying and/or retired;
  - had strong and clear suspicion of child sexual abuse; or
  - had reasonable concern;
  - and examine/review and report on the nature of the response on the part of the Church Authority.

As well as examine

- Communication by the Church Authority with the Civil Authorities;
- Current risks and their management.
- .

5. To consider and report on the implementation of the 7 safeguarding standards set out in *Safeguarding Children: Standards and Guidance Document for the Catholic Church in Ireland* (2009), including the following:
  - a) A review of the current child safeguarding policies and guidance materials in use by the Church Authority and an evaluation of their application;
  - b) How the Church Authority creates and maintains safe environments.
  - c) How victims are responded to by the Church Authority
  - d) What training is taking place within the Church Authority
  - e) How advice and support is accessed by the Church Authority in relation to victim support and assessment and management of accused respondents.
  - f) What systems are in place for monitoring practice and reporting back to the Church Authority.

### **Accompanying Notes**

#### **Note 1: Definition of Child Sexual Abuse:**

The definition of child sexual abuse is in accordance with the definition adopted by the Ferns Report (and the Commission of Investigation Report into the Catholic Archdiocese of Dublin). The following is the relevant extract from the Ferns Report:

*“While definitions of child sexual abuse vary according to context, probably the most useful definition and broadest for the purposes of this Report was that which was adopted by the Law Reform Commission in 1990<sup>6</sup> and later developed in Children First, National Guidelines for the Protection and Welfare of Children (Department of Health and Children, 1999) which state that “child sexual abuse occurs when a child is used by another person for his or her gratification or sexual arousal or that of others”. Examples of child sexual abuse include the following:*

- *exposure of the sexual organs or any sexual act intentionally performed in the presence of a child;*
- *intentional touching or molesting of the body of a child whether by person or object for the purpose of sexual arousal or gratification;*
- *masturbation in the presence of the child or the involvement of the child in an act of masturbation;*
- *sexual intercourse with the child whether oral, vaginal or anal;*
- *sexual exploitation of a child which includes inciting, encouraging, propositioning, requiring or permitting a child to solicit for, or to engage in prostitution or other sexual acts. Sexual exploitation also occurs when a child is involved in exhibition, modelling or posing for the purpose of sexual arousal, gratification or sexual act, including its recording (on film, video tape, or other media) or the manipulation for those purposes of the image by computer or other means. It may also include showing sexually explicit material to children which is often a feature of the ‘grooming’ process by perpetrators of abuse.”*

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<sup>6</sup> This definition was originally proposed by the Western Australia Task Force on Child Sexual Abuse, 1987 and is adopted by the Law Reform Commission (1990) *Report on Child Sexual Abuse*, p. 8.

**Note 2: Definition of Allegation:**

The term allegation is defined as an accusation or complaint where there are reasonable grounds for concern that a child may have been, or is being sexually abused, or is at risk of sexual abuse, including retrospective disclosure by adults. It includes allegations that did not necessarily result in a criminal or canonical investigation, or a civil action, and allegations that are unsubstantiated but which are plausible. (NB: Erroneous information does not necessarily make an allegation implausible, for example, a priest arrived in a parish in the Diocese a year after the alleged abuse, but other information supplied appears credible and the alleged victim may have mistaken the date).

**Note 3: False Allegations:**

The National Board for Safeguarding Children in the Catholic Church in Ireland wishes to examine any cases of false allegation so as to review the management of the complaint by the Diocese/religious congregation/missionary society.

**Note 4: Random sample:**

The random sample (if applicable) must be taken from complaints or allegations, knowledge, suspicions or concerns of child sexual abuse made against all deceased Catholic clergy/religious covering the entire of the relevant period being 1<sup>st</sup> January 1975 to the date of the Review.

**Note 5: Civil Authorities:**

Civil Authorities are defined in the Republic of Ireland as the Health Service Executive and An Garda Síochána and in Northern Ireland as the Health and Social Care Trust and the Police Service of Northern Ireland.