



Private and Confidential

Review of Safeguarding Practice

in the Diocese of

Killaloe

undertaken by

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

**The content of this Report is not to be accessed or shared without the consent of
Bishop Kieran O Reilly, Bishop of Killaloe**

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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 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 Diocese of Killaloe* 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 reviewers by the diocese, along with interviews with selected key personnel who contribute to safeguarding within Killaloe Diocese. The NBSCCCI believes that all relevant documentation for these cases was passed to the reviewers and Bishop Kieran O Reilly has confirmed this.

The findings of the review have been shared with a reference group before being submitted to Bishop O Reilly along with any recommendations arising from the findings.

Introduction

At the request of Bishop Kieran O Reilly, staff from the NBSCCCI engaged in a process of reviewing safeguarding children policy, procedures and practice on November 27th and 28th, 2013. Over the two-day fieldwork period, case files were examined and interviews were conducted with key personnel in the diocesan safeguarding structure. The reviewers also read diocesan safeguarding policy and procedures documents and evaluated these against the 2009 NBSCCCI's *Safeguarding Children: Standards and Guidance Document for the Catholic Church in Ireland*.

The fieldwork team want to acknowledge and thank Bishop Kieran O Reilly and his safeguarding personnel for their positive and open approach to the review and to any learning that might take place. The reviewers also want to acknowledge the participation in the review by a range of people involved in safeguarding within the diocese, both employees and volunteers.

Diocese of Killaloe

The Diocese of Killaloe was established in the 7th Century and comprises parts of the counties of Clare, Tipperary, Offaly, Limerick and Laois. It is part of the ecclesiastical province of Cashel.

In geographical terms it is one of the larger dioceses in Ireland taking in approximately 4,500 Km² stretching from the Atlantic seaboard in West Clare to the foothills of the Slieve Bloom Mountains in Co. Laois. The Catholic population of the Diocese is estimated at about 120,000 persons.

Tradition has it that the diocese was established originally in 639 by Pope John IV who consecrated St. Flannan as the successor of St. Lua or Molua as Bishop. Flannan is reputed to have been the son of Theodoric who was King of Thomond. The Synod of Ráth Breasail in the year 1111 marked the transition of the Irish Church from a monastic to a diocese/parish based structure.

The boundaries of the Diocese of Killaloe as we know them today were largely established at that time. The Synod of Kells in 1152 makes reference to the Diocese of Roscrea which was made part of the Diocese of Killaloe some time in the 1160's. Also referred to at the Synod of Kells is the Diocese of Scattery Island which became part of Killaloe during the 12th Century.

The diocese today comprises of 58 parishes with about 100 priests working and ministering to the people and communities of the region. The Cathedral Church and seat of the Bishop is located in Ennis, Co. Clare.

The current Bishop of Killaloe, Bishop Kieran O'Reilly was born in Cork on 8th August 1952. He was educated at Scoil Chríost Rí and Colaiste Críost Rí and he entered the Society of African Missions in Wilton, Cork in 1970. He was ordained for the Society on the 17th June 1978. He served in Liberia for two years before studying for a licentiate in Sacred Scripture at the Pontifical Biblical Institute in Rome.

From 1984 to 1989 Bishop Kieran was lecturing in Sacred Scripture at the major seminary of SS. Peter and Paul, Ibadan, Nigeria. From 1990 until his appointment as Bishop of Killaloe

he served on the Irish and International Councils of the Society of African Missions. At the time of his appointment he was serving his second term as Superior General of the Society. He was ordained as Bishop of Killaloe on the 29th August 2010 in succession to Bishop Willie Walsh who had retired as bishop of the diocese on completing his 75th year.

Bishop Emeritus Willie Walsh was born on the 16th January 1935 in the parish of Roscrea Co. Tipperary. He attended Corville and Roscrea National schools and received his secondary school education at St. Flannan's College in Ennis. He studied for the priesthood at St. Patrick's College, Maynooth and the Pontifical Irish College in Rome. He was ordained to the priesthood in the Basilica of St. John Lateran in Rome on the 21st February 1959 by Cardinal Luigi Traglia (who would later go on to become Dean of the Sacred College of Cardinals).

After ordination Bishop Walsh returned to the Pontifical Lateran University in Rome for further studies where he was awarded a Doctorate in Canon Law. On his return to Ireland he was appointed to the staff of Coláiste Éinde in Galway while studying for the Higher Diploma in Education at University College Galway. He was appointed to the staff of St. Flannan's College in Ennis in 1963 and taught Maths, Science, Physics and Religion for 25 years until his appointment as curate at the Cathedral in Ennis in 1988.

In 1990 he was appointed as Administrator of the Cathedral and held that position until he was appointed as Coadjutor Bishop of the diocese on the 21st June 1994. He succeeded to the diocese following the unexpected death of Bishop Michael A. Harty in August 1994. He was ordained Bishop at the Cathedral in Ennis on the 2nd October 1994. He served as Bishop of the diocese for sixteen years. He submitted his resignation to Pope Benedict XVI on reaching his 75th birthday in January 2010. He remained as Bishop of Killaloe until the appointment of Bishop Kieran O'Reilly on 16th May 2010.

NBSCCCI Reviews

The purpose of this NBSCCCI review is set out within the Terms of Reference that are appended to this report. It seeks to examine how practice conforms to expected standards in the Church, both at the time an allegation was received and currently. It is an expectation of the NBSCCCI that key findings from the review will be shared widely so that public awareness of what is in place and what is planned may be increased, as well as confidence that the Church is taking appropriate steps to safeguard children.

The review was initiated through the signing of a data protection deed, allowing full access by staff from NBSCCCI to all case management and diocesan records. This access does not constitute disclosure as the reviewers through the deed were deemed to be nominated data processors of the material for the bishop.

The process involved the fieldwork team reading all case management records of living priests who are incardinated into the Diocese of Killaloe and against whom a child-safeguarding allegation had been made or about whom a concern had been raised. The reviewers also read some case files relating to deceased priests about whom concerns had been raised, either while they were alive or after their death. In addition, interviews were held with Bishop Kieran O'Reilly, the director of safeguarding who is also the designated person, the deputy designated person, the diocesan secretary, the chancellor of the diocese who is also the canon lawyer for the diocese; a victim support person, a priest advisor; members of

the Safeguarding Committee, two trainers, and four parish safeguarding representatives. Killaloe Diocese uses the National Case Management Reference Group (NCMRG) of the NBSCCCI in Maynooth and so has ceased to use its own Advisory Panel. A meeting was also held with the interagency group made up of personnel from HSE, An Garda Síochána and the diocese. Views were also sought from these representatives of the two external agencies.

The review conducted an assessment of the diocesan safeguarding policy and procedures against the standards set down in *Safeguarding Children: Standards and Guidance Document for the Catholic Church in Ireland*. All other written material provided to the reviewers was evaluated for relevance and accuracy, as was the child safeguarding information contained on the diocesan website.

Reviews into safeguarding have two objectives, to establish how concerns (complaints, allegations, knowledge suspicions or concerns) of clerical child sexual abuse have been managed in the past and to evaluate the efforts that have been made to create safe environments for children to ensure their current and future safety. To achieve these two objectives, the review process uses the seven standards outlined within *Safeguarding Children: Standards and Guidance Document for the Catholic Church in Ireland* as an assessment framework. The report below discusses the findings of the fieldworkers under each standard. Conclusions are drawn regarding both the effectiveness of diocesan policies and practices in preventing abuse and the ability of the relevant personnel within the diocese to assess and manage risk to children. Recommendations for improvements are made where considered appropriate.

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 Diocese of Killaloe. 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 Killaloe Diocese meets the requirements of all nine criteria against which the standard is measured.

Criteria

| Number | Criterion | Met fully or Met partially or Not met |
|---------------|--|--|
| 1.1 | The Church organisation has a child protection policy that is written in a clear and easily understandable way. | Fully Met |
| 1.2 | 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). | Partially Met |
| 1.3 | The policy states that all Church personnel are required to comply with it. | Fully Met |
| 1.4 | 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. | Fully Met |
| 1.5 | The policy addresses child protection in the different aspects of Church work e.g. within a church building, community work, pilgrimages, trips and holidays. | Fully Met |
| 1.6 | The policy states how those individuals who pose a risk to children are managed. | Partially Met |
| 1.7 | The policy clearly describes the Church's understanding and definitions of abuse. | Fully Met |
| 1.8 | The policy states that all current child protection concerns must be fully reported to the civil authorities without delay. | Fully Met |
| 1.9 | 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. | Fully Met |

The first draft diocesan policy and procedures document, following the adoption of *Safeguarding Children* was launched in 2009. This has recently been revised and a new diocesan document, entitled *Killaloe Diocese Safeguarding Children* will be publicly available in the near future. Given that this revised document is going to be the working document, the reviewers assessed its compliance against the 7 standards. As is noted above, all but two of the standards have been fully met within the policy document. The revised document has not as yet been signed off by Bishop O Reilly, as the safeguarding committee

(responsible for drafting the document) hold the view that they would not seek to have it signed off by Bishop O' Reilly until after the review of safeguarding practice by NBSCCCI, in case changes were recommended. Standard 1.6 is not met within the new document in any great depth other than to state that anyone subject of an investigation, either civil or canonical, may be asked to step aside from ministry for the duration of the investigation. It adds that pending the outcome of the investigation, the accused person has the presumption of innocence and the right to his good name. The document should detail at another appropriate place how respondent priests, against whom there is a credible allegation are managed so that risk to children is minimised, on that basis the following recommendation is being made:

Recommendation 1

The Safeguarding Committee amends the revised diocesan safeguarding document to include how those who present a risk to children are managed.

All other criteria are fully met under Standard 1.

Of particular note in the diocesan policy and procedures document is reference to the United Nations Convention on the Rights of the Child. Both the Republic of Ireland and the Vatican have signed up to honouring the Convention and this is therefore appropriately reflected in the diocesan policy and procedures document.

Also noted by the reviewers as positive and unique is reference within the policy document to visiting priests and temporary solemnisers. There has been a common thread of concern in previous safeguarding review reports about the absence of guidance on these two issues. The reviewers therefore commend the diocese for their inclusion in the revised policy and procedures document.

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 Killaloe Diocese meets the requirements of all seven criteria against which the standard is measured.

Criteria

| Number | Criterion | Met fully or Met partially or Not met |
|--------|---|---------------------------------------|
| 2.1 | 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). | Fully Met |
| 2.2 | The child protection procedures are consistent with legislation on child welfare civil guidance for child protection and written in a clear, easily understandable way. | Fully Met |
| 2.3 | There is a designated officer or officer(s) with a clearly defined role and responsibilities for safeguarding children at diocesan or congregational level. | Fully Met |
| 2.4 | 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. | Fully Met |
| 2.5 | 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. | Fully Met |
| 2.6 | 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. | Fully Met |
| 2.7 | 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. | Fully Met |

Table 1

Incidence of safeguarding allegations received within the Diocese of Killaloe against priests, from 1st January 1975 up time of review.

| Name of diocese | | |
|------------------------|---|-----------|
| 1 | Number of Diocesan priests against whom allegations have been made since the 1 st January 1975 up to the date of the review. | 19 |
| 2 | Total number of allegations received by the Diocese since 1 st January, 1975. | 65 |
| 3 | Number of allegations reported to An Garda Síochána/PSNI involving priests since 1 st January 1975. | 59 |
| 4 | Number of allegations reported to the HSC/HSE (or the Health Boards which preceded the setting up of the HSE,) involving priests of the Diocese since 1 st January 1975. | 59 |
| 5 | Number of priests (still members of the Diocese) against whom an allegation was made and who were living at the date of the review. | 6 |
| 6 | Number of priests against whom an allegation was made and who are deceased. | 13 |
| 7 | Number of priests against whom an allegation has been made and who are in ministry. | 2 |
| 8 | Number of priests against whom an allegation was made and who are “Out of Ministry, but are still members of the Diocese”. | 3 |
| 9 | Number of priests against whom an allegation was made and who are retired. | 1 |
| 10 | Number of priests against whom an allegation was made and who have left the Diocese/ priesthood. | 0 |
| 11 | Number of priests of the Diocese who have been convicted of having committed an offence or offences against a child or young person since the 1 st January 1975. | 1 |

There have been allegations against 19 priests of Killaloe Diocese since 1975. There have been 59 complaints made directly to the diocese and a further 6 that were brought to the attention of the diocese by either An Garda Síochána or HSE. Of those 19 priests 6 are still alive and are still members of the diocese, 2 are in ministry, 1 is retired and 3 remain out of ministry. The reviewers examined the case files relating to all living priests and in addition read the case file relating to 1 deceased priest who abused a large number of children. In addition to the requested statistical information, the diocese produced very helpful information about the period of the alleged abuse, which highlighted that between 1960 and 1994, the diocese received 1 allegation of abuse. Then between 1994 and 2012, the diocese received 64 complaints of child abuse against diocesan priests. The complainants stated that

the alleged abuse in 64 cases took place between 1955 and 1990, and there has been 1 allegation of an abuse incident taking place between 1990 and the time of the review, in fact it is alleged that the abuse took place in 1993.

In addition to this information, the reviewers were advised that there were 3, now deceased non-diocesan priests who worked in Killaloe Diocese in the period 1955 – 2010 against whom 8 allegations of child sexual abuse were made. These 8 offences are reported to have taken place between 1985 and 1992.

Of the 6 diocesan priests against whom there are allegations, two are in ministry. Having read the files in relation to these 2 priests, the reviewers support the assessments made by the diocese, that neither reached the threshold of a credible allegation; both cases were reported to the civil authorities. A decision was made by the DPP not to prosecute in the case of one of these Priests. Another of these Priests was serving a prison sentence.

The following issues emerged from an examination of the case files relating to the other accused priests, 3 of whom are out of ministry and 1 is retired:

- Prompt reports about allegations have been made to Health Boards/HSE and An Garda Síochána since 1995 in all but 2 cases. In one case in 2002, information of abuse was shared with Bishop Walsh by a third party, there appeared to be confusion about whether the victim was a child at the time of the alleged abuse. Bishop Walsh made strenuous efforts to encourage the victim to come forward; notification was made to the HSE and 5 months later to An Garda Síochána. (The second case is detailed below.)
- There was very prompt removal from ministry once a credible allegation was received.
- Some of the allegations were received through third parties and the bishop at the time made great efforts to obtain direct testimonies from the alleged victims.
- A number of the accused priests have alcohol addiction problems.
- A number of the priests were sent for assessments, and unfortunately bad advice was given to the then bishop about returning priests to ministry on the back of poor quality assessments.
- Canon law processes had been slowly activated in the past.
- Risk management and supervision of priests out of ministry is in place, as is evidenced by the case records, however these are not formulated into a formal written plan which can be reviewed and can act as a framework for the supervision process. The DLP has identified roles and responsibilities and is clear that regular visiting and assessment of risk is taking place.
- Good victim support work was evidenced in all cases. This is particularly attributed to the emeritus bishop and the deputy designated liaison person, who engaged personally in a very pastoral and caring way with complainants.

Overall the cases of these 4 men have been well handled by the diocese. This could be improved further by written safety/management plans.

In addition to the above respondent priests, the reviewers read the records relating to Father A who is deceased. There are 26 known complainants whose allegations of abuse relate to the period 1955 until the mid 1980s. In the mid 1960s the first allegation of abuse was made, while this notification falls outside the terms of reference of the review, most of the complaints were made after 1975, which is within the scope of this review and therefore it is appropriate to reference the background. At the time of the initial allegation, Fr A's ministry was not restricted but he was provided with therapy. The next complaint emerged in 1984, however Fr A remained in ministry until he retired in 1993. It should be noted that this period preceded any Church guidance in 1996. Most of the victims came forward after Bishop Walsh was ordained Bishop of Killaloe in October 1994, after which the priest was already in retirement. Bishop Walsh reported all allegations to the health board and An Garda Síochána. The priest died in 1997. Considerable personal support was offered by Bishop Walsh to victims who came forward and counselling was provided.

Since the ordination of the current Bishop, Kieran O Reilly, the diocese has received one allegation of abuse relating to a priest already out of ministry; There has also been a concern about boundary violations in relation to a priest who is in ministry, which was reported to An Garda Síochána, HSE and NBSCCCI. All agencies felt that this concern did not reach the threshold of abuse. There has been prompt reporting and good interagency work in both these cases.

The dioceses has been holding interagency meeting with An Garda Síochána and HSE for the past 2 years. Prior to that Bishop Walsh met the civil agencies separately. At these meetings, cases are discussed and information shared appropriately in the interests of safeguarding children. The Garda representative acts as a conduit for his colleagues who may be the investigating officers. Currently all allegations are processed initially through the central bureau of investigation in Harcourt Square in Dublin and then sent out to the local Gardaí for investigation. The reviewers participated in an interagency meeting and also met the Garda sergeant and HSE Acting Principal Social worker. The Garda sergeant explained that he has attended 6/7 meetings with the diocese and stated that the meetings are frank and useful in terms of information sharing. He agrees to follow through on any appropriate action which ensures that children are safeguarded within the diocese. He enjoys positive working relationship with Bishop O Reilly and the diocesan safeguarding personnel. The HSE representative is relatively new to this meeting and to working with the diocese. She therefore reported on behalf of her predecessor and complimented the honest working relationship where good information and advice was exchanged.

Recommendation 2

The director of safeguarding in her role as designated liaison person, must ensure that all risk management plans are confirmed in writing and shared with the respondent priest.

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 Killaloe Diocese 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

| Number | Criterion | Met fully or Met partially or Not met |
|---------------|--|--|
| 3.1 | There are policies and procedures for recruiting Church personnel and assessing their suitability to work with children. | Fully Met |
| 3.2 | The safe recruitment and vetting policy is in line with best practice guidance. | Fully Met |
| 3.3 | 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. | Fully Met |

Criteria – Codes of behaviour

| Number | Criterion | Met fully or Met partially or Not met |
|---------------|---|--|
| 3.4 | The Church organisation provides guidance on appropriate/ expected standards of behaviour of, adults towards children. | Fully Met |
| 3.5 | There is guidance on expected and acceptable behaviour of children towards other children (anti-bullying policy). | Fully Met |
| 3.6 | 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. | Partially Met |
| 3.7 | 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. | Fully Met |

| | | |
|------------|--|---------------|
| 3.8 | 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. | Fully Met |
| 3.9 | Policies include guidelines on the personal/ intimate care of children with disabilities, including appropriate and inappropriate touch. | Partially Met |

Criteria – Operating safe activities for children

| Number | Criterion | Met fully or Met partially or Not met |
|-------------|--|---|
| 3.10 | There is guidance on assessing all possible risks when working with children – especially in activities that involve time spent away from home. | Fully Met |
| 3.11 | When operating projects/ activities children are adequately supervised and protected at all times. | Fully Met |
| 3.12 | 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. | Fully Met |

The revised policies and procedures set out the processes engaged in by diocesan personnel in relation to preventing abuse. The Safeguarding Committee have been conducting a review and are awaiting the outcome of the findings of this review to ensure their new policies and procedures are developed in line with best practice. The reviewers were advised of a backlog of Garda vetting, which had been cleared by the time of the review by NBSCCCI. While the backlog was being processed, all personnel have been required to complete the declaration form. The reviewers are satisfied that criterion 3.3 is now fully met. The reviewers were advised that one person refused to be vetted and this person was appropriately released from the role. Criterion 3.6 is in process and was not available at the time of the review. While Criterion 3.9 is not addressed in the revised policy document, there is clear guidance for Lourdes pilgrimages which could be adapted to detail how intimate care of children with disabilities is managed. The reviewers were impressed by the leaflets and posters, including specific literature for the Lourdes pilgrimages and by the safeguards that have been put in place for the Lourdes pilgrimages.

Recommendation 3

The safeguarding Committee ensures that the whistle blowing statement is finalised and inserted into the diocesan policy and procedures document.

Recommendation 4

The Safeguarding Committee ensure that guidelines on the personal/ intimate care of children with disabilities, including appropriate and inappropriate touch is included in the revised policy and procedures document.

Prior to 2002, an ad-hoc group was set up by the bishop to oversee safeguarding practices in the diocese and in the implementation of the Green Book of the Bishops' Conference. The Safeguarding Committee, which is responsible for developing policies, procedures, overseeing training and monitoring practice have been in operation since 2002. The reviewers met all committee members who were impressive in their energy and drive in ensuring best practice in the diocese. The committee are also responsible for communication and have initiated a number of good communications to ensure that safeguarding features as an important aspect of church life on a continuous basis. These include safeguarding inserts in newsletters, talks by safeguarding representatives at masses and other ceremonies, a range of leaflets on safeguarding and annually the month of May is dedicated as safeguarding children month. During this month all aspects of the diocesan policies and practices are promoted and reviewed. In addition Bishop O Reilly has asked that all diocesan committees have safeguarding as a regular agenda item. These efforts are commended.

In common with all dioceses, Killaloe has a large number of volunteers who work at parish level to promote safeguarding and to ensure that parish activities are safe for children. As with the safeguarding committee the reviewers were impressed by the commitment of these safeguarding representatives. The representatives meet in cluster groups of 4/6 parishes and with the parish priests and pastoral council members every 3 months to discuss safeguarding matters. The representatives and priests have all been trained under the NBSCCCI training. The reviewers met the two trainers, one has been in role for a long time and the other is currently being assessed, after having completed the training the trainers programme. Training will be discussed further in the report.

The Safeguarding Committee, and the safeguarding representatives expressed their view that children are much safer now in the Catholic Church and that the efforts they have made in their own diocese has contributed to the development of A safe environment for children. The reviewers agree that great effort has been made by these volunteers under the direction of Bishop Walsh, Bishop O Reilly and their safeguarding staff to minimise risks to children and to create a culture which welcomes children into the Church and cares for them in line with the gospel values and safeguarding principles.

Standard 4

Training and Education

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

Criteria

| Number | Criterion | Met fully or Met partially or Not met |
|---------------|---|--|
| 4.1 | 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. | Fully Met |
| 4.2 | Identified Church personnel are provided with appropriate training for keeping children safe with regular opportunities to update their skills and knowledge. | Fully Met |
| 4.3 | 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. | Fully Met |
| 4.4 | Training programmes are approved by National Board for Safeguarding Children and updated in line with current legislation, guidance and best practice. | Fully Met |

Training is well established in the Diocese of Killaloe. Since 2006 there were two people working on behalf of the diocese to raise awareness of child safeguarding matters in the parishes throughout the diocese. Recently one of the trainers retired and has been replaced with a new trainer who has just completed the training the trainers course with NBSCCCI and is awaiting assessment in preparation for registration as a Catholic Church trainer. Initially the diocese was part of the Munster initiative and followed the *Keeping Safe* training programme and this was then replaced by NBSCCCI training. The trainers still meet with the Munster tutors group to receive support and updates on training developments. There is a training plan in the diocese, which is presented to and reviewed by the Safeguarding Committee. All 180 safeguarding representatives and all priests have received the full day training programme, and in addition updates are provided by the trainers to representatives and priests in the parish cluster meetings.

In addition to this training those who hold additional responsibilities have received training, in particular the director of safeguarding and her deputy designated liaison person, regularly attend events run by NBSCCCI in case management, working with survivors and other relevant courses. Last year there was a training event for priests of Killaloe and Limerick Dioceses, which was facilitated by an SMA priest who is a psychologist and has significant experience in working with clergy who offend and in working with survivors of abuse. The diocese plans to run a similar event in 2014.

The trainers report to the safeguarding committee and are supported in their role by the director of safeguarding who takes an active interest in ensuring that everyone who has safeguarding responsibilities is equipped to carry out their role. To that end the director of safeguarding is developing role descriptions for all roles and is actively seeking role specific training through NBSCCCI.

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. | Fully Met |
| 5.2 | Children are made aware of their right to be safe from abuse and who to speak to if they have concerns. | Fully Met |
| 5.3 | Everyone in Church organisations knows who the designated person is and how to contact them. | Fully Met |
| 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. | Fully Met |
| 5.5 | Church organisations establish links with statutory child protection agencies to develop good working relationships in order to keep children safe. | Fully Met |
| 5.6 | Church organisations at diocesan and religious order level have an established communications policy which reflects a commitment to transparency and openness. | Fully Met |

Communications have already been referenced under Standard 3 above and have been commended. In addition to the poster displaying information about the diocesan policy, how to report a concern and contact details for the designated liaison person, HSE and An Garda Síochána, there are a suite of information leaflets and more in development. Bishop O Reilly inspects that the posters are in place during his visits to parishes and insists that they are displayed in frames and in ways in which they remain visible and cannot be covered in other literature.

As for all the standards, there are specific annual objectives that have been developed by the Safeguarding Committee under this standard, which is reviewed regularly at committee meetings, to ensure progress is being made.

Prior to the reviewers arriving on site the diocese placed a notice on their website and in parish newsletters for 2 weeks announcing the review, this notice remained in place during the review and for a further week following the period of fieldwork.

As a consequence of these notifications, 1 person contacted NBSCCCI to share her situation with the reviewers and in line with the agreed protocol, was referred back to the diocese.

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

| Number | Criterion | Met fully or Met partially or Not met |
|--------|--|---------------------------------------|
| 6.1 | Church personnel with special responsibilities for keeping children safe have access to specialist advice, support and information on child protection. | Fully Met |
| 6.2 | 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. | Fully Met |
| 6.3 | 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. | Fully Met |
| 6.4 | Information is provided to those who have experienced abuse on how to seek support. | Fully Met |
| 6.5 | 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. | Fully Met |

Of particular note in the Diocese of Killaloe is the response made to complainants who have come forward to share their allegations of clerical abuse. The records demonstrate very clearly that they have been met with great compassion and support. Bishop Walsh and the current deputy designated person who was in role alongside Bishop Walsh stand out as being generous with time, resources, counselling and pastoral responses, to victims and their extended families.

That compassionate response has continued under the leadership of Bishop Kieran O Reilly and again is evident in the case files written by the current designated person (director of safeguarding) where there is a genuine openness and desire to respond appropriately. Bishop O Reilly advised the reviewers of a number of "Healing" masses and liturgies that have taken place in the diocese, in public and privately at the request of victims.

All personnel are commended for their response to victims.

The current victim support is about to retire and will need to be replaced and trained for the role. Discussions were held with the director of safeguarding regarding appropriate personnel for this important role. Often complainants wished to share their accounts, only with the designated person and/or with the bishop. Therefore the structure needs to be flexible and allow the most appropriate person (a mixture of lay and religious) to respond to the needs of the complainant.

There are 4 accused priests of the diocese who are out of ministry and who are at varying stages of civil and canonical investigations/processes. It is clear from the records that there is regular contact and visits from diocesan personnel who monitor and support them. It has been noted above that the safety/monitoring plans need to be written and shared with the respondent priest. In addition where the priest has accepted the services of a priest adviser, his role should be included in the plan. The reviewers read an excellent example of support to an accused priest which was appropriately recorded and placed on the file.

Killaloe have registered with NBSCCCI's National Case Management Reference Group (NCMRG) and have sought advice from that group in relation to the management of respondent priests. There is also evidence on file of consultation with the civil authorities and with experts in the area of risk assessment. This advice needs to be reflected in written risk assessment and safety plans as already identified under Standard 2. There is a real willingness within the diocese to consult widely with appropriate external personnel, to ensure openness around notification of allegations, assessment and management of risk. In addition from the records and discussions with the safeguarding personnel, there was evidence of a sincere interest in offering support and healing to those affected by abuse.

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

| Number | Criterion | Met fully or Met partially or Not met |
|---------------|--|--|
| 7.1 | 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. | Fully Met |
| 7.2 | The human or financial resources necessary for implementing the plan are made available. | Fully Met |
| 7.3 | Arrangements are in place to monitor compliance with child protection policies and procedures. | Fully Met |
| 7.4 | Processes are in place to ask parishioners (children and parents/ carers) about their views on policies and practices for keeping children safe. | Fully Met |
| 7.5 | All incidents, allegations/ suspicions of abuse are recorded and stored securely. | Fully Met |

In preparation for the review, one of the trainers had compiled folders on each standard and had inserted evidence about how each criterion had been met. This was an exceptionally useful exercise for both the reviewers and the diocese itself. Each standard has a plan about how it can be implemented and how practice can be improved. The reviewers, while on site offered advice on individual plans and required changes to improve this work further. The diocese has co-ordinated all these individual standard plans into its overall plan for the next 3 years and intends placing this on its website.

Annual parish audits have taken place, led by the parish safeguarding representatives. These need to be reviewed by the safeguarding committee and where there are deficits, action should follow. The reviewers read the parish audits and were pleased by the honesty of them, in so far as they reflected practice that was not in place. In addition to the required audits the safeguarding committee advised the reviewers of their plans to conduct checks during the safeguarding month of May. The representatives also advised that they audit the registers in the sacristy and carry out checks in relation to supervision of children and posters. To ensure an overarching review the written audit reports and the spot checks conducted, should be compiled into an annual report and forwarded to Bishop O Reilly for his attention by the Safeguarding Committee.

The diocese has recently purchased secure cabinets for the storage of case management records. In relation to record keeping, the older records are harder to follow, often hand written and therefore in places illegible. The newer records are well recorded, typed and follow the NBSCCCI case recording template.

In conclusion the reviewers assessed practice against all standards as good. The personnel at all levels are committed in a caring compassionate way, and the reviewers would commend their practice.

Recommendations

Recommendation 1

The Safeguarding Committee amends the revised diocesan safeguarding document to include how those who present a risk to children are managed.

Recommendation 2

The director of safeguarding in her role as designated liaison person, must ensure that all risk management plans are confirmed in writing and shared with the respondent priest.

Recommendation 3

The safeguarding Committee ensures that the whistle blowing statement is finalised and inserted into the diocesan policy and procedures document.

Recommendation 4

The Safeguarding Committee ensure that guidelines on the personal/ intimate care of children with disabilities, including appropriate and inappropriate touch is included in the revised policy and procedures document.

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 1st 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.

4. 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 1990¹ 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.”

¹ 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 1st 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.