



THE NATIONAL BOARD FOR
SAFEGUARDING CHILDREN
IN THE CATHOLIC CHURCH

Annual Report

2010



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STATEMENT FROM THE CHAIRMAN

John B. Morgan



During the last year the Board achieved the two of the three objectives that were within its control. These relate firstly to the provision of Guidance and Policy development advice and, secondly, the development of a comprehensive training strategy with identification of best practice training requirements and materials for identified groups of Church personnel and volunteers. Sufficient foundational work has now been completed to permit the Board to expect, in the next year, that our published Standards and Guidance Documentation together with our back-up training programming will be consistent, in reach and quality, with best international practice.

The Review programme of dioceses, designed to ensure that the Church's current child safeguarding policies and practices are properly handled, was the third key objective for 2010, indeed a primary one. Achievements under this heading fell short of Board expectations. In June 2010 the Sponsoring Bodies decided that, as Data Controllers, the Review process we had commenced should be fully cleared from a legal perspective. It was a reasonable stance, given the complexity of some of the issues and the two jurisdictions involved. It did, however, interrupt the process. In reporting to the Members of the company in February of this year, we advised that we could not disguise the Board's concerns at the length of time taken to resolve the matter.

An agreed set of documents, governing the Review process, was finalised in March of this year. However, the Sponsoring Bodies still have unresolved data protection issues pertaining to ongoing contact situations between the Board/National Office and dioceses and religious congregations which take place

regularly outside a formal Review process. We are co-operating as closely as we can in the resolution of these matters, which, until resolved, can materially impair the monitoring role we were given.

Role of the Board

In the context of the Papal letter of March 2010, the Board sees its role as a co-operator in the 'decisive action carried out with complete honesty and transparency' which 'will restore the respect and good will of the Irish people towards the Church', to use Pope Benedict XVI's own words. It is insufficiently appreciated that the inculturation required to overcome the difficulties which have been made manifest in the Church through the inadequate safeguarding of children will, regrettably, take a considerable time. Within the remit we have been given we must play a part in contesting with those who say that the Church is not capable of inner renewal. In playing that part we must help demonstrate, instead, its tireless desire for purification. Otherwise, in many respects, our existence is meaningless.

Board and National Office

At the Annual General Meeting of the company in June 2010, Brian Matthews, having served on the Board since its incorporation, resigned. Brian contributed immensely in the formative years of the Board and his counsel was particularly sought in the wide range of legal issues which arose. On behalf of all his fellow directors and particularly on my own behalf I wish to thank him most sincerely for his support and his unfailing generosity with his time and availability. I take this opportunity to thank all

other directors who served during the year under review for their support and the wisdom of their advice.

On behalf of the Board I thank most sincerely the Chief Executive and his team for their exemplary commitment and zeal in undertaking the work we have been assigned. In the context of the limited resources available, the extent and quality of their achievements is strikingly impressive.

Outlook

Board objectives for 2011 seek to build on the achievements of the last year in the areas of policy guidance, development and advice and in the implementation of a significant training programme to deliver best practice, underpinning the implementation of a wider range of child safeguarding policies. The pace of the Review process will hopefully accelerate for the balance of 2011.

In our last report, I noted that clearly a cultural correction is required in the Irish Church, in making the point that the work of the Board is not enough on its own to ensure the adequate safeguarding of children. I would like, briefly, to return to that theme. As happens whenever centuries-old habits of thought are upset, we find ourselves faced with a crisis. This is where we are in the Church as we consider the effects of the significant revelations of clerical sexual abuse of children. A concentration on externals and, accordingly, on the social crisis created, quickly reveals inherent weaknesses in areas such as institutional management and governance in the Church. These can impair true quality in the implementation of child safeguarding practices. In addition, this crisis, at its heart, is a spiritual crisis. However, there are traces, as yet perhaps dim and indistinct, that Christian consciousness in Ireland is beginning to feel the repercussions of this in a 'collective awakening', which seeks anew the road of true fidelity to our fundamental vocation as Christians. It will be a long road for us but Faith is the substance of hope.



JOHN B. MORGAN
Chairman
31 March 2011



Report of the Chief Executive Officer

The year 2010 held the prospect of making significant progress on achieving the aim of becoming an exemplar for best practice in the field of safeguarding children. This prospect was inhibited by legal concerns that have prevented the country-wide Review of Safeguarding in the Church from progressing as planned. A critical part of the National Board's remit is to monitor and review safeguarding practice across the Church to ensure that it complies with the agreed standards adopted by all the Sponsoring Bodies in early 2009. It was for this reason that we undertook the review of two safeguarding cases within the diocese of Cloyne that led eventually to the referral of that diocese to the Commission of Inquiry, chaired by Judge Yvonne Murphy. Our expectation is that her Report will issue in the near future.

Following the publication by the diocese of our review report and the controversy that followed that event, the National Board for the Safeguarding of Children in the Catholic Church was publicly asked by the Hierarchy to undertake a National Review of Safeguarding. At this point we have completed a review of three dioceses. Although the terms of reference of the task were approved in June last year by the three Sponsoring Bodies, namely the Bishops' Conference, the Conference of Religious of Ireland, and the Irish Missionary Union, we were informed in September that legal advice had been received by them recommending that they should not co-operate with the Review due to possible breaches of data protection legislation. This forced a suspension of the task to allow the matter to be resolved.

The legal advice led to a perception that any information about individuals against whom an allegation had been made could not be shared with the National Board without breaching data protection legislation. In reality the National Board has an approved and top-rate data protection policy, to which it fully adheres in all its operations. It is confident that it fully complies with data protection legislation as it exists in both jurisdictions on the

island. However, the Board entered a period of extensive negotiation with the legal representatives of the three Sponsoring Bodies, which involved consultation with the offices of the data protection commissioners in both jurisdictions. This led to consultation and to agreement, which we have only now reached, which completely satisfies all of the concerns that had given rise to the suspension of the Review. It is now accepted that this can proceed in a way that does not run the risk of contravening the legal responsibilities the Sponsoring Bodies carry.

It should be noted that access to relevant documentation when responding to safeguarding concerns had been specified in the listed objects of our company. The National Board is a legally incorporated body and a copy of the Memorandum and Articles of Association may be downloaded from our website.

As the Review goes forward, the findings and recommendations from each Review will be shared with the Bishop of the Diocese or Congregational Leader. As part of the agreement, the National Board will not comment publicly on what it has found in the Review of each individual Church authority nor on any recommendations in practice or procedures it deems necessary. The introduction of any information into the public domain is possible only with the consent of the head of that authority.

From a wider perspective, the Board's ability to track the national picture in safeguarding was adversely affected throughout the year by reporting deficits. They may well have been influenced by the data protection concerns previously mentioned. In preparation for the publication of this Report we asked for confirmation of the figures that had emerged in the last year. The numbers given to us at that point far exceeded those previously communicated. On the basis of what was reported to us, less than a quarter of the identified safeguarding cases that arose in the last year had been communicated when the diocese

or religious congregation involved became aware of the complaint. This makes the monitoring of practice in this vital area across the Church problematic.

In March of last year, His Holiness Pope Benedict XVI wrote to the Catholics of Ireland. In his letter, he repeated the words that he had used during the *Ad Limina* visit of the Irish Bishops to the Vatican in October of 2006. The National Board believes the Church-wide Review of Safeguarding to be a first step in the fulfilment of that task of close examination of what had happened in the past to ensure that all known concerns have been fully and appropriately addressed. Following the publication of the letter, an Apostolic Visitation was sent to Ireland. The National Board had the opportunity to meet with the visitors and to share with them what their experiences had been in seeking to fulfil its remit of developing best practice in the field of safeguarding children in the Church in Ireland.

Substantial progress can be reported in respect of the second objective for the year, as set out in our last Annual Report, that of developing additional standards to supplement the seven that we launched in February of 2009. Advanced drafts of the new standards were given to the Members and Directors of the National Board at their meeting in February. Further work is needed on them to ensure consistency of language and avoidance of repetition. However, they were well received and it is hoped to resubmit the new standards in the coming months with a view to having them adopted and added to the existing guidance in the Church. The new standards will greatly enhance the safeguarding framework across the Church. They will address the gaps that currently exist with regard to national standards in critical areas such as the provision of pastoral care.

The third objective set for us was the development of a national training strategy aimed at growing the capacity of those involved in safeguarding to provide a high quality service in all parts of the Church. In February we presented a proposed national training strategy to the Members of Coimirce. It identified a number of key audiences across the Church we believed would benefit from the provision of targeted training events. It is gratifying to report that the strategy was accepted by the Members and we were tasked with implementing it in the coming months.

In October we were informed that no additional resources would be made available to the Board to facilitate the delivery of the training. As a consequence, it was accepted that all planned events would have to take place at no cost to the National Board. Expenses incurred would have to be recouped through a participation charge on each attendee.

In conjunction with a group of trainers from dioceses and religious congregations across the Church, training materials to facilitate the implementation of the *Safeguarding Children: Standards and Guidance* document have been developed. These materials have been piloted successfully and are currently being finalised so that they may be made available to all within the Church. Their production represents a significant achievement by all those involved who deserve the highest praise for their efforts. The materials have been specifically designed for use within the Church and will be made available without charge to all who may wish to use them.

The fact that training materials of a high quality have been produced is evidence of what can be achieved when people are prepared to work cooperatively and collaboratively within the Church. There is much to be gained by overcoming the limitations of traditional boundaries and establishing a more collective approach to solving problems. I would like to commend all those who have contributed their time and energy to this task.

Safeguarding within the Church is contributed to by many hundreds of volunteers. Their efforts should be applauded because they represent the essential backbone of the safeguarding framework that exists now within the Church. It is gratifying to record that we have now reached blanket coverage of volunteer safeguarding parish representatives across all of the dioceses. This is a very positive development and all those involved deserve great praise.



IAN A. ELLIOTT
Chief Executive Officer
30 April 2010



Allegations notified to the National Office – 1 April 2010 to 31 March 2011

Considerable training and advice has been offered by the National Office staff over the last couple of years to ensure that all allegations of abuse are reported promptly to the civil authorities. External reports, such as the Murphy report and our own review of case management practice, have indicated that in the past, long delays happened between receiving allegations and reporting these on to the investigating agencies. Since the introduction of *Safeguarding Children: Standards and Guidance Document for the Catholic Church in Ireland* in 2009, no-one in the Catholic Church should be unaware of the Church's policy in relation to reporting all allegations to the statutory authorities.

In an effort to monitor compliance with this stated position, the National Office expects to receive information on all allegations, concurrent to reporting these to the civil authorities. Unfortunately, we are unable to report that this is the practice across the Church. That said, a number of Dioceses, Religious Orders and Missionary Societies are steadfast in their approach to reporting both to external authorities and to the National Office, and in seeking advice on any necessary safeguarding action.

Over the past twelve months, the National Office was notified about 53 new allegations of abuse as having been brought to the attention of the Church authority. However, a final *pro forma* check in anticipation of finalising this Annual Report revealed that a total of 272 new allegations were made to Dioceses and Religious Orders. This breaks down to 166 allegations received by Religious Orders and 106 made to Dioceses. The National Office has been advised that all of the 272 allegations have been reported to the statutory authorities, where the victim and the respondent are identifiable. A breakdown of these allegations indicates that 86 allegations were made against deceased Clerics or Religious; 12 were not removed from ministry, or have been returned to ministry as an assessment of the information available did not reasonably warrant another course; and the remaining numbers consisted of those who were removed from ministry, retired or have left the clerical state through a process of laicisation.

The aggregated figures show an increase on last year's total of 197.

Breakdown of all allegations notified to National Office for period April 2010–31 March 2011

Total Allegations

Allegations against Diocesan Priests	Allegations against Members of Religious Orders and Missionary Societies
106	166

Breakdown of Total Allegations

Allegations involving those who are deceased	Allegations involving those who are out of ministry, retired, or who have left the clerical state	Allegations involving those who are in ministry
86	174	12

The allegations include complaints made of abuse of a physical, emotional or sexual nature.

The National Board would urge a note of caution in interpreting this data, as it includes in addition to allegations, ‘concerns’ and ‘suspicions’ also, and does not necessarily indicate credible allegations against 272 members of the Church. The final assessment of the credibility is a matter for the civil authorities; it is Church policy for all allegations to be referred on to those authorities.

Support provided by the National Office in response to specific requests from Church authorities



In the last year, staff at the National Office have offered advice, support and consultations on a wide range of safeguarding issues.

These include:

Guidance on the development of Church Organisation's Policies and Procedures, based on the template within the Standards and Guidance

Advice in relation to safeguarding structures and specifications for new personnel taking on safeguarding roles

Reviews of safeguarding practice and case management advice.

The case management advice has included clarifying the information/complaint received, and establishing how to assess and manage risk. This advice is in addition to the process of all allegations being referred to the civil authorities for their investigations. In addition, we offer detailed advice on the management of priests and religious 'out of ministry' against whom credible allegations have been received. An increasing concern for Members of the Church is the significant delay between allegations being passed to the civil authorities and a response from these authorities; in the interim, the priest or religious is most often placed on administrative leave and the Diocese or Religious Order is required to put in place a plan to manage any risk presented. Clearly support is required at this point. Often that support and advice is made available through 'Advisory Panels', and increasingly, Church authorities refer to the National Office for that advice and support. All of this work involves detailed discussions, reviewing case papers and documentation.

Staff welcome these approaches for advice and support, as they not only assist in the development of positive relationships, but allow for the development of safer practices. It is the view of National Office staff that the priests and religious who seek our support are opening up their practice to scrutiny. They also demonstrate their commitment to improving practice and they recognise that they do not have the expertise often required to write policies, manage allegations of abuse and create safer environments for children.

As was stated in last year's Annual Report, staff record the case management advice to ensure accountability for our own practice and the advice given. We record this information separately from information we receive in relation to specific allegations of abuse.

Over the period covered by the Annual Report, 62 specific requests for our involvement in different safeguarding and policy related issues have come from twenty-four of the twenty-six Dioceses; 42 specific requests from twenty-five Congregations/Orders/ Missionary Societies. This is a total of 104 specific requests – a slight increase on last year's figure of 99.

In addition, on a short-term basis the National Office has agreed to act as 'advisory panel' for a small number of Dioceses and Religious Congregations, pending the establishment of their own panel or a National Panel. (Further details on the development of a National Panel are referenced in the section on policy development.) This advice involves confirming that the allegation has been referred to the civil authorities, offering advice on assessment and management of risk and on providing support to the complainant.

Requests for advice from the National Office – 1 April 2010 to 31 March 2011



Dioceses

Diocese	Number
Archdiocese of Armagh	4
Archdiocese of Dublin	2
Archdiocese of Cashel and Emly	2
Archdiocese of Tuam	1
Diocese of Achonry	1
Diocese of Ardagh and Clonmacnois	3
Diocese of Clogher	1
Diocese of Clonfert	1
Diocese of Cloyne	2
Diocese of Cork and Ross	11
Diocese of Derry	11
Diocese of Down & Connor	1
Diocese of Dromore	2
Diocese of Elphin	4
Diocese of Ferns	1
Diocese of Galway, Kilmacduagh and Kilfenora	2
Diocese of Kerry	1
Diocese of Kildare and Leighlin	1
Diocese of Killala	3
Diocese of Killaloe	0
Diocese of Kilmore	1
Diocese of Limerick	1
Diocese of Meath	3
Diocese of Ossory	0
Diocese of Raphoe	1
Diocese of Waterford and Lismore	2

Religious Congregations/Missionary Societies

Religious Order	Number
Benedictines (Male)	3
Benedictines (Female)	1
Christian Brothers	5
Capuchins	1
Columban Sisters	1
Columban Fathers	1
De La Salle Brothers	1
Dominican Fathers	2
Daughters of the Cross of Liege	1
Jesuits	1
Legionaries of Christ	2
Mercy Sisters	2
Mill Hill Fathers	1
Missionaries of the Sacred Heart	1
Missionaries of Africa	2
Norbertines	4
Our Lady of the Apostles Sisters	1
Passionists	1
Pallotine Fathers	2
Presentation Brothers	1
Redemptorists	2
Sisters of Saint Clare	1
St John of God Hospitaller	1
Society of African Missions	3
Vincentians	1

Training delivered by National Office Staff – 1 April 2010 to 31 March 2011



The demand for training increases every year. This year has been no exception. This is a satisfying reflection of the interest expressed by all parts of the Church to increase the knowledge and skills required to safeguard children. As in the previous two years many of the requests for the National Office to provide training focused on awareness-raising around the Standards and Guidance, increasing responsiveness to creating safe environments for children, and in recognising and responding appropriately to concerns and allegations of abuse.

In an attempt to manage demand, the National Office staff has worked alongside Diocesan and Congregational Trainers to develop new Church-specific training materials. These materials were piloted in over twenty Dioceses and Religious Congregations at the latter end of 2009, early into 2010. A review of the pilot has now resulted in the Church materials being edited and shortly being made available for wider use. The National Board would like to thank, at this stage, all who have assisted in writing materials, piloting, reviewing and editing; all these tasks have been made easier with the support of very willing trainers.

These training materials, once complete, will comprise the recognisable benchmark for the training which will support the Standards and Guidance. In order to deliver these materials, people will be required to register as trainers with the National Board. This approach is taken in an effort to ensure consistency and quality of delivery of training.

As part of this training development, it was felt appropriate to identify the training needs of all Church personnel, and how these might be met. This process has led to a National Training Strategy, which is available on the Board's website. As resources become available, training will be put in place to fulfil the strategy over a three-year period on a self-financing basis.

In an effort to meet some of the needs identified in the training strategy, external expertise was commissioned in relation to Interviewing Skills, working with perpetrators of abuse, working with survivors of Church abuse and developing child-friendly environments.

The following table identifies training undertaken and commissioned by the National Office staff during April 2010 to 31 March 2011.

Date	Delivered to	Event
April 2010	Ardagh and Clonmacnois Priests and Safeguarding Reps	Standards & Guidance
	Designated Persons and Church Leaders	Managing 'Risky Adults'
	Bishops of the Western Province	Safeguarding Review
	Mill Hill Missionaries Priests	Standards & Guidance
	Bishops of Northern Province	Safeguarding Review
May 2010	Seminarians, Maynooth	Standards & Guidance
	Diocese of Elphin	Standards & Guidance
	Diocesan Advisors	Roles and Responsibilities
	Diocese of Raphoe Priests	Standards & Guidance
	Diocesan Support Persons	Roles and Responsibilities
	Knocknacarra Parish, Diocese of Galway	Awareness Raising
	Designated People Day 1	Interviewing Skills
	Designated People Day 2	Interviewing Skills
	Diocese of Kerry Priests and Safeguarding Reps	Standards & Guidance
June 2010	Faoiseamh	Standards & Guidance
	Bishops of Eastern Province	Safeguarding Review
	Safeguarding Reps – Diocese of Cork	Roles and Responsibilities
	Safeguarding Reps – Diocese of Dromore	Roles and Responsibilities
	Columban Fathers and Co-Workers	Standards & Guidance
	Priests Conference – Diocese of Derry	Standards & Guidance
	CORI/IMU Delegates	Safeguarding Review
	Diocese of Cloyne Priests	Preparation for Murphy Report
	Trainers	New Training Materials
	Society of African Missions	Working with Perpetrators and Victims
August 2010	Dominican Sisters	Roles and Standards
September 2010	Missionaries of the Sacred Heart	Roles and Standards – Group 1
	Missionaries of the Sacred Heart	Roles and Standards – Group 2
	2nd Year Seminarians – Maynooth	Awareness of Child Abuse
	1st Year Seminarians – Maynooth	Awareness of Child Abuse
	Safeguarding Reps – Diocese of Waterford	Roles and Responsibilities
	Missionaries of the Sacred Heart & Co-Workers	Roles and Standards
	N.O.T.A. Members	Conference Address

Date	Delivered to	Event
October 2010	Bishops and Provincials	Working with Perpetrators and Victims
	Diocesan Designated Persons and Advisors	Working with Perpetrators
	Diocesan Designated Persons and Support People	Working with Victims
	Hospital Chaplains	Standards & Guidance
	Christian Brothers	Child Abuse and Roles
	Trainers	New Materials
November 2010	Christian Brothers & Co-Workers	Child Abuse and Roles
	Advisory Panel Reps	Future of Advisory Panels
	Diocese of Waterford and Lismore Priests and Safeguarding Reps	Standards & Guidance
	Diocese of Elphin Priests and Safeguarding Reps	Standards & Guidance
	Faoiseamh Counsellors	Standards & Guidance
	Faoiseamh	Standards & Guidance
January 2011	Combined Clergy Conference – Corrymeela	Conference Address
February 2011	Mercy Sisters – Southern Province	Standards & Guidance
	Loreto House	Awareness of Child Abuse
	Pilot Training – Trainers	Review
March 2011	Diocesan Designated Persons	Reporting Procedures
	Diocesan Designated Persons, Youth Ministers	Working with Children



Details of Survey of Parishes

Developing the Church Safeguarding Structure

A key component of ensuring that children are not abused in the Church is its ability to create an environment which is safe and where children are nurtured. This includes ensuring that the recruitment of personnel is properly managed, so that those who seek to harm children are as far as possible assessed as being a risk, and thereby prevented from being employed in a voluntary or paid capacity. This includes all personnel, including priests, religious and lay people.

Standard 3 in *Safeguarding Children: Standards and Guidance for the Catholic Church in Ireland* sets out the expectations around how each Church organisation should prevent harm to children. Apart from safe recruitment practices, each organisation should have in place:

Codes of behaviour

Guidelines on supervision, managing personal care, trips away from home

Guidelines on the use of technology and use of media with children

Information and processes for making a complaint or raising a concern.

In order to ensure all the above guidance is in place, each Church organisation is expected to identify one or two safeguarding representatives to work alongside the parish priest or congregational leader. The role of the safeguarding representative is to promote the safeguarding of children through raising awareness of what safeguarding is and by ensuring that all Church activities are run in a manner that ensures the safety and well-being of children. The following table indicates that all Dioceses have safeguarding personnel in each parish.

The National Board would like to acknowledge the significant work carried out by safeguarding representatives across all Church organisations and their continued commitment to making the Church a safe place for children.

Details of Survey of Parishes

Diocese	Safeguarding Representatives in Parishes
Archdiocese of Armagh	Yes
Archdiocese of Dublin	Yes
Archdiocese of Cashel and Emly	Yes
Archdiocese of Tuam	Yes
Diocese of Achonry	Yes
Diocese of Ardagh and Clonmacnois	Yes
Diocese of Clogher	Yes
Diocese of Clonfert	Yes
Diocese of Cloyne	Yes
Diocese of Cork and Ross	Yes
Diocese of Derry	Yes
Diocese of Down & Connor	Yes
Diocese of Dromore	Yes
Diocese of Elphin	Yes
Diocese of Ferns	Yes
Diocese of Galway, Kilmacduagh & Kilfenora	Yes
Diocese of Kerry	Yes
Diocese of Kildare and Leighlin	Yes
Diocese of Killala	Yes
Diocese of Killaloe	Yes
Diocese of Kilmore	Yes
Diocese of Limerick	Yes
Diocese of Meath	Yes
Diocese of Ossory	Yes
Diocese of Raphoe	Yes
Diocese of Waterford & Lismore	Yes

Schedule of Policy Development and New Guidance



Policy and Practice Developments at March 2011

An important part of the remit for the National Board is the development of policies to address identified deficits that are seen as existing in guidance for the Church authorities. In support of this, National Office staff in consultation with Church personnel, external advisors and statutory authorities, drafts policies and guidance, which are then recommended to the Members of Coimisce and the Sponsoring Bodies for their adoption and distribution to all Church authorities. The decision to accept the policies and guidance rests with the Sponsoring Bodies. Over the course of the past year a number have been brought forward by the Board for adoption by them.

In June of last year, the Board recommended the adoption of a uniform approach to the task of recording safeguarding matters. A template case file was developed and offered to the Church authorities for their implementation. This was supported by training events run by the National Office over a period of several weeks. The demand for places was exceptionally high and people were appreciative of the introduction of clear guidance as to what and how they should record their practice.

We also brought forward a policy to address the task of vetting staff and volunteers in the Church. In Northern Ireland, this process had been placed on a statutory basis and was underpinned by legislation. However, this was not mirrored in the Republic. This made the task of producing guidance more difficult to reflect this fact. However, it is gratifying to record that a draft vetting policy has been approved in principle by the Members and will issue in the near future.

Perhaps the most difficult area to address is the critical one of considering whether an accused priest must leave their ministry to allow an allegation

to be progressed. The National Board has been working on producing a consistent and fair policy to recommend to the Sponsoring Bodies for their adoption. Drafts have been produced and circulated within the Church for consultation. This resulted in the Board receiving a wide range of comments and suggestions on what such a policy should include. Not surprisingly, many of these were contradictory, but all supported the introduction of a consistent and fair policy for adoption across the Church.

The Members of Coimisce have indicated their willingness to adopt a 'Leave-from-Ministry' policy on an interim basis with a commitment to a review after one year. This would allow the establishment of the guidance while providing the capacity to adapt in the light of experience.

Significant progress has been made in refining the new standards that were highlighted in last year's Annual Report. When these were submitted in draft to the Members at their meeting in February, some further refinement was requested before re-submission, which should happen very shortly.

Work has also been taking place on how we can ensure consistent access to high-quality advice to all in authority within the Church who hold child safeguarding responsibilities for decision making. In particular, bishops and religious leaders need to be able to call upon advisors who are experienced and highly competent in this critical area. For that reason, the Board through the National Office has sought to establish and run on a project basis a National Advisory Reference Group. This body would operate as an extension of the National Office and would be offered to a limited number of dioceses and religious orders/congregations on a trial basis for a one-year period. The intention is to bring added value to the process of providing advice to bishops and others who are often faced with very challenging situations upon which they are called upon to make a

judgement. The National Advisory Reference Group would be staffed by people with a proven track record in areas such as canon law, civil law, the assessment and management of sex offenders, the provision of pastoral care to those accused and to those who have made a complaint.

Finally, the particular issue of vulnerable adults is of concern to the Board. The Board brought the matter

to the attention of the Members at their meeting in February. The Board is of the view that there is a pressing need to address this deficit in the policies that the Sponsoring Bodies have adopted to date. A position paper has been prepared and specific recommendations will be sought over the course of the following months.

Members of the Board and other Corporate Information



John Morgan, Chairman

Has had a career in business primarily as a Corporate Lawyer. Has served as chairperson of the Bishop's Committee on Child Protection from 2002–2006. Prior to that, had been a member of the committees established by the Bishops dealing with Child Protection since the first formal Bishops' Committee on Child Abuse, appointed in 1999.

Sr Martina Barrett

A psychotherapist and family therapist with many years' experience of working with survivors of abuse. Has undertaken specialised training for work with communities affected by sexual abuse. Currently a member of the leadership team of the Sisters of Mercy, Western Province.

Martina Duggan

Has extensive front-line experience in crisis intervention and supporting those affected by homelessness, addiction and social disadvantage. Currently managing services promoting inclusion and offering day programmes in the areas of substance and alcohol misuse. Joined the Board in 2008.

Dr Kathleen Ganter

A Consultant Child and Adolescent Psychiatrist with extensive experience of treating children and adolescents who have suffered abuse. Currently involved in mental health tribunal work for the Mental Health Commission. Chair of the European Division of the Royal College of Psychiatrists. Joined the Board in 2009.

Dr Keith Holmes

A Consultant Child and Adolescent Psychiatrist. Former Chairperson of the Medical Board in Lucena Clinic in Dublin and Chair of the Faculty of Child and Adolescent Psychiatry within the College of Psychiatry of Ireland. Also represents the faculty on the Medical/Legal/Human Rights/Ethics Committee within the College of Psychiatry of Ireland. Joined the Board in 2009.

Marie Kennedy

Has a background in social work and extensive experience in child protection and welfare with a post-graduate diploma in child protection and an MSc in Health Services Management. Through a range of important assignments, provides significant and extensive experience in all aspects of child-care management. Joined the Board in 2008.

Fr Paul Mc Cafferty

A priest of the Diocese of Derry. A Canon Lawyer, holds an STB Degree in Theology from the Gregorian University, Rome and a Licence (Post-Graduate) degree in Canon Law from the Angelicum University, Rome. Has extensive experience in the practice of Canon Law.

Michael Ringrose

Formerly Chief Executive PWD (People with Disabilities in Ireland), the national representative organisation of all people with disabilities, their parents, carers, families and advocates. Prior to that, served as a Chief Superintendent with An Garda Síochána.

Professor David Smith

A member of the Missionaries of the Sacred Heart Congregation. Associate Professor in Healthcare Ethics in the Royal College of Surgeons in Ireland, with an extensive international career in Academic Research and Consultancy work in Healthcare Systems, Ethics and Bioethics. Chairperson of the Task Force on Child Abuse of CORI (2004). Joined the Board in 2009.

Except as stated all the Board members have served since 2006

Management of National Office

Ian Elliott, Chief Executive Officer

A graduate of Trinity College and the University of Ulster, with a Master of Business Administration from the Open University Business School, has qualifications in social work and certification in advanced social work. Was appointed director of NSPCC in June 2001, with a brief to lead services, influence and campaigning within Northern Ireland. In September 2005, was seconded to the DHSSPS (Department of Health, Social Services and Public Services) to a government role of lead child protection advisor. This role was further expanded by the Minister to include designing and implementing a major reform programme for child protection services within the region. Was appointed Chief Executive Officer to the National Board in July 2007.

Sr Colette Stevenson, Director of Professional Standards

A Presentation Sister. Has been involved in child protection work within the Church since 1995, when she became Director of the CORI child protection office. Previously worked as a teacher and later in retreat work. A qualified marriage and family therapist.

Teresa Devlin, Director of Safeguarding

Has a background in social science, social studies and psychology, and an advanced diploma in child protection, with extensive experience in child

protection management and family support, both at the levels of senior management and in the specific areas of risk assessment and care planning.

Ann Doyle Administrator

Imelda Ashe Administrator

Philip Mortell Training Associate

Louise Monaghan Training Associate

Dr Monica Applewhite Associate

Other Corporate Information

The Members of the Board comprise the directors of Coimirce, a company limited by guarantee without a share capital (Co. Number 465899). The Members of Coimirce comprise nominees of each of the Episcopal Conference of Irish bishops, CORI (Conference of Religious of Ireland) and the IMU (Irish Missionary Union).

The registered office and address of Coimirce is New House, Maynooth, Co. Kildare.

Company Secretary Anne Young

Website Address www.sagefuarding.ie



Objectives for 2011

The three primary objectives of the Board for 2011 are as set out below.

1. To seek to continue, in as timely a fashion as possible, the Review programme of Dioceses and Religious Congregations in response to the request of the December 2009 meeting of the Irish Bishops' Conference. The emphasis will be to complete the Review process in the dioceses before commencing with religious congregations and missionary societies.
2. To bring to fruition the development of additional and supplementary Standards and Guidance such

that, on adoption, the safeguarding framework across the Church will be enhanced to the extent that best international practice in range and extent of policies and procedures will be achieved.

3. To move forward with the implementation of the National Training Strategy accepted by the Members of Coimirce. This will help ensure a consistency in quality in achieving a 'One Church' approach in the provision of training requirements necessary to underpin the implementation of policies and procedures inherent in the acceptance by the Sponsoring Bodies of agreed norms in all relevant areas of child safeguarding.



Appendices

APPENDIX 1

Figures for Parishes, Catholic Population and Churches in Ireland, 2010

	Parishes	Catholic Population	Churches
Armagh	61	238,289	150
Dublin	199	1,162,000	247
Cashel	46	82,242	84
Tuam ¹	56	122,397	131
Achonry	23	34,826	47
Ardagh ¹	41	71,806	80
Clogher	37	86,047	85
Clonfert ¹	24	36,000	47
Cloyne	46	161,482	107
Cork and Ross ¹	68	220,000	124
Derry	50	244,270	104
Down and Connor	88	336,272	150
Dromore ¹	23	63,400	48
Elphin ¹	38	70,800	90
Ferns ¹	49	100,227	101
Galway	39	112,493	71
Kerry	53	127,850	110
Kildare and Leighlin ¹	56	205,185	117
Killala	22	40,137	48
Killaloe ¹	58	122,746	133
Kilmore	36	62,438	95
Limerick ¹	60	184,340	94
Meath	69	242,000	149
Ossory	42	89,195	89
Raphoe	33	81,350	71
Waterford and Lismore	45	150,643	85
Totals ²	1,362	4,448,435	2,657

NOTES:

1. Data unchanged from *Irish Catholic Directory 2010*
2. Totals estimates only

Source: Diocesan returns

Source: *Irish Catholic Directory 2011*, Veritas Publications, 2011.

APPENDIX 2

Number of Priests and Religious, 2010

	Active in Diocese ¹	Others ²	Religious Orders		
			Clerical	Brothers	Sisters
Armagh	105	28	44	21	310
Dublin	290	147	862	324	2,749
Cashel	79	8	48	12	139
Tuam	86	31	8	17	234
Achonry	36	10	1	0	50
Ardagh	59	13	5	9	190
Clogher	73	10	5	2	134
Clonfert ³	39	5	18	0	95
Cloyne	100	34	0	3	208
Cork and Ross ³	119	30	141	36	580
Derry	95	18	7	6	98
Down and Connor	130	48	54	28	233
Dromore	33	21	20	3	140
Elphin ³	54	15	11	1	114
Ferns ³	98	25	10	6	164
Galway	68	8	42	16	220
Kerry	78	25	10	5	292
Kildare and Leighlin ³	106	17	93	54	380
Killala ³	47	18	4	3	54
Killaloe ³	104	19	19	8	180
Kilmore ³	72	18	7	1	54
Limerick	89	31	52	15	305
Meath	109	19	102	20	163
Ossory	62	15	17	43	196
Raphoe	66	17	10	3	51
Waterford and Lismore	66	24	51	38	316
Totals ⁴	2,263	654	1,641	674	7,649

NOTES:

1. Diocesan priests only
2. Priests of the diocese retired, sick, on study leave, or working in other dioceses in Ireland and abroad.
Details are listed under the diocese
3. Data unchanged from *Irish Catholic Directory 2010*
4. Totals estimates only

Source: Diocesan returns

Source: *Irish Catholic Directory 2011*, Veritas Publications, 2011.

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