



THE NATIONAL BOARD FOR
SAFEGUARDING CHILDREN
IN THE CATHOLIC CHURCH IN IRELAND

Annual Report 2018



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in the Catholic Church in Ireland
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STATEMENT FROM THE CHAIRMAN



After some months of preparation, the presidents of bishops' conferences from around the world came together in the Vatican to participate in the meeting on the Protection of Minors in the Church from 21-24 February last. Clearly, it was a key meeting in this intense journey for the whole Church. It was gratifying to read such expressions that the enactment of norms or structural elements to guide the Church faithfully in Christ would fail unless all deliberations were anchored in 'the piercing pain of those who have been abused and of the families who have suffered with them'. The essential core of accountability was reached and full responsibility accepted. The testimonies heard from those abused were harrowing. Wounds caused through sexual abuse of the young cannot be prescribed and victims are not guilty of silence should extensive time elapse before bringing accusations. It was not a meeting that dealt with the issue in order to close it but in order to implement a process that will yield results. In the wide range of actions considered, it is expected that norms around the accountability of bishops and those in authority will be a priority, that the issue of balancing full transparency and confidentiality for correct communications will be developed and preventive matters surrounding information sharing actively promoted. This process will have implications for the activities and remit of this Board and accordingly involve close collaboration with our Sponsoring Bodies.

As this year's report will attest, significant attention was paid to addressing the range of advice sought by Church authorities and developing matching training programmes and supports. The additional resources and guidance made available in aid of

both caring for complainants and the caring of respondents and their families can be noted. These matters were particularly addressed in our National Conference, held in Kilkenny on 26/27 October last, attended by almost two hundred delegates, where, in addition to considering compassionate care for complainants and the families of respondents, we devoted considerable attention to youth ministry and safeguarding, and to safeguarding child dignity online.

The year also enabled us to complete all preparatory work required to re-commence a second round of reviewing safeguarding practice with all Church authorities.

The Board and National Office

The Board met ten times in the year reviewed, including a joint meeting with the members of the Company, representing our Sponsoring Bodies. Each of the directors served throughout the year. Fr Ed Grimes, Dr Keith Holmes and Mr Jim O'Higgins, who retired by rotation, were unanimously re-elected at the Annual General Meeting held on 11 June 2018. I wish to thank each of the directors for their unstinted dedication to the affairs of the Company throughout the period.

We are extremely grateful to Teresa Devlin, our Chief Executive, and to each of her team, for their professionalism, dedication and ability in constantly seeking to improve the quality and standard of child safeguarding within all Church activities. If evidence of this were needed, the arrangement, management and proceedings of our National Conference in October last and the very positive feed-back it produced would amply suffice.

STATEMENT FROM THE CHAIRMAN

Outlook

I mentioned in my last report the challenge presented to us by impending data protection legislation. This was duly introduced in May 2018. Very considerable time and liaison with our Sponsoring Bodies has been given to this subject so as to make every effort to ensure that, in responding to Church authorities, the overall quality of our service and advice is not impaired. These efforts continue.

We anticipate that the second phase of our practice reviews of Church bodies will commence within the next few months. This activity will, in tandem, develop an updated training strategy. The National Office has already initiated a process of review and redevelopment of existing training material which will be finalised over the coming year.

In his final appeal to his fellow bishops at the close of the February meeting in the Vatican, Pope Francis described the meaning of the criminal phenomenon

of child sexual abuse as none other than the manifestation of evil; that if we fail to take account of this we will remain far from the truth and lack real solutions. 'The best results and the most effective resolution that we can offer victims, to the people of Holy Mother Church and to the entire world, are the commitment to personal and collective conversion, the humility of learning, listening, assisting and protecting the most vulnerable.' It is also the most effective resolution for each and every one of us involved in safeguarding our young.



John B. Morgan
Chairman
31st March 2019

REPORT OF THE CHIEF EXECUTIVE OFFICER



The last year has been a significant one for child safeguarding in the Catholic Church. Nationally and internationally we have been reminded again of the significant damage to children and their families brought about through the abusive acts of clerics and religious. If we needed a reminder that complacency is misplaced and that we could let our guard down, we received it during the World Meeting of Families. The reader will note that during the lead up to and in the immediate aftermath of that week-long event, there was an increase in notifications of allegations of abuse. We have reflected previously that events that attract media attention also provide an opportunity for those who have not yet come forward to disclose their abuse. That was again the situation this past year.

One of the seven revised Standards relates to how we communicate the Church's safeguarding message; and we strongly encourage Church authorities to regularly reach out to the lay faithful and others to encourage them to come forward to disclose their abuse. To that end, a number of dioceses, religious orders and congregations have notices on their websites and issue newsletters and other communications encouraging complainants to come forward.

The National Board for Safeguarding Children in the Catholic Church in Ireland (the National Board) recognises that the harm caused by abuse can last a very long time and the emotional trauma can be re-stimulated at any time. Therefore, in November 2018, we produced a detailed Guidance, Advice and Practice (GAP) paper, entitled *Compassionate Response to Complainants* which complements guidance under Standard 3 of *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016 – Care and Support for the Complainant*. The GAP paper provides detailed information on the scriptural and theological basis for the Church providing care and support to complainants, as well as indicating ways in which this can be done

both compassionately and effectively. This paper was the second in a series of three GAP papers produced in 2018. The first GAP paper, related to digital media and keeping children safe online, was entitled *Child Safeguarding and Digital Media*. The final in the series was entitled *Caring Pastorally and Managing Respondents*. The aim of this paper was to provide evidence from research about what works in managing respondents in order to reduce risk to children, while responding in a fair and just way to anyone accused of abusing a child.

The overall aim of the GAP papers is to provide those working in child safeguarding in the Church with information based on the National Board's experience and research, the experiences of children, complainants and respondents, and of Church personnel, so that practice in future can be improved. The papers are detailed and draw on international evidence; they include resources to assist those working in child safeguarding in the Church.

In line with our goals for 2017, the National Board took a conscious decision that our priority during the past year would be to support Church personnel in their child safeguarding ministry. Much effort, therefore, was expended on training, support and producing guidance documents. It was a significant year in terms of adapting guidance in line with legislative requirements; under the *Children First Act 2015*, General Data Protection Regulation (GDPR) and the Data Protection Acts 2018 (ROI and NI). The *Children First Act 2015* (commenced in December 2017) introduced new requirements for mandated reporting and for child safeguarding statements. It is now the case that all priests, religious and pastoral care workers are mandated under the Act; therefore the National Board developed specific training for those with that responsibility, and prepared all our accredited trainers to deliver it across all the Church bodies.

REPORT OF THE CHIEF EXECUTIVE OFFICER

GDPR was brought into domestic legislation in both jurisdictions in May 2018. The Data Protection Acts 2018 have been under careful consideration by the National Board in relation to access to personally sensitive data. Given that much of the work we engage in requires access to personally sensitive data, considerable deliberations have taken place with statutory bodies in the Republic of Ireland and in Northern Ireland, so that we can be confident of the legitimacy of continuing to deliver quality advice to Church authorities on all aspects of case management. Our efforts in this area continue.

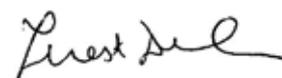
This annual report will set out the work that we have been involved in over the past twelve months. Much of the work involves maintenance – offering advice on cases, providing training, producing guidance and assisting individuals and Church bodies in achieving the safeguarding standards set by the Catholic Church in Ireland. There have been moments of challenge, for example during the World Meeting of Families when there was an increased contact with complainants who voiced their concerns that the responses they were receiving from the Church were inadequate; while other complainants, distressed by events, had a resurgence of heartache and pain and wanted to raise their voices; and again, a minority who acknowledged the outreach work of the Church and the National Board for Safeguarding Children in the Catholic Church in Ireland in offering supportive listening and practical assistance.

We also had positive challenges as we engaged in piloting the revised review methodology in Kilmore Diocese and in the Benedictine Abbey in Glenstal. Good child safeguarding relies on good people following good practice and we were pleased to note the practices in both of these Church bodies reached high standards. In recent months, we have engaged independent reviewers to begin the second phase of child safeguarding reviews which will commence in 2019. Continuous improvement relies on a process of quality assuring compliance against the child safeguarding standards; and so we are committed to auditing practice in those Church bodies that have ministry with children and who are managing cases to assess the level of vigilance and co-operation with the regulatory framework as set out in *Safeguarding*

Children: Policy and Standards for the Catholic Church in Ireland 2016. Audits are about assessing practice, but also about enabling learning. Our approach in this second phase is to assist with improvements, if these are required, through further support and guidance. It is our belief that as well as highlighting practice that does not meet the standards set, we also have a responsibility to work alongside Church bodies to implement improvements. Our collective aim must be to ensure that the Church is a safe place for children, that those harmed find a compassionate and listening response, and that those who have harmed are reported to the civil authorities and appropriately managed and supported so that risk to children is reduced.

We organised a National Conference in October 2018, in Kilkenny, entitled 'Be Not Afraid'. The aim was to encourage Church personnel to keep motivated to minister safely with children, to offer a compassionate response to those who have been harmed and to remember that the hurt caused by abuse also extends to the family members of the abusers. Feedback was very positive about the quality of the speakers and their ability to inspire and breathe new energy into this work, which at times can be challenging.

Finally, and as always, this report provides me with the opportunity to thank the National Board directors, members of the National Case Management Committee (NCMC) and the small team in the National Office for their unending support and generosity for this important work that we are collectively engaged in. The board directors and the NCMC members give freely of their time and expertise to support me as CEO, the work of the National Office and the important ministry of child safeguarding in the Catholic Church.



TERESA DEVLIN
Chief Executive Officer
31 March 2019

ALLEGATIONS, SUSPICIONS AND CONCERNS NOTIFIED TO THE NATIONAL OFFICE BETWEEN 1 APRIL 2018 AND 31 MARCH 2019



There was a slight increase in the number of allegations notified to the National Office during 2018/19 over the figure for the previous year. The increase was from 135 in 2017/18 to 143 in 2018/19, which is a rise of approximately 6%. However, there was an overall decrease in allegations related to the sexual abuse of children, from 108 in the previous year to 88 in the year being reported on, a decrease of 18.5%.

Unfortunately, due either to the Church authority not having complete information, or to them not fully completing the notification form, there are gaps in the data being reported in this section. A second caveat is that the implementation of the Data Protection Acts 2018 has affected the quality and amount of information that Church authorities notify to the National Office. Notifications that do not identify the person against whom an allegation has been made result in the National Office being unable to establish whether this person has previously been notified. The absence of this key identifying information inevitably weakens the allegations database and unfortunately introduces the risk of double counting. There is no way of establishing the number of persons alleged to have been abused by each cleric or religious. The current status of the person of concern has also not been notified in 21 cases (15.5%).

The following data is therefore categorised as under reservation, which indicates that the quality of these statistics do not meet the standards required of official statistics. (The term 'under reservation' and its definition are borrowed from the website of the Central Statistics Office: www.cso.ie/en/methods/surveybackgroundnotes/gardarecordedcrimestatistics)

A particular deterioration in the quality of the notifications made is that almost half did not indicate the approximate date of the alleged abuse. This renders any exploration of trends over time impossible. However, the National Office was notified of three concerns that arose during 2018/19, which were categorised as possible boundary violations; one of these related to physical abuse, and another to possible sexual abuse. The National Board considers this to be a worrying situation and a strong reminder to everyone of the need for vigilance and strict adherence to the child safeguarding standards. Each year we caution against complacency. These three situations are another warning that there are still steps to be taken to protect children from harm in the Church.

The National Office has published guidance on its website on how Church bodies can comply with the requirements of the 2016 *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland* and a description of boundary violations can be found in the guidance related to Standard 1 at www.safeguarding.ie/images/Pdfs/Standards/Standard%201.pdf.

A notification of an allegation, the details of which are unknown, can be due to the complainant providing insufficient information to the Church authority.

The allegations that were notified in 2018/19 are charted in Figure 1 and are displayed according to the month in which they were made to the National Office. In total, there were 143 allegations notified, of which 82 (57%) related to diocesan clergy, and 61 (43%) related to members of religious congregations, including three from female congregations.

ALLEGATIONS, SUSPICIONS AND CONCERNS NOTIFIED TO THE NATIONAL OFFICE BETWEEN 1 APRIL 2018 AND 31 MARCH 2019

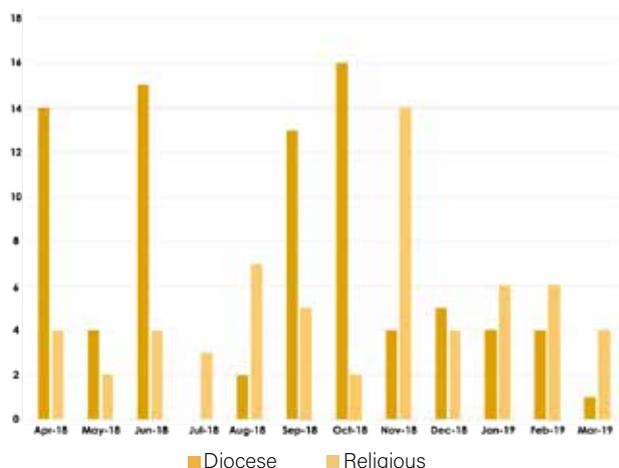


Figure 1 - Allegations by month

There are a number of spikes in the numbers of notifications that were made each month of the year being reported on. Not all of these can be readily explained. One would expect a falling off in notifications during the holiday months in the summer. However, in August 2018, Ireland hosted the World Meeting of Families from the 21 to the 26, which was attended by Pope Francis from 25 to 26 August. In the run up to this international event there was a lot of media coverage of sexual abuse within the Catholic Church and this became an overarching issue for the week of the congress. It became a key focus of the Pope’s schedule and addresses to the people of Ireland. It is probable that the increase in notifications following the Pope’s visit – 9 in August, 18 in September, 18 in October and 18 again in November – was the result of people being motivated to make reports to Church authorities by the increased awareness of clerical child abuse.

The spike in April 2018 (14 notifications), however, cannot be so explained; but in the previous year, April 2017, the 20 notifications made were also seen as high, compared to the average of 11.5 notifications per month that year. Perhaps the reminders sent out by the National Office to Church authorities to make notifications before the end of the reporting year in March lead to an increase in notifications in April, but this is speculative.

Of the 19 notifications made in June 2018, ten relate to a single diocese which was the subject of intense media coverage in the spring of that year. This led

to a complete review of all cases within that diocese, as well as to a police investigation, and it seems that concerns not previously shared were then notified to the National Office.

In 2017/18, there were 32 notifications made in March 2018; but in 2018/19, there were only five notifications made in March 2019, so no obvious trends can be established from these returns.

The total numbers of notifications made to the National Office in the ten years from 2008/9 to the year 2018/19 are plotted in the graph in Figure 2.

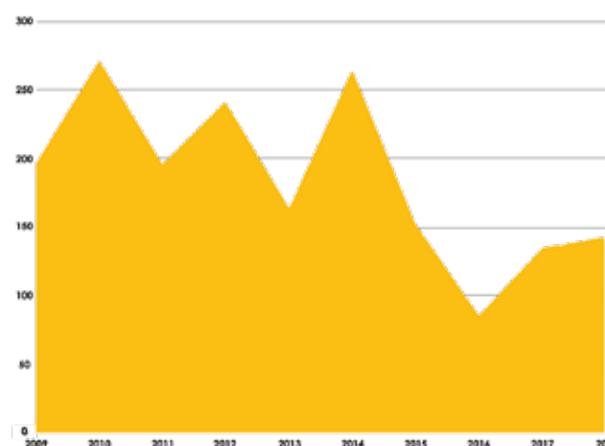


Figure 2 - Notification of allegations over the ten-year period

This graph illustrates that there have been increased notifications in the last two years, which has reversed the dramatic downward trend seen in the three previous years. It should be remembered however that the graph plots all allegations of all types notified and it does not show the number of allegations of the sexual abuse of children by priests and religious that have been proven to have happened.

Type of Abuse Alleged

The National Office was established to deal particularly with the sexual abuse of children within the Catholic Church on the island of Ireland. However, in both jurisdictions on the island, there are four categories or types of child abuse that are of concern – physical abuse, sexual abuse, emotional abuse and neglect. Definitions of

ALLEGATIONS, SUSPICIONS AND CONCERNS NOTIFIED TO THE NATIONAL OFFICE BETWEEN 1 APRIL 2018 AND 31 MARCH 2019

these can be found on the website of the National Board, at www.safeguarding.ie/images/Pdfs/Standards/Appendix%20C.pdf.

Of the 143 notifications made to the National Office, 88 were of the sexual abuse of a child, which is 59% of all notifications. In 35 notifications (24%), the type of abuse was not specified by the Church authority. In 17 notifications (12%), physical abuse of a child was alleged. These figures can be further broken down by the origin of the notification, as illustrated in Table 1.

The numbers of notifications that do not specify the type of abuse alleged are high and make it impossible to draw any particular conclusions from these figures.

Finally, one particular diocese requested assistance in relation to historical cases that had been reported to the statutory authorities, but had never been notified to the National Office; and this resulted in a further 28 allegations being notified in a single batch. The NCMC also identified a further six additional cases that had not been notified in the usual way. The above two categories of allegations were not included in the ordinary notification numbers kept by the National Office.*

In summary, in the year 2018/19 the National Office recorded 177 notifications not previously received.

ERRATUM

*Where it states 'Finally, one particular diocese requested assistance in relation to historical cases that had been reported to the statutory authorities, but had never been notified to the National Office; and this resulted in a further 28 allegations being notified in a single batch.' In consultation with the Diocese we accept that this is an error on the part of NBSCCCI. We can confirm that the allegations were indeed notified to the NBSCCCI as part of the 2011 Review of the Diocese.

As the data from reviews is kept separate from any other data, as per the data protection deed signed by the Bishop, with the agreement of the Data Protection Commission, the review data was not cross-checked before including the statement above in this Annual Report.*

Table 1 – Type of abuse by type of Church body making the notifications

Dioceses		Religious	
Sexual	58 (70.7%)	Sexual	30 (49%)
Physical	8 (9.8%)	Physical	9 (14.8%)
		Emotional	1 (1.6%)
		Other	2 (3.3%)
Not stated	16 (19.5%)	Not stated	19 (31%)
Total	82	Total	61

INITIATIVES UNDERTAKEN AND GENERAL ADVICE PROVIDED BY THE NATIONAL OFFICE IN RESPONSE TO SPECIFIC REQUESTS FROM CHURCH AUTHORITIES: 1 APRIL 2018 – 31 MARCH 2019



Advice offered by National Office staff falls into two categories:

- Advice on cases, including reporting and responding to allegations; appropriate, compassionate responses and also advice on conducting canonical investigations following statutory authority investigations and putting in place management plans;
- Advice on creating and maintaining safe environments, which focuses on putting policy into practice and can range from advice on recruitment and vetting to codes of behaviour, managing visiting clerics and religious, liaising with other organisations who may use Church property and all aspects of risk assessment and risk management when ministering to children.

Throughout the course of offering advice, the National Office staff identifies common areas of concern, and in the interests of developing a consistent one-Church approach, we harness experience and advice to produce written guidance. All of the National Board's guidance can be accessed at www.safeguarding.ie/guidance.

This guidance is meant to assist Church personnel in all aspects of their ministry with children; it is maintained electronically to enable amendments as required, for example following changes to legislation. It is meant as a resource directory, to be referred to when necessary; and it therefore should never be printed off or copied in full. Frequently we are asked to produce guidance about a particular situation or activity, and we endeavour to do so, highlighting any changes or developments in our quarterly newsletter.

Of the additional guidance published during 2018/19 were two significant pieces, following situations that

unfolded in the Church during the same period. One was entitled *Serious Incident Reviews* and the other *Crisis Management*. The first guidance, *Serious Incident Reviews*, is aimed at evaluating all aspects of activity where a serious incident occurred. This includes the planning for the activity, the incident that occurred during the activity, and the follow up to that incident. The aim of this process is to learn from past mistakes and to ensure that good safeguards are in place to prevent such a situation occurring again. A typical example would be a trip away with young people where concerns were expressed about, for example, boundary breaches. This process is separate to reporting allegations of abuse that reach the threshold set out in legislation, which must be reported without delay to the statutory authorities for investigation.

The *Crisis Management* guidance is an *aide memoire* for Church personnel to consider when in the middle of a crisis – for example, when an allegation is made against a living member of the Church. In addition to notifying the statutory authorities, this guidance sets out other actions to be taken, such as informing and supporting parish or religious communities; informing family members; removing information relating to the respondent from websites, etc.

National Case Management Committee (NCCMC) Advice

Following the introduction of GDPR and the Data Protection Acts of 2018, the National Board developed data processing deeds and memoranda of understanding to ensure that the sharing of information between a data controller (the Church authority) and the National Board as a data processor is compliant with data protection legislation requirements. Neither staff from the National Office nor members of the NCCMC are willing to offer advice on anonymous situations. We have learned from past experience that unless

INITIATIVES UNDERTAKEN AND GENERAL ADVICE PROVIDED BY THE NATIONAL OFFICE IN RESPONSE TO SPECIFIC REQUESTS FROM CHURCH AUTHORITIES: 1 APRIL 2018 – 31 MARCH 2019

full information is shared, the advice may not reflect the reality and facts of the situation. It is therefore a requirement that in requesting advice, a Church authority as data controller will sign a deed agreeing to share identifying information with the National Board as a data processor, on a case by case basis.

In addition to the legal requirements, the National Board accepts the importance of respecting an individual's rights to privacy; but we also acknowledge the need to balance this with the need to share information in the interests of protecting children. For many years the Catholic Church has been criticised for its failure to share information about clerics and religious about whom there were child protection concerns. GDPR and data protection legislation requires careful thought about the exchange of information; and we in the National Board are engaged in detailed discussions about how, as an oversight body, we can access personal data. This is not without challenge, but we will continue to work with Church leaders to ensure that we in the National Board can continue to offer advice, support and to be able to audit and inspect practice which is within the requirements of data protection legislation.

As in previous years, case management advice can be sought from the time an allegation is notified, through every stage – civil authority inquiries, canon law inquiries, laicisation or dismissal, monitoring while on restricted ministry or those who are returned to ministry with no case to answer. We also provide advice on how to respond to queries from complainants. Indeed, we are contacted directly by complainants who do not know the appropriate Church body to contact, or by those complainants who may be dissatisfied with the response they received.

The number of requests for advice from National Office staff on individual cases during the period under review amounted to 18, a decrease on last year's figure of 27.

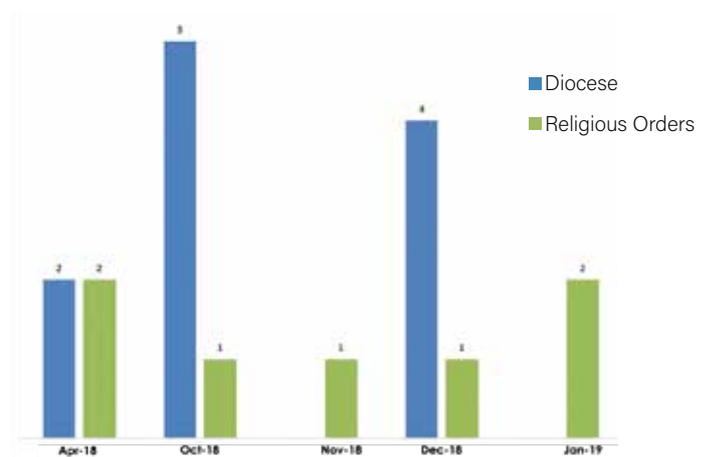


Figure 3 - Cases presented to the NCMC 2018/19

The membership of the NCMC was enhanced by the appointment of Fr Brendan O'Rourke CSsR, a psychotherapist with experience of working with respondents accused of child abuse. His contribution has enhanced the existing skills of the NCMC. Feedback from a review of NCMC, conducted in 2017, provided the NCMC with useful ideas for further improvement in the operation of the committee. Users are now enabled to reflect upon the advice offered and return for clarification if required during the meeting. It is gratifying to see that the advice offered is considered to be a valuable component in managing allegations of abuse and all the ensuing processes. The NCMC appreciate the consideration given by those who replied to the review questionnaire and has now moved forward with a number of the suggestions. The NCMC will continue to critically evaluate its effectiveness and seek feedback from the relevant Church authorities.

We also lost one member during the year, as our canon lawyer Fr Fintan Gavin was appointed by Pope Francis as Bishop of Cork and Ross. We wish Bishop-elect Gavin well in his future ministry.

The committee members are: Justice Iarfhlaith O'Neill (retired Judge); Sean Moriarty (former probation officer); Anne Confrey (retired lawyer); Fr Brendan O'Rourke CSsR; Sr Helen O'Riordan (support for complainants); Phil Mortell (former HSE social worker); Sr Colette Stevenson (Director, National Board for Safeguarding Children in the Catholic Church in Ireland), Peter Kieran (part-time Director, National Board for Safeguarding Children in the Catholic Church in Ireland); and Teresa Devlin CEO (minute taker, National Board for Safeguarding Children in the Catholic Church in Ireland).

INITIATIVES UNDERTAKEN AND GENERAL ADVICE PROVIDED BY THE NATIONAL OFFICE IN RESPONSE TO SPECIFIC REQUESTS FROM CHURCH AUTHORITIES: 1 APRIL 2018 – 31 MARCH 2019

The 18 cases presented to the NCMC for advice during the year (2018) came as follows:

	Diocese	Congregations	Total
April	2	2	4
May			no meeting
June			no meeting
July			no meeting
August			no meeting
September			no meeting
October	5	1	6
November		1 (remotely)	1
December	4	1	5
January	0	2	2
February			no meeting
March			no meeting

Table 2: NCMC cases per month

As demonstrated in Table 2, the frequency of NCMC meetings decreased during the period under review due to lack of demand for advice on case management matters. In total, the NCMC met four times and offered advice remotely on one occasion. As the NCMC exists to offer advice at the request of a Church authority, it has no remit to review how a case has been managed, nor does it have a mandate to ask a Church authority to bring cases to its attention, as such action would move the NCMC into the role of data controller.

A pattern to the type of advice requested has developed, which generally centres on the conduct of Church inquiries following the conclusion of any investigation by the statutory authorities. In the previous reporting period (2017/18), the National Board provided training to a small number of Church personnel in how to undertake preliminary investigations under canon law. The purpose was to allow for greater consistency across the Church in

conducting these inquiries. In previous years we have highlighted long delays that have followed initial notifications of allegations. The period between an allegation being reported to the statutory authorities and the conclusion of all statutory inquiries can be two years or more, which leaves both complainants and respondents dissatisfied. The NCMC has consistently offered advice about proceeding, post statutory investigations, with canonical inquiries, which may bring about a satisfactory conclusion, especially through a determination of guilt or innocence where a criminal process was not pursued.

General Safeguarding Advice

During this reporting period, the National Office responded to 260 requests for advice across a range of child-safeguarding-related matters to Church personnel, to complainants and to those who may have been accused of child abuse. Complainants and respondents who contact the National Board usually do to seek clarification on procedures that the Church authority is required to follow; and in these instances, the National Board seeks to refer the complainant and respondent back to the Church authority who has the responsibility for providing advice and support.

Over this past year, the National Board has received requests for advice from dioceses, religious organisations and other independent Church affiliated bodies. The breakdown of advice based on Church body type is outlined in Figure 4.

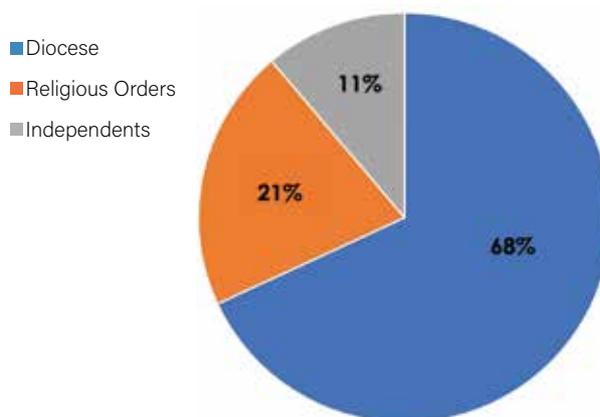


Figure 4: Advice by Church body

INITIATIVES UNDERTAKEN AND GENERAL ADVICE PROVIDED BY THE NATIONAL OFFICE IN RESPONSE TO SPECIFIC REQUESTS FROM CHURCH AUTHORITIES: 1 APRIL 2018 – 31 MARCH 2019

Standard 1: Creating and Maintaining Safe Environments

Requests for advice relating to Standard 1 (safe environments), accounted for 19.2% (50) of the total advice offered. This standard is the most detailed standard in *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016*. The breakdown below interrogates the requests further and highlights that advice about how to ensure safe care for all children was the most frequently sought. This is not surprising given that aspects of this relate to measures required to prevent abuse – such as sign-in and sign-out registers – demonstrate that those who minister with children are in good standing, etc. Ireland’s hosting of the World Meeting of Families this year involved significant ministry with children which may account for the increase in advice in relation to this indicator.

Safe environments	Frequency
Creating safe environments for children	17
Vetting	12
Visiting clerics/religious	7
Complaints that are not allegations of abuse	3
Safe recruitment	2
Use of Church property by external groups	2
Safe use of IT	2
Clerics and religious ministering in external organisations	1
Codes of behaviour for children	1
Hazard assessments	1
Safe use of photographs	1
Safe use of social media	1

Standard 2: Procedures for Responding to Child Protection: Suspicions, Concerns, Knowledge or Allegations

As demonstrated by Figure 5 the biggest area of advice continues to be in relation to Standard 2

(responding to allegations), accounting for 39.6% (103) of the total advice offered. While the vast majority of the advice offered related to reporting allegations, knowledge, suspicions and concerns and to the management of case files (63), the remaining 40 pieces of advice sought related to complications in relation to sharing information across Church bodies and to the role of priests and religious as mandated persons under the *Children First Act 2015*. This is not surprising given the change in practice that has resulted from the introduction of GDPR into domestic law through the Data Protection Acts 2018.

The National Board has dedicated significant resources to ensuring that its services are GDPR compliant and to assisting Church bodies understand their child safeguarding obligations in tandem with data protection requirements.

Standard 3: Care and Support for the Complainant

Standards 3 (complainants) relates to advice requested on how to offer effective practical and pastoral support to complainants. As already noted, the National Board has developed detailed practice guidance in this area and encourages Church personnel to be much more active in engaging with those who have disclosed abuse by clerics and religious. During the year, we offered advice on the role of the support person at all stages from receipt of an allegation through to court proceedings.

Standard 4: Care and Management of the Respondent

The second most frequently sought advice related to Standard 4 (respondents), which accounts for 19.6% (51) of the total advice offered. Areas covered within this advice included:

- supporting respondents
- the process to inform respondents that an allegation has been received about them
- the production of interim and permanent management plans

INITIATIVES UNDERTAKEN AND GENERAL ADVICE PROVIDED BY THE NATIONAL OFFICE IN RESPONSE TO SPECIFIC REQUESTS FROM CHURCH AUTHORITIES: 1 APRIL 2018 – 31 MARCH 2019

- funerals of respondents
- the canon law process
- monitoring respondents after the civil and canonical process has been completed.

Standard 5: Training and Support for Keeping Children Safe

Advice relating to training was least requested; possibly due to the well-established training system and network of trainers that exists and operates effectively across the Church.

Standard 6: Communicating the Church's Safeguarding Message

Similarly there were few requests for advice on how to more effectively communicate the message of child safeguarding within the Church. There have been good developments in this standard with many Church bodies improving website communication, developing newsletters and hosting Safeguarding Sundays as examples of getting the safeguarding message out to those interested.

Standard 7: Quality Assuring Compliance with the Standards

The final standard relates to quality assuring compliance with the standards. Each year, between December and end of March, there is activity in parishes and communities relating to conducting self-audits. The expectation is that the Church authority informs the National Board that the self-audit has been completed and that any corrective action or work on improving practice is notified to the National Board. The National Board does not critique this work, as it is our expectation that each Church authority maintains responsibility for ensuring compliance with this standard. Later in 2019, the National Board will begin second phase reviews of practice; at this stage, self-audits will be examined and commented on by the independent reviewers.

Other advice offered under Standard 7 related to to conducting serious incident reviews, which is referenced above.

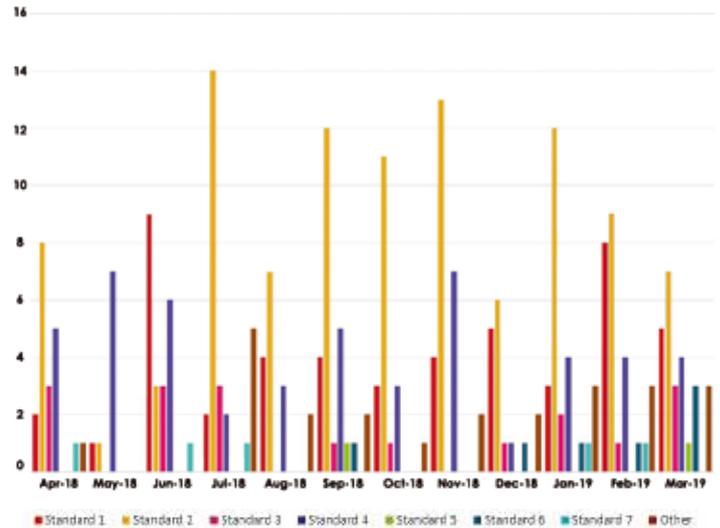


Figure 5: Advice categories by month

Figure 5 outlines advice offered based on the standards; advice not categorised under a specific standard is denoted as 'other' (brown) category in the graph above.

The other categories for which advice was sought related to managing aspects of child safeguarding where data protection matters featured. While the National Board does not offer legal advice, we have provided guidance in relation to how to conduct a privacy impact assessment when seeking to share personal data with a third party.

Other areas of advice centred on writing policies for international missionary organisations and support for Church affiliated bodies and lay apostolates.

While the constituents of the National Board are solely dioceses and religious orders in Ireland, there has been an increasing number of requests for advice and support for lay apostolates across the Catholic Church in Ireland. It is hoped that assistance to these apostolates will be further developed in the coming year.

TRAINING AND RELATED SUPPORT REPORT

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A core function of the National Board is to empower and support Church authorities, Church bodies and Church personnel in the delivery of best practice across the Church's child safeguarding standards. This section will report on activities outlined on each of the objectives within the Training and Support Strategy (2017-19), available at www.safeguarding.ie/images/Pdfs/Training_Resources/Training_and_Support_Strategy_2017-2019.pdf.

Building Skills and Capacity at Local Level

A key requirement for training and support is to empower those at local level to ensure safeguarding children is embedded in each Church body. During the 2018/19 period staff from the National Office facilitated the following local training and support programmes.

Safeguarding Committee Training

The role of the Safeguarding Committee is to work on behalf of the Church authority to ensure that child safeguarding requirements around Standards 1, 5 and 6 (Creating and Maintaining Safe Environments, Training and Support, and Communicating the Church's Safeguarding Message) are implemented locally within each Church body.

As each Safeguarding Committee is unique in terms of its membership and stage of development, since 2013, National Office staff have been delivering training to assist in the clarification of role and function to committees in relation to the stated standards. This year the programme was delivered to five dioceses and one agency. Sixty-two Church bodies have now accessed Safeguarding Committee training by the National Board.

Specific Training

Bespoke training was delivered upon request to four Church bodies during the period under review (one diocese and three religious congregations). The

issues covered included: creating and maintaining safe environments in enclosed contemplative orders, mandated persons, and ensuring safe practice from visiting clergy and religious.

Training and Supporting Trainers

Local Safeguarding Awareness Training Delivered in the Reporting Period

The National Board's 'Train the Trainers' programme enables the delivery of Church-specific training to all Church personnel. There are currently 110 trainers registered with the National Board; the geographical spread of these trainers is shown in below Figure 6.

- Armagh
- Cashel
- Dublin
- Tuam

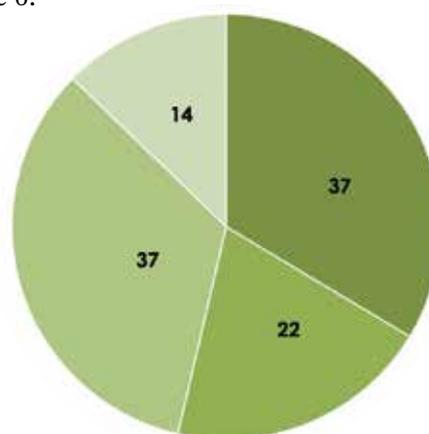


Figure 6: Geographical spread of trainers by ecclesiastical provincial area

There has been an increase in the number of trainers since last year's annual report (102).

The training delivered by trainers takes the form of three workshops; a full day training (six hours), an information session (three hours), or, and for the first time this year, a specific workshop on mandated persons was introduced to help train Church personnel on their responsibilities in relation to the *Children First Act 2015*. In the period covered by this report, 8588 people received training.

TRAINING AND RELATED SUPPORT REPORT

1 APRIL 2018 – 31 MARCH 2019

Figure 7 breaks this figure down by people trained in each ecclesiastical provincial area. This figure combines attendance at information sessions, mandated persons sessions and full-day training, a breakdown of which is demonstrated in Figure 8.

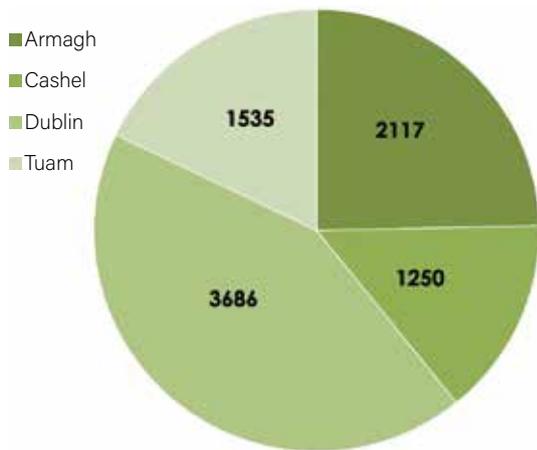


Figure 7: Participants trained by ecclesiastical provincial area

As noted previously, this year, a new session was introduced into the training portfolio of trainers, specifically targeted at those who are defined as mandated persons under the *Children First Act 2015*. The session can be delivered as a standalone option or as part of the full-day training. As shown in Figure 8, only six standalone mandated persons sessions were delivered however many of the training returns submitted by the trainers indicated that mandated persons information has been incorporated into the content of the full-day training programme, negating the requirement for the standalone option.

The figures shown are based on statistics received from trainers who have been registered by the National Board. There is no requirement for annual training and therefore the figures detailed are not representative of all Church personnel trained, only those trained during 2018/19. These figures exclude information sessions which were delivered by local safeguarding representatives.

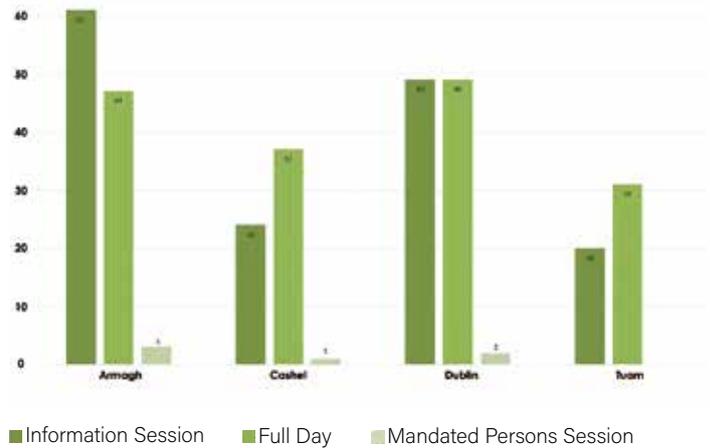


Figure 8: Type of training delivered by ecclesiastical provincial area

The overall figure of 8588 for training continues the upward trend of increasing numbers of people trained in child safeguarding practice in the Catholic Church in Ireland as shown in Figure 9. The training manual and accompanying resources were updated in line with changes in policy, legislation and practice in both jurisdictions. This has been a particularly important piece of work given the changes that have been implemented with the full enactment of the *Children First Act 2015* (ROI) and General Data Protection Regulations. As we move forward into the next reporting cycle, in line with the intention to develop a new training strategy, we have already initiated a process of review and redevelopment of existing training materials. While meeting the requirements of Tusla and the Health and Social Care Trust (HSCT), our intention is to make training innovative, creative, more self-reflective and an enabler of improved safe engagement with children in the ministry of the Church.

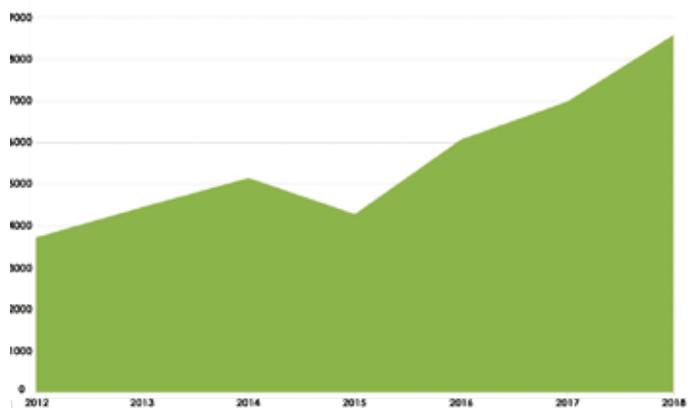


Figure 9: Number of people trained by reporting period.

TRAINING AND RELATED SUPPORT REPORT

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Supporting Individual Church Bodies

Alongside bespoke support and training, a new service has been offered by National Board staff which involves assisting Church authorities with structuring their case files, in order to better demonstrate the case management process and continuous risk assessment that have been carried out. This year this service has been taken up by three dioceses with further requests by Church bodies already scheduled for the next reporting year.

Facilitating National Training Events

National Role Specific Training Events

National training courses, which were facilitated during this reporting period to support the development of knowledge and skills for specific safeguarding role holders, addressed the following:

- **16 May 2018: Influencing International Missionary Safeguarding Practice**

This course aimed to influence good child safeguarding practice among Irish missionaries who engage with children in an international context. The aim was to ensure that anywhere Irish missionaries minister to children, the safety and well-being of children will be prioritised and promoted.

This course was designed for Church authorities and Church personnel who have international ministries.

- **26 May 2018: Update for all Registered Trainers**

This training day was for those who are currently registered as trainers with the National Board. This training event covered the following areas:

- » Giving out hard-copy inserts of newly designed manual;
- » New Mandated Persons session;
- » Listening to trainers regarding areas of the manual that need to be amended or changed from experience delivering training;
- » Providing an opportunity to network with other trainers from across the country;

- » Hearing from experienced trainers about facilitation, what works and what does not;
- » Outlining further support that is being developed for trainers.

- **6 June 2018: Working with Respondents**

This course was designed to assist those working with respondents. Topics for the day included presentations on:

- » Informing the respondent and right of access to civil and canon law;
- » Initial risk assessments;
- » Appointment of advisor;
- » Practical implications for respondent (including information sharing and data protection);
- » Preliminary investigations and collecting the proofs;
- » Restoring good name and permanent management plans.

This day was for Church authorities, designated liaison persons (DLPs), advisors and anyone involved in the management and support of respondents.

- **1 August 2018: Crisis Management Training**

This training day focused on the practicalities of dealing with a crisis situation. The day included specific inputs on the following:

- » Public announcements;
- » Dealing with the media;
- » Information sharing;
- » Supporting complainants;
- » Managing risk;
- » Public relations.

This day was for Church authorities, DLPs and those involved in the case management structure.

- **5 September 2018: Governance for Church Authorities**

This training day was designed for new and existing Church authorities and covered the following:

- » Data protection and information sharing;

TRAINING AND RELATED SUPPORT REPORT

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- » Recent policy and legislative changes;
 - » The role of the Church authority and child safeguarding;
 - » Auditing and ensuring compliance.
- **26 September 2018: Working Safely with Children**

This training day was specifically for those involved in youth ministry in the Catholic Church in Ireland or any cleric or religious who wants to ensure that all safeguards are in place to protect children and the adults that work with them. The day included input on:

 - » Children's rights and safeguarding;
 - » Practical examples of the safeguards that need to be in place to work with children safely;
 - » Boundaries;
 - » Critical incident planning;
 - » Resources for encouraging safe youth ministry.
 - **14 November: Compassionate Response Training**

This training was structured around the GAP (Guidance, Advice and Practice) paper on caring compassionately for complainants. The training day included presentations centred on best practice in working with complainants.
 - **16 January 2019: Training for New DLPs**

This training was designed for people who have recently taken on the role of DLP, or who have never been able to attend role-specific training before. It covered the following areas:

 - » Clarifying the role of DLPs;
 - » Hearing child safeguarding concerns and record keeping;
 - » Communication and supervision;
 - » Conducting an internal report on cases for the Church authority.
 - **2 February 2019 and additional dates: 'Train the Trainers' course**

Applicants who wish to become registered trainers with the National Board must undertake a seven-day-long training and assessment process, which includes developing knowledge in
- relation to safeguarding children in the Catholic Church in Ireland, group work and facilitation skills. All of these days were delivered in this reporting period.
- **13 February 2019: Reporting Thresholds Meeting with An Garda Síochána and Tusla**

This event was attended by representatives of both An Garda Síochána and Tusla and was specifically for those involved in reporting allegations of abuse including DLPs, deputy DLPs and Church authorities in the Republic of Ireland. Presentations on the day included:

 - » Thresholds for reporting abuse;
 - » The process of investigation and action from the perspective of each statutory agency;
 - » The process of reporting allegations from the perspective of the National Board.
 - **27 February 2019: Training for New Church Authorities**

This training day was for leaders of Church bodies across Ireland to induct them into their strategic role in relation to child safeguarding, including:

 - » The strategic role of the Church authority in relation to child safeguarding;
 - » Pastoral ministry and child safeguarding;
 - » The importance of support and supervision.
 - **27 March 2019: Training for Lay Apostolates**

This training was for those national or local lay apostolates, who are ministering with children in Ireland and wish to follow the Church's child safeguarding policy *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016*. The aim of this course was to:

 - » Familiarise participants with the requirements of the Church's safeguarding children policy and standards;
 - » Update participants on the legislative developments in relation to safeguarding children;
 - » Outline the governance requirements in relation to safeguarding children;
 - » Outline proposals to formalise relationship between lay apostolates and the National Board.

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Ecclesiastical Provincial Area Meetings

Four ecclesiastical provincial area meetings were facilitated during the year: Armagh, Cashel, Tuam and Dublin and a fifth meeting with AMRI members. The purpose was for staff from the National Office to meet with bishops, provincials, superiors and DLPs, and with trainers from dioceses, religious congregations and orders, to discuss child safeguarding imperatives and to discuss the development of best practice in relation to safeguarding children. Topics for discussion included:

- » GDPR
- » Review Methodology
- » Mandatory Reporting
- » Update on Guidance
- » Update on Training

Formation Training

Formation training for seminarians and ongoing formation for those who have been ordained or undertaken religious vows continues to be an important part of the work of the National Board. During the period covered by this report, the following training was delivered:

- Training 1st year seminarians in St Patrick's College, Maynooth;
- Training 2nd year seminarians in St Patrick's College, Maynooth;
- Training for pastoral theology students in St Patrick's College, Maynooth;
- Training for international students in Loreto House, Dublin;
- Three 'Head to Heart' induction days for seminarians in St Patrick's College Maynooth;, Redemptoris Mater, Dundalk; and the Pontifical Irish College, Rome;
- 'Head to Heart' module on Leadership and Governance for seminarians in St Patrick's College, Redemptoris Mater and the Pontifical Irish College;
- 'Head to Heart' module on History and Legislation of Child Safeguarding in the Catholic Church for seminarians in St Patrick's College, Redemptoris Mater and the Pontifical Irish College.

The National Board has been providing child safeguarding training to seminarians in St Patrick's College, Maynooth, since 2009, and more recently to other houses of religious formation in Ireland and to the Pontifical Irish College in Rome. Through the experience of delivering this training to men in formation, the National Board has identified additional areas for relevant training that will better prepare these men for their future ministry with children, as priests. Working with the formation teams in St Patrick's College, Maynooth, the Pontifical Irish College in Rome and Redemptoris Mater, Dundalk, the National Board is facilitating a new programme of child safeguarding training in formation.

The course is called 'Head to Heart – Child Safeguarding in Formation'. This name was chosen to fill the gap identified through current practice and experience of providing child safeguarding training which is truly reflective, rather than simply knowing about the policies and procedures, to understand how they can be integrated into the spiritual lives of priests. This approach has also been reflected by Pope Francis when he said, 'an education that integrates and harmonises intellect (the head), affections (the heart) and activity (the hands) ... will offer students a growth that is harmonious not only at the personal level but also at the level of society. We urgently need to create spaces where fragmentation is not the guiding principle, even for thinking. To do this, it is necessary to teach how to reflect on what we are feeling and doing; to feel what we are thinking and doing; to do what we are thinking and feeling. An interplay of capacities at the service of the person and society.'

Each seminarian will complete ten modules across their period of formation and each will be assessed using reflective readings and exercises before and after each module, to assist with integrating the theory and practice of safeguarding into ministry. Two of these modules have now been delivered with seminarians from all three seminaries taking part. This work will continue to develop over the next

TRAINING AND RELATED SUPPORT REPORT

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reporting cycle, with dates for further induction for new seminarians and another module set for autumn 2019.

Communication Methods

Given the change in practice with the introduction of GDPR, this reporting cycle has meant a further

refinement of the National Board's communication strategies to ensure all members of Church personnel are receiving the information they need to support them in their role. How we communicate will be further refined and evaluated over the coming year in line with data protection legislation.



Guidance

Following the introduction of *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland* in June 2016, the National Board produced accompanying optional guidance which represented best practice from across the Church in Ireland and statutory agencies. The guidance is available electronically and is regularly updated. This year the guidance has been amended fifty times. This is a third of the updates produced in the last annual report, reflective of fewer changes in legislation, policy and practice. That being said, whilst most of the changes listed are minor, there are a number of important guidance documents that have been developed during this past year, including:

- Guidance on crisis management
- Guidance on boundary violations
- Guidance on serious incident reviews
- Guidance on lay apostolates
- Guidance on creation of international safeguarding policies
- Templates for precepts and decrees
- Guidance on National Board reviews
- Updated referral forms following GDPR.

GAP (Guidance, Advice and Practice) Papers

This series of papers seeks to provide information on research, advice and resources that will assist in supporting and developing best practice in safeguarding children. The first paper in the series, which was produced in May 2018, highlights matters relating to child safeguarding and digital media.

Responding to Complainants of Clerical Child Sexual Abuse

The second GAP paper focused on responding pastorally to complainants, which is developed from experience of case management practice in

Ireland and internationally, reading and research, and through listening to those who have shared their experiences of being harmed in the Catholic Church in Ireland.

The third GAP paper produced during this reporting cycle is entitled *Caring Pastorally and Managing Respondents*. This paper supports the procedural guidance detailed in Standard 4 of National Board's guidance accompanying *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016*. The paper seeks to address the more human considerations that arise for respondents and their families, their friends and colleagues, as well as for their Church authority and for others who have a responsibility to safeguard children.

Staff at the National Board will continue to develop these papers during the next reporting cycle.

Supporting Best Practice

Alongside those initiatives mentioned in the previous sections to support and develop best practice, staff from the National Office have taken part in the following:

Meeting with Other Organisations to Share Best Practice

Staff from the National Office met with a range of lay apostolates, agencies of the Irish Bishops' Conference, government officials, non-governmental organisations, international bodies and other representatives of international bishops' conferences to share best practice. The purpose of the exchanges is to learn from each other about what improvements we can make individually and collectively in relation to child safeguarding in the Church. The following is a summary of meetings and their purpose:

DEVELOPING POLICY, GUIDANCE AND RESOURCES

MEETING	PURPOSE
PSNI	Notification of allegations
An Garda Síochána National Protective Services Bureau	Training around An Garda Síochána processes following notification
Garda Vetting Unit	Clarification of vetting requirements
UN Special Rapporteur on the sale and sexual exploitation of children	As part of the Special Envoy's reporting to the UN
GAA	Collaboration over vetting and reporting
Lay Apostolates – various	Assistance with developing child safeguarding procedures and practice
Data Protection Commission	Data protection and information sharing
Tusla	General update and information sharing
Scottish Review Group (Bishops' Conference)	To share experience of developing policy and guidance
Chile Bishops' Conference Representatives	To share experience of developing policy and guidance
Department of Health NI	General update and information sharing
Safeguarding Board for Northern Ireland (SBNI)	General Update and Information Sharing
One-in-Four	General update and support for complainants in court processes
Human Dignity Foundation	Digital media
Irish Council for Prisoners Overseas (ICPO)	Assistance with policy and procedure development

The National Board has a mandate to liaise regularly with agencies and organisations on the island of Ireland which have a responsibility for the safeguarding of children and to promote and maintain awareness of the constituents of the relevant developments in legislation, policy and practice. The meetings held with external bodies in Ireland are helpful in the continuous development of the National Board's guidance.

The international meetings are held at the request of those bodies who wish to hear of the experiences we have in Ireland.

National Safeguarding Conference

The National Board's biennial National Conference was held in Kilkenny on 26 and 27 October 2018. It was attended by 200 delegates who heard a range of speakers present on matters relevant to child safeguarding in the Catholic Church in Ireland. These included presentations on:

- How to overcome fears and develop positive engagement with children and young people (presenters from a diocese and religious order)
- The safe use of technology
- Supporting complainants
- Impact of abuse on the families of respondents
- Pastoral response to survivors.

Evaluations of the conference were overwhelmingly positive, with 99% stating that the conference venue, speakers and topics were 'very good' or 'excellent'.

The theme of the conference - Be Not Afraid - was chosen to encourage all Church personnel, clerics, religious, lay men, women and children not to allow their fears to impede them in continuing to push the boundaries of child safeguarding practice. In doing so, we can grow in confidence that we are promoting good safeguarding of children, caring for those who have been harmed and supporting respondents and their families.

The National Board for Safeguarding Children in the Catholic Church in Ireland would like to acknowledge the significant good safeguarding work that is going on in the Catholic Church in Ireland and wants to encourage those who may feel disheartened at times to continue.

Anglophone Conference

The 2018 Anglophone Conference was hosted by the Bishops' Conference of Australia, Papua New Guinea and the Solomon Islands, with support from the Centre for Child Protection at the Pontifical Gregorian University and attended by staff from the

DEVELOPING POLICY, GUIDANCE AND RESOURCES

National Board. The theme for the conference was 'Culture: An Enabler or Barrier to Safeguarding'.

The conference offered keynote speakers, responders, small group discussions and participants listening

and learning from each other, including hearing from responders who were selected from various countries responding to the presentation and discussing relevant practices from their respective countries.

QUALITY ASSURING COMPLIANCE WITH THE STANDARDS



The process of self-auditing is now a well-established feature of ensuring that the practice in dioceses and religious orders are in line with the required standards.

During 2017/18, we received notifications that 23 self-audits had been conducted in dioceses; three were in process. This amounts to 100% of dioceses engaging in self-auditing compliance with standards during the year.

In terms of religious orders, we were notified that 160 self-audits were completed; five were in process and 17 were no longer relevant as all ministry ceased, due to aging population of members. This represents 100% of all religious orders who are constituent members of the National Board.



John Morgan, Chairman, has had a career in business, primarily as a corporate lawyer. He served as chairperson of the Bishops' Committee on Child Protection from 2002-6. Prior to that, he had been a member of the committees established by the bishops dealing with child protection beginning with the first formal Bishops' Committee on Child Abuse, which was set up in 1999. He joined the Board in 2006, and was appointed chairman in 2009.

Fr Edward Grimes CSSp is a Spiritan canon lawyer, with experience of rendering assistance to religious congregations and dioceses in safeguarding children. He has served on the Spiritan Leadership Team. He has also served as national director of Pontifical Mission Societies in Ireland, director of Gambia Pastoral Institute, and secretary general of the inter-territorial Bishops' Conference in West Africa. He joined the Board in 2011.

Dr Keith Holmes is a consultant child and adolescent psychiatrist. He was formerly lead clinician and chairperson of the Medical Board in Lucena Clinic, Dublin, and former chair of the Faculty of Child and Adolescent Psychiatry within the College of Psychiatry of Ireland. He joined the Board in 2009.

Marie Kennedy has a background in social work and has 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, Marie provides significant and extensive experience in all aspects of child care management. She joined the Board in 2008.

Michael Ringrose is formerly chief executive of PWD (People with Disabilities in Ireland), the national representative organisation for all people with disabilities, their parents, carers, families

and advocates. Prior to that, he served as a Chief Superintendent with An Garda Síochána. He joined the Board in 2006.

Fr Paul Murphy OFM Cap has wide experience in his own order in child safeguarding, both as a member of its leadership team and as designated liaison person. He served on the child safeguarding desk in CORI for eight years, during which time he was the company secretary for Faoiseamh Ltd (Towards Healing), the victims' support service. He also participated in the working group which drew up *Our Children, Our Church*. Paul has qualified as a trainer of trainers in child safeguarding; he also researched the monitoring and rehabilitation of sexual offenders in religious communities for a MA with the University of the West of England in Bristol. He joined the Board in 2013.

Jim O'Higgins is a practising solicitor and accredited mediator. He was founder member and co-designer of the state Family Mediation Service. He served as honorary secretary and board member of Cheeverstown, a service for the intellectually challenged. He chaired the advisory panel on child abuse for the Ferns diocese for eight years. He is a former chairperson of the Peter McVerry Trust and is on the board of two national schools in a disadvantaged area in Dublin's North City. He joined the Board in 2013.

Sr Colette Stevenson PBVM is a Presentation Sister. She has been involved in child protection work within the Church since 1995, when she became director of the C.O.R.I child protection office. Previously she worked as a teacher and later in retreat work. She is a qualified marriage and family therapist. She recently retired from the National Office as director of professional standards. She joined the Board in 2013.

THE BOARD AND OTHER CORPORATE INFORMATION

Sr Nuala O’Gorman is a Sister of Mercy of the Southern Province of the Congregation, a retired secondary school teacher. She has served as principal of the school, chairperson of board of management and was a member of the provincial team in the province. She was a member of the steering group in the Diocese of Cloyne when child safeguarding policies were being established and served as a member of the child safeguarding committee in that diocese for a number of years, drafting policies with same. She is currently one of the victim support persons for the diocese. She joined the Board in October 2017.

Sr Evelyn Greene is a Holy Faith Sister with a background in education. She has been involved in various ways in the area of child safeguarding at congregational, diocesan and national levels for several years. At present she is designated trainer for child safeguarding. She joined the Board in October 2017.

Management of National Office

Teresa Devlin, Chief Executive Officer, has a background in social science, social studies and psychology, and an advanced diploma in child protections. She has 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. Formerly director of safeguarding, she was appointed as CEO in January 2014.

Niall Moore, Director of Training and Support, has a degree in Law and Master’s in Criminology which he completed whilst working in the office of the Northern Ireland Commissioner for Children and Young People (NICCY). He has experience facilitating professionals, coordinating teams and working directly with children, young people and vulnerable adults. Alongside his full time role of director of training and support, he is currently completing his doctorate at Queens University in

Belfast, examining the role of the Holy See as a signatory to the United Nations Convention on the Rights of the Child. He was appointed in February 2013.

Peter Kieran, Part-time Director of Safeguarding –Policy and Case management advice: Peter is a professionally qualified social worker and has a Master’s qualification in counselling. He worked in child protection with the SEHB/HSE South from 1974, and became the regional specialist in children and family services in 2004. He worked in that role until his retirement in December 2010. He has conducted a number of reviews for the National Board since 2011 and is now working on research and policy development. He also teaches on the Master’s in Therapeutic Child Care at Carlow College.

Ann Doyle: Administrator

Imelda Ashe: Administrator

Training Tutors: Fr Paddy Boyle, Sr Helen O’Riordan, Sr Anne Lyng, Eleanor Kelly, Aoife Walsh, Avril Halley, Jennifer Moran Stritch, Maureen Walsh and Kevin Duffy (supporting the Director of Training and Support in the delivery of the Training and Support Strategy).

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 and AMRI (Association of Leaders of Missionaries and Religious of Ireland).

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

Company Secretary: Ann Doyle

Website: www.safeguarding.ie

OBJECTIVES FOR 2019



The key objectives for the National Board for 2019 involve:

- Initiating and conducting a second phase of child safeguarding reviews across dioceses and religious orders in Ireland.
- Reviewing and revising the National Board for Safeguarding Children in the Catholic Church in Ireland's Training Strategy and Support Strategy.



THE NATIONAL BOARD FOR
SAFEGUARDING CHILDREN
IN THE CATHOLIC CHURCH IN IRELAND

