



THE NATIONAL BOARD FOR
SAFEGUARDING CHILDREN
IN THE CATHOLIC CHURCH

Annual Report

2014



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STATEMENT FROM THE CHAIRMAN

John B. Morgan



A key Board objective for 2014 was to review the ‘Safeguarding Children: Standards and Guidance’ document for the Catholic Church in Ireland and submit revised norms for Church acceptance. The very extensive and comprehensive consultation process undertaken has alerted us to a number of needs – for example, developing a more proactive outreach to those who have been abused, and improvement in effective and accessible complaints procedures.

Two significant events in the last year have also proved helpful in the development of revision work on the standards and guidance norms. Firstly, in July last year, the Board co-chaired the Anglophone Conference in Rome, hosted by the Episcopal Conferences of Ireland and Chile, a conference born some years ago out of the interest among bishops from English-speaking countries to share experiences about addressing the problem of the sexual abuse of children by priests and religious. This forum, to which we both contribute to and learn from, keeps us abreast of developments in international best practice across all aspects of child safeguarding. Secondly, our National Conference in Athlone (27–28 February last), afforded the opportunity to share and discuss the work undertaken by the Board and National Office with over two hundred of the child safeguarding professionals and volunteers working to keep children safe throughout the Church in Ireland. It also enabled the Board to share and discuss the outcome of the consultation process and accompanying revision work on new standards and guidance, undertaken since June 2014. Central to that dialogue was the discussion of two new standards (with accompanying guidance) – one on care for those making allegations of abuse, and the other on care of priests and religious who have been accused of abuse.

All of this activity has contributed to the submission to the Sponsoring Bodies, in March of this year, of a recommended revision of the standards and accompanying guidance for safeguarding. Internal consideration by the Sponsoring Bodies of the Board’s recommendations has now commenced. It is expected that this will be followed by some further consultative engagement before acceptance, an induction and training process, and agreement on a fully operational date for the application of the new standards.

This annual report incorporates a separate section detailing the status of the review programme. The Board is confident that substantial completion of the current review programme, involving all remaining religious congregations, will be achieved by end of 2015. This is a target we wish to adhere to so as to ensure completion of this exercise before the operational date for the envisaged new standards. We wish to thank the leaders of the religious congregations for the support and cooperation they are providing in this regard.

Board and National Office

All of the directors served throughout the term of the year under review. As chairman, I am satisfied that the Board operates effectively for the successful achievement of Board objectives. I wish to thank each of the directors for their commitment and support throughout the year.

Teresa Devlin and her team are key and central to any achievement we may claim. On behalf of the Board, I offer our sincere thanks to them for their tireless dedication in constantly looking to improve standards of service and performance in the work of the National Office.

Outlook

In his opening address to our National Conference in February last, Archbishop Eamon Martin emphasised the importance of safeguarding as a shared responsibility within the Church, rooted in the promise that everything possible is being done to ensure that what has happened to those abused in the past shall not happen again.

It is this shared responsibility that underlies the desirability for a consistent 'One Church' approach – an approach adopted in the revision of standards recommendations. We look forward to assisting with the implementation of the revised standards, which will facilitate more closely the strengthening of the safeguarding links between dioceses and religious communities at local diocesan and parish levels. It should also facilitate any closer cooperation required between the work of the Board with that of both Towards Healing and Towards Peace to help ensure that our journey, as Church, accompanying those abused is marked with true compassion.

Lest there be any complacent thought in considering what our work has achieved to date, it is instructive

that Pope Francis has been speaking quite noticeably about children – 'the treasure of humanity and the Church' (18 March) – in recent months. Reading the very extensive interview given in March to Televisa of Mexico on the occasion of the second anniversary of his election, he used exceptionally strong language about any priest who abuses a child. Our emphasis on their protection must always continue – there is no turning back. Finally, we might reflect on his moving comments (8 April) that the Lord judges our life according to what the angels of children tell him, angels who always behold the face of the father who is in heaven (Mt 18:10) with his follow-up challenge – 'let us always ask ourselves: what will the children's guardian angels tell God about us?'



JOHN B. MORGAN
Chairman
20 April 2015



Report of the Chief Executive Officer

Last year in my introductory remarks, I referenced Pope Francis, when he said that we should ‘disturb the peace of any settled ways in the Church which mean that the gospel is not being lived’. Pope Francis has made great strides in unsettling the settled ways of the Church, including the area of child safeguarding. He has established the Pontifical Commission for the Protection of Minors, he has met survivors of abuse and he has written to all bishops and major superiors encouraging them to engage more fully in the whole area of child safeguarding. Internationally, the Catholic Church needs strong leadership to ensure good safeguarding practice. Locally, the Church needs strong leadership. I see the National Board as having a dual role with Church leaders and with all those who work in child safeguarding in the Catholic Church in Ireland. Firstly, the Board is required to act as a regulator, which involves the reviewing of safeguarding practice against the standards adopted by the Sponsoring Bodies, across dioceses and religious congregations. Secondly, we have a clear mandate to provide support for their safeguarding practice; this we do through case management, policy advice and training.

With seventy-one reviews completed and published, and field work completed on a further forty, there’s little doubt about the volume of work undertaken. But it is also important to assess the quality of the work and whether the outcomes result in better practice. In this annual report we share the findings of a quantitative and qualitative evaluation of diocesan reviews conducted between 2011 and 2014. We also provide an evaluation of training undertaken and set out the courses run by National Office staff, as well as training provided by local trainers who are registered with the National Board across the Church in Ireland. In terms of case management, we include a statistical overview of the advice offered, as well as a critique of the consistency of the advice offered by the National Case Management Committee (NCMC).

It is also important that I as CEO acknowledge the tremendous work that is being done by volunteers, priests, religious and Church leaders in creating environments that are safe for children. The investment of time, energy and money is a clear sign of the commitment on the part of Church leaders to learn from the mistakes of the past and put in place the best safeguards so that children are safe in the Church today. I applaud their efforts on this.

The National Office

I should explain that while we tend to refer to ourselves as the Board, we are comprised of two pieces: the National Board itself and the National Office. The latter is the executive; the former oversees and directs our policy and strategy.

The National Board remained a constant and steady support to the National Office staff throughout 2014, with no changes in personnel. They met monthly with me as CEO to give direction and provide a critique of operations. Their insight, wisdom and straight-talking approach was both challenging and affirming.

If the National Board is the head of the organisation, then its backbone is the small but incredibly hard-working staff of the National Office. Once again, the combined efforts of all staff made the year’s work possible. In addition to the planned objectives, the team ran two major events to profile safeguarding practice. One took place in Rome in July 2014, when the National Office team supported the Bishops Conferences of Ireland and Chile in hosting the Anglophone Conference. More recently, the National Office staff organised the Board’s first National Conference, attended by over two hundred people in Athlone.

In addition to the core team, the National Board was supported by two additional part-time staff: Grace Kelly, who assisted with the revision of the Church’s safeguarding standards and Peter Kieran, who led

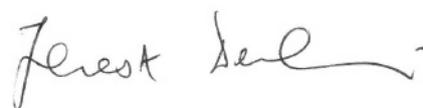
on several quality projects, including the review of diocesan reviews, the review of consistency of the NCMG, and with the revision of the safeguarding standards. Their work is much appreciated.

The Board also engaged seven independent reviewers whose work has been acknowledged by reviewees as being of high quality and was undertaken in a balanced and sensitive way. All safeguarding reviews are assessed for quality by a reference group made up of Dr Helen Buckley (TCD), Paul Harrison (TUSLA) and John Toner (Safeguarding Board for Northern Ireland).

Details of all the initiatives undertaken during 2014 are set out in the body of this report.

It is an immense privilege for me to be part of the National Board, and to work alongside such dedicated people in the National Office and across the Church in the most important work of

safeguarding children. I have read in files where the damage done to children was not dealt with properly and where, in some instances, the response to survivors is still not consistent. I have also read of the great work that is being done to ensure that children today are being protected. It is important that I recognise, on behalf of the Board, that children are safer today than ever before in the Church, that allegations are being responded to more promptly and are being managed with a better focus on the well-being of children.



TERESA DEVLIN
Chief Executive Officer
31 March 2015



Allegations Notified to the National Office – 1 April 2014 to 31 March 2015

The National Board has a responsibility to monitor safeguarding practice across all dioceses and religious orders/congregations. In addition to reviews of safeguarding practice, the Board monitors compliance with the seven standards in other ways. Most notable is the role of monitoring whether new allegations brought to the attention of a diocese or religious congregation/order have been shared with the civil authority agencies. There is an expectation that the National Office is informed at the same time as the civil authority agencies of allegations. In addition, we ask for information about the date of the abuse (if known), the status of the respondent's ministry and what safeguarding action has been taken.

During the 2014–15 period, 184 new allegations, suspicions or concerns have been shared with the National Office. In addition, 81 allegations were submitted in one batch against 18 members of a specific congregation. The events surrounding this batch of allegations all relate to physical and/or emotional abuse. Advice received by the Church authority from TUSLA (Child and Family Agency) is that they do not require information relating to allegations against deceased priests and religious; however all allegations irrespective of the status of the accused are mandatorily reported to An Garda Síochána or the PSNI.

This year, the statistical information relating to allegations, suspicions and concerns of a child abuse nature for religious congregations will therefore reflect an increase due to the 'batch reporting' cited above.

The data in Figure 1 provides monthly statistics for dioceses and religious congregations. In addition, the bar charts demonstrate the annual figures since 2009 when the National Board started to collate information about allegations made against priests and religious.

Please note these allegations, suspicions and concerns relate not only to sexual abuse but also include incidents of alleged physical and emotional abuse.

In diocesan terms it does not appear that the pattern of reporting is based on any event, such as the publication of Board review reports. On the other hand, the pattern of reporting within the religious congregations and orders would indicate spikes in reporting which are attributable to either orders or congregations preparing for a review of safeguarding practice or as a consequence of a review report having been made public. Of note is an increase in notifications in April and May 2014, in preparation for and following the publication of the fifth tranche of safeguarding review reports, and again in October 2014, following publication of tranche six. There is also a spike in January 2015, which is most likely due to reporting by orders in anticipation of fieldwork by reviewers. The total number of allegations notified to the National Board since 1 April 2014 until 31 March 2015 is as follows:

Allegations against:
Diocesan priests – 58
Religious priests, brothers and sisters – 126
One religious congregation shared in March – 81
Total number of allegations – 265

The figures indicate a slight decrease in allegations against diocesan priests from last year (64 allegations) and a large increase of 105 allegations against religious from last year (100 allegations).

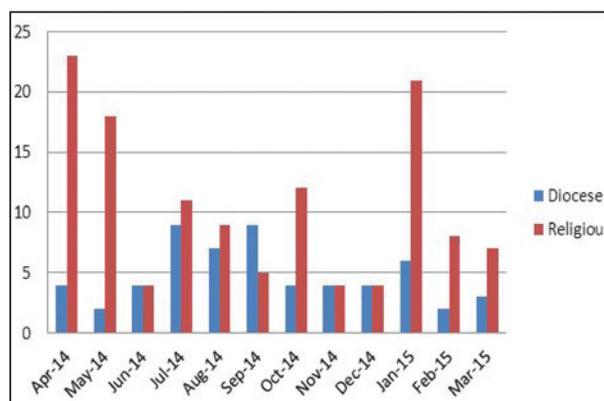


Figure 1

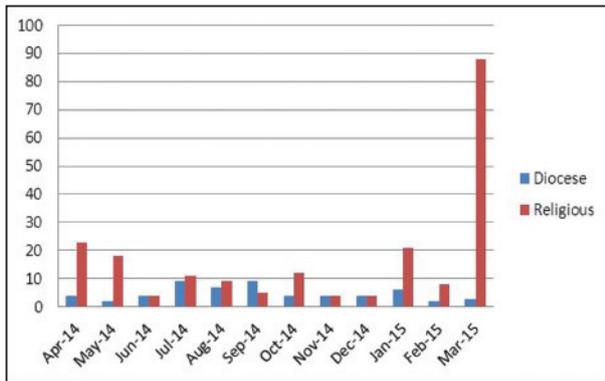


Figure 2

Figure 1 relates to all allegations received from dioceses and religious orders/congregations, by month, during the period of this annual report, excluding the batch reporting of one congregation in March 2015. Figure 2 is inclusive of all allegations, suspicions and concerns.

It is possible to note emerging patterns from the information submitted to the Board, including:

- A number of the allegations relate to a small number of respondents, indicating a pattern of prolific abuse by these respondents. In all cases where there are a large number of allegations, the accused is either deceased or has been convicted of the offences;
- Period of abuse for diocesan clergy relates to 1950–97, with one case noted outside this timeframe where the abuse is alleged to have taken place in 2006;
- Period of abuse for religious orders and congregational priests and religious relates to 1950–90, with one case where the abuse is alleged to have taken place in 1999;
- A number of complainants are still unwilling to proceed with making a statement to the criminal enforcement agencies, but the diocese/congregation always reports. The fact that the complainant doesn't proceed with a statement to the law enforcement agencies means that a criminal investigation cannot take place.

In addition to urging caution in interpreting this data due to the diverse range of notifications (allegations, concerns and suspicions), some of the information is presented in anonymised formats and therefore the National Office staff are unable to identify precise

numbers of priests and religious against whom allegations have been made throughout the course of the year. In addition, the batch reporting does not reflect new allegations being made during 2014–15, but a backlog of allegations being reported to the National Board.

A more reliable record is obtained through the 'review process' when case files are examined and specific cases and allegations are examined. This reliable data is published in each of the individual Church authority review reports.

The figures below demonstrate the annual reporting statistics since 2009, when the National Board started to collate information on allegations, suspicions and concerns notified to them by dioceses and religious orders/congregations.

Figure 3 shows the notifications, excluding the eighty-one received from one congregation in March 2015. Figure 4 is inclusive of all allegations, suspicions and concerns.

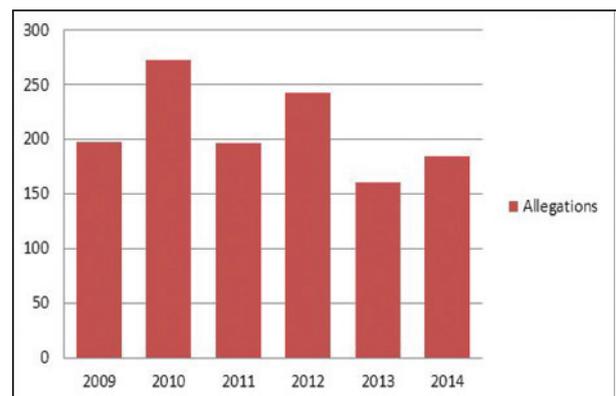


Figure 3

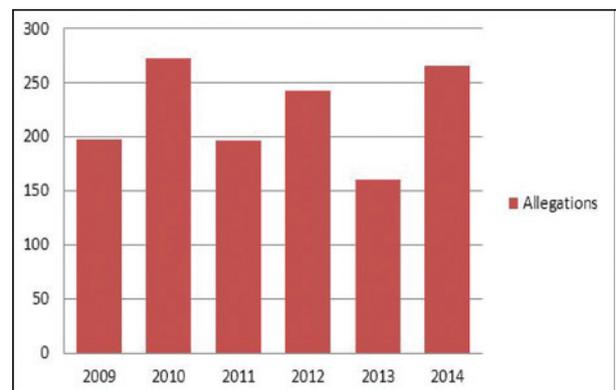


Figure 4

Support and General Advice Provided by the National Office in Response to Specific Requests from Church Authorities – 1 April 2014 to 31 March 2015



Advice provided to dioceses and religious orders/congregations largely falls into two categories: policy advice and case management advice.

Policy Advice

The frequent request for advice on policy and practical implementation of good safeguarding practice has led to the National Board developing a number of initiatives to foster local expertise and provide consistency of advice and a decreasing dependency on National Board advice. These initiatives include:

- The revised safeguarding standards will be accompanied by a detailed resource pack of guidance notes, materials and templates reflecting the standards. A large number of these resources that accompany the new standards are based on best practice developed by dioceses and religious orders and congregations across the whole of Ireland. Others have been written by the National Board also reflecting international best practice in response to specific requests from safeguarding personnel across the country;
- The National Board have redesigned the quarterly newsletter to provide practical advice on developments in safeguarding, including legislative updates, upcoming training and answers to common practice issues dealt with by the National Office;
- A dedicated section of the website has been developed for registered trainers. This section includes a list of frequently asked policy and practice questions and answers, which have been approved by the National Board. These questions are updated on an ongoing basis as new requests for advice occur.

Support Groups

In previous years the National Board established a discussion forum on its website for those who wished to share practice experience and ask for assistance

with policy-related matters. This facility did not allow for the sharing of individual case discussions, which could result in a breach of data protection law. However, this facility was not well utilised and in 2013 the National Board facilitated in its place the establishment of a face-to-face support group for designated liaison people. Terms of reference were agreed and the group now meets three to four times per year. As with the online forum this group does not discuss individual cases but does share challenges and seeks advice on a range of policy and practice issues.

In 2013 a similar support group was established with the assistance of the National Board for those 'support' personnel who are in place to care for complainants and survivors of abuse.

A third group was formed, with some assistance from the National Board, during 2014; this group is comprised of religious orders and congregations who are also dealing with complex and challenging situations.

There is no requirement for any of these groups to relay information to the National Board, but the Board is available to offer advice and attend meetings if requested.

Case Management

For the most part, case management advice is now being redirected to the National Case Management Committee, established in 2011.

Cases presented to the National Case Management Committee 1 April 2014–1 March 2015

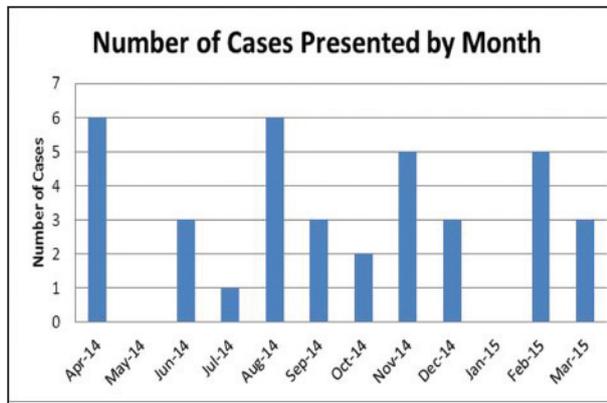


Figure 5

A detailed critique of the consistency of the advice offered by the National Case Management Committee is provided in the next section of this report.

There are, however, a number of dioceses and orders/congregations who are not members of this initiative who approach the National Office staff for individual case management advice. This generally falls under two categories: initial notification advice

about whether the threshold for reporting has been reached and then, after the civil and criminal inquiry investigation, advice about how to proceed with the Church’s preliminary investigation.

Requests for Advice from Complainants

In addition, the National Office has responded to a number of queries from complainants. While each diocese and order/congregation is required to have a complaints process in place, complainants may not always be aware that such a process exists, and may approach the National Office to intervene on their behalf with the diocese or order/congregation. It is practice for the National Office to redirect complainants to the complaints procedure of the appropriate Church body. However, if the complainant is still dissatisfied with how their allegation was dealt with, they can contact the National Board to request a review (Resource 13).

During 2014–15 there was one request for a Resource 13 review by the Board. To progress this, the Board established an independent panel of reviewers who met the complainant and Church authority and completed a report on their findings.

Summary of the Review of the Consistency of Advice Provided by the National Case Management Committee (NCMC)



Background

The National Case Management Committee of the National Board for Safeguarding Children in the Catholic Church in Ireland was established on a trial basis in 2011 and had its first meeting in January 2012. Its operation was evaluated in late 2012/early 2013 by an external reviewer, Mr Eoin O'Mahony, whose report, 'The National Case Management Reference Group – A Review of the First Year of Operations', was made available in February 2013.

Its purpose is to provide high quality advice to bishops, religious superiors/provincials when they are called upon to respond to safeguarding cases. The advice focuses on the management of the investigation and assessment processes and may comment on the 'fitness for ministry' of a respondent. This service is available to dioceses and religious orders who have opted to become members through the signing of a data processing deed which allows the group members to access and offer advice on cases, having had access to personal and sensitive data relating to allegations of abuse and the management of offenders in the Catholic Church.

As part of the ongoing evaluation of the working of the National Case Management Committee, it was agreed that the consistency of advice provided by the group would be evaluated, and Mr Peter Kieran undertook this task on behalf of the National Board.

Methodology

The case submission forms and case discussion forms were examined for all cases that were referred to the National Case Management Committee in the period from September 2013 to September 2014. Key information was extracted from these forms and entered into a data collection form.

In all, thirty-eight cases were submitted in the time period studied. Of these:

- 14 related to diocesan priests;
- 10 related to missionary order priests;
- 6 related to religious order priests;
- 4 related to religious order brothers;
- 4 related to religious order sisters.

In all cases considered, a case discussion form, incorporating recommendations, was completed and posted out to the relevant Church authority within four working days following the meeting. The advice contained in these forms is a summary of what was provided verbally at the meeting. The detailed nature of this advice and the basis on which it was offered is evidence of a high level of analysis of information both before and during the relevant meetings.

Criteria on which advice has been based

The National Case Management Committee has been consistent in basing its advice on a number of identifiable criteria, as follows:

- The requirements of natural justice and due process;
- The requirements of canon law;
- The requirements of criminal and civil law;
- Best child safeguarding practice, including the assessment and management of risk;
- Appropriate support for the complainant;
- Appropriate support for the respondent;
- Mercy and compassion;
- The specific advice sought by the referring Church authority;
- Prudent action (i.e. not taking actions that would likely make matters worse);
- Whether in cases that had been previously submitted advice had been followed.

The extent to which each of these criteria was actively considered in every case is difficult to quantify, but there is sufficient evidence that all of the listed criteria have been used, where relevant.

Other factors that have been taken into account in considering presented cases

- Where it has been completed, the findings of the preliminary investigation;
- The attitude of the complainant, including their wish to remain anonymous or to not make a written statement to the relevant police force;
- Where it has been undertaken, the recommendations of a (recent) professional assessment of the respondent;
- The existence of evidence that meets the relevant threshold – semblance of truth or on the balance of probabilities;
- The attitude of the respondent, including whether they have admitted or denied what is alleged; and the extent to which they have displayed obedience to the lawful directions of their ordinary (i.e. the relevant bishop or in the case of religious the relevant congregational leader);
- The existence of previous child safeguarding concerns about the respondent;
- The health status and life circumstances of the respondent;
- The extent to which essential information has been shared with all who require this;
- The position of the statutory agencies concerning the case;
- The attitude of the ordinary;
- If they have already been involved, the position taken by the Congregation for the Doctrine of the Faith (CDF).

Considerations regarding return to ministry

There is no evidence to support a perception that any cleric about whom a child safeguarding concern has arisen should be permanently removed from all ministries. The National Case Management Committee has recommended that certain respondents would be left in ministry, or returned to ministry of some sort, and/or be declared to be in good standing due to there being no credible evidence adduced against them. This was the advice given in **fourteen cases**.

In a number of cases, the advice given has been against a respondent being allowed to minister in any public way. This was the advice provided in **ten cases**.

In other cases the advice given has been to defer public ministry for a respondent until certain processes have been completed, such as a preliminary investigation, or an invitation to a complainant to make a written statement of complaint to the relevant police force, or a request for the respondent to complete a course of therapy. This approach was advised in **thirteen cases**.

One case presented did not involve any evidence of the abuse of a minor; and while there were concerns about suitability for the priesthood due to the respondent's adult lifestyle choices, it decided it inappropriate to provide any specific advice to the bishop concerned.

Concluding comments

Procedure-led decision making runs the risk of not allowing the use of discretion and professional judgement, as well as not being able to factor in human aspects such as compassion and mercy. It is also a consideration that no two cases are the same, and the National Case Management Committee needs to have the freedom to differentiate between apparently similar circumstances or behaviours.

The work involved is now well established, and an important next step in its evolution will be the drawing up of written guidance for members to refer to in more complex and challenging cases.

Reviews of Safeguarding Practice in Dioceses and Religious Congregations



The process of monitoring and review of safeguarding practice is now well embedded in the Catholic Church. There is an expectation that each bishop/provincial conducts a local annual audit of safeguarding practice within his/her diocese/order/congregation to satisfy him/her that all steps are being taken to safeguard children and to respond to allegations promptly in line with civil and canon law.

Independent review by the National Board began in 2010, with the first set of diocesan review reports being publicly available in 2011. Since then, on a regular basis, review reports which have been completed by National Board consultants have been placed in the public domain.

At the outset in 2010 it was the intention of the Irish Bishops Conference, the Conference of Religious in Ireland (CORI) and the Irish Missionary Union (IMU) that the National Board would review all dioceses and religious orders and congregations across Ireland.

By May 2014, all diocesan reviews were complete and reported on.

By the same period, eleven reviews into safeguarding practice of religious had been conducted and reported upon.

By end March 2015, a further forty-five religious safeguarding reviews had been completed and reported upon.

Currently there are fifty-six reviews in process. It is targeted that all reviews will be complete by the end of 2015.

The National Board is aware that some religious congregations have ministries that involve direct contact with children while others do not. In religious congregations that have direct involvement with children, reviews of child safeguarding have been undertaken by measuring their practice compliance

against all seven Church standards. Where a religious congregation no longer has, or never had ministry involving children, and has not received any allegation of sexual abuse, the National Board reviews are conducted using a shorter procedure. The size, age and activity profiles of religious congregations can vary significantly and the National Board accepts that it is right that the form of review be tailored to the profile of each Church authority, where the ministry with children is limited or non-existent. The National Board welcomes the fact that in order to have full openness, transparency and accountability, religious congregations that do not have ministry with children have made requests to have their safeguarding practice examined and commented upon.

The terms of reference for both the full review and the shorter review have been agreed, and are detailed on the Board's website www.safeguarding.ie.

The review's focus is on current risk and an assessment against the Church's seven safeguarding standards. In particular the following is considered:

- (a) Current practice arrangements to prevent abuse, including recruitment, codes of behaviour, controls around contact with children, etc.;
- (b) Current and past practice in relation to the management of allegations of abuse; including reporting patterns, relationships with statutory authorities such as the TUSLA (formerly HSE), Gardaí in the Republic and the HSCT or PSNI in Northern Ireland, in the pursuance of civil investigations, and the progress of canonical inquiries;
- (c) Response to survivors of abuse;
- (d) Operation of advisory panels and safeguarding committees.

The reviews are undertaken by the National Board for Safeguarding Children through their National Office and led by the CEO. The review team is made up of the CEO, who is now supported by

seven independent reviewers. The review process is overseen by a **reference group** to whom the CEO reports on a regular basis. The membership of this **reference group** is drawn from each of the statutory child protection agencies in both jurisdictions. The reference group members are Dr Helen Buckley, Mr Paul Harrison (TUSLA) and Mr John Toner (independent consultant and Safeguarding Trust Panel Chair in Northern Ireland).

Upon completion of the diocesan reviews in 2014, the National Board commissioned Dr Ann Marie Nolan, Trinity College Dublin, to conduct a review, analysis and critique of the published reports and provide:

i. Statistical overview of:

- Total number of allegations received since 1975;
- Total number reported to An Garda Síochána /PSNI;
- Total number reported to TUSLA/HSCT;
- Numbers of those living against whom allegations were made;
- Numbers deceased;

- Numbers in ministry;
- Numbers out of ministry;
- Numbers still members of the diocese;
- Numbers retired;
- Numbers who have left the priesthood;
- Numbers convicted.

Analyse and comment on the above findings.

2. Review all recommendations and comment on similarities;
3. Draw out common themes across the twenty-six reports;
4. Highlight learning for the Church in terms of policy, procedures and safeguarding practice.

A summary report which contains quantitative and qualitative findings has been reproduced as a section of this annual report. A similar review of the reviews will take place on completion of the reviews into religious orders and congregations.

Summary of Review of Diocesan Reviews Report



Introduction

In September 2008, *Safeguarding Children: Standards and Guidance Document for the Catholic Church in Ireland* was published by the National Board, and the child safeguarding reviews of the twenty-six dioceses examined their compliance with the seven standards outlined in that document. The terms of reference and the methodology for reviews was agreed with the Sponsoring Bodies in June 2010.

The first diocesan review report, dated August 2010, was on the Diocese of Raphoe, with the February 2014 report on the Archdiocese of Dublin being the final one. These twenty-six review reports were completed and published in five groups or tranches, and all of them can be read on the National Board's website.

A National Board child safeguarding review examines two aspects of a diocese's handling of matters related to the safety and welfare of children: (i) case management, i.e. how it has managed and/or is managing cases where child safeguarding concerns related to named diocesan priests have been received; and (ii) child safeguarding, i.e. what is being done to ensure that children and young people participating in diocesan-related activities are safe from abuse. In addition to the close examination of file records and interviewing of child safeguarding personnel, including the external statutory agencies, reviewers take the opportunity to discuss and share information with and provide guidance to the diocese that they are reviewing. This latter aspect of their work tends not to feature in the subsequent review report.

Data protection and confidentiality considerations have significantly restricted the ability of the National Board to provide a lot of detail on case management by Church authorities, although the reviewers read every case file on living priests about whom there are child safeguarding concerns, as well as a great proportion of case files on deceased priests. The only case files that reviewers were not able to access were those previously considered by the Ferns

Inquiry, which reported in October 2005, and the Commission of Investigation into the Archdiocese of Dublin, which reported in July 2009. The reviewers examined in excess of five hundred case management files in the course of the twenty-six diocesan reviews and discussed particular cases with relevant diocesan safeguarding personnel.

In all of its review reports under Standard 2, the National Board has presented a statistical table, Table 1, with the heading: 'Incidence of safeguarding allegations received within the diocese against priests, from 1 January 1975 up to time of review.' Two forms of this table have been used, the second of which attempted to capture more information than the first; the first version had nine sections, while the newer version has eleven. However, Church authorities interpreted both versions of the table differently in how they counted factors, such as, for example, by double counting the same man as being both *retired* and *out of ministry*. This has resulted in the accuracy of the data presented being somewhat compromised, and this is regrettable. It does not, however, indicate any withholding of information from the reviewers who had access to all of the case management files on which the numbers are based. This statistical table needs to be further developed to ensure that everyone who uses it is clear about what information is required in each section.

It would be expected that the exercise of reviewing would develop over time as the reviewers became more familiar with the structures and practices of dioceses, as well as the application of the Church's seven standards. Child safeguarding operations are in no way standardised across all dioceses and reviewers had to allow for this without in any way reducing the expectations of best practice. While all twenty-six dioceses were reviewed and their performance evaluated against the seven standards, the manner in which the review reports were presented changed at the beginning of the second tranche of published reports. In the first tranche of reports, released in November 2011, involving six dioceses, compliance

with each of the forty-eight stated criteria which underpin the safeguarding standards was expressed as either met (in full) or not met. All subsequent reviews evaluated compliance with the same forty-eight criteria in three ways – fully met, partially met (with stated reasons) or not met.

Review of Diocesan Reviews Undertaken by Dr Ann Marie Nolan, Trinity College Dublin (TCD)

In August 2014, the National Board commissioned Dr Ann Nolan, a social researcher at TCD, to conduct a desk review of the twenty-six diocesan review reports, based on a comparative analysis of the twenty-six review reports; Dr Nolan was supported and supervised by Dr Helen Buckley of TCD in her review. However, Dr Nolan could not conduct interviews or access any file material in the course of her review. The primary aim of the research was to *review, analyse and critique* the published twenty-six diocesan review reports; and Dr Nolan was also asked to review all recommendations made in these review reports and analyse similarities in these across the reports. Finally, she was requested to identify recurring or common themes in the review reports, and to highlight learning for the Catholic Church in Ireland in terms of policy, procedure and safeguarding practice.

She did encounter a difficulty in comparing the findings of the first six tranches of diocesan reviews with all subsequent reviews. This was due to the different style in which the first tranche reports were written, as explained previously. She therefore compared the results contained in twenty of the twenty-six diocesan reviews, as these were all presented in the same way. She was faced with the problems posed by the way in which compliance was presented in tabular form in the first six reviews undertaken.

Dr Nolan finalised her report on her review on 23 February 2015 and presented a summary of her findings in a seminar at the first National Conference in Athlone on 28 February 2015. She took each of the seven standards in order and she reported the levels of compliance reached by the twenty dioceses compared.

Compliance with Standard 1 – A Written Policy on Keeping Children Safe

Full compliance with Standard 1 was reported for 10 (50%) of all dioceses for whom this data was available; and a further 8 dioceses reached 89% compliance with all but 1 criterion met fully.

Compliance with Standard 2 – Management of Allegations

Full compliance with Standard 2 was reported for 11 (55%) of dioceses; and a further 6 dioceses achieved a compliance rate of 89%, having fully met 6 of the 7 indicators.

Compliance with Standard 3 – Preventing Harm to Children

Full compliance with Standard 3 is reported for 9 (45%) of the 20 dioceses for which fully comparable data is available. There are 12 criteria guiding implementation of Standard 3, and compliance is not as high compared to the other 6 safeguarding standards. A further 2 dioceses (10%) achieved compliance with 11 of the 12 criteria, representing 92% compliance with Standard 3.

Three dioceses (15%) fully met 10 of the 12 criteria, which is an 83%, compliance level. The other 6 dioceses (30%) were compliant with between 58% and 75% of the criteria under this Standard.

Compliance with Standard 4 – Training and Education for Keeping Children Safe

Full compliance with the 4 criteria in Standard 4 was achieved by 14 dioceses, while a further 4 dioceses (20%) were fully compliant with 3 indicators and partially compliant with one indicator. There were no dioceses in which the requirements of any criterion in Standard 4 were unmet.

Compliance with Standard 5 – Communicating the Church's Safeguarding Message

Full compliance with Standard 5 was reached by 9 (45%) dioceses; and a further 5 (25%) dioceses were fully compliant with 5 of the 6 criteria underpinning this Standard.

Compliance with Standard 6 – Access to Advice and Support

Full compliance with all indicators operating under Standard 6 is reported in 10 dioceses (50%) of the total for which fully comparable data is available. A further 7 (35%) dioceses achieved full compliance with 4 of the 5 criteria. No diocese failed to meet the criteria under Standard 6 at least partially.

Compliance with Standard 7 – Implementing and Monitoring the Standards

Full compliance with Standard 7 was achieved by 6 dioceses (30%); and a further 7 (35%) dioceses were fully compliant with 4 of the 5 criteria.

Dr Nolan identifies a number of areas of good practice in her conclusions, stating that this comparative analysis of safeguarding audits reveals a high level of compliance with child safeguarding standards as established and monitored by the National Board throughout twenty dioceses of the Catholic Church in Ireland for whom directly comparable data was available.

The National Board's audits clearly indicate that the requirement to promptly report allegations to the statutory authorities is now fully complied with, although some reviews identified a historical misunderstanding with regard to a protocol that was understood to exist between An Garda Síochána and the Health Boards before the establishment of TUSLA (formerly the HSE).

The reviews concluded that the Church's safeguarding message is effectively and efficiently communicated, with child protection policies widely available and widespread awareness of the designated person, and links to statutory authorities well established.

Finally and importantly, reviews commented on the high level of commitment and dedication to safeguarding they encountered among safeguarding representatives/volunteers and staff throughout the country. This dimension of safeguarding in the Catholic Church in Ireland is clearly paramount to the achievement of safeguarding aims and objectives, and one of the critical success factors driving the high levels of compliance with safeguarding standards at diocesan levels.

Seven named dioceses were commended by Dr Nolan for particularly good practices in areas such as excellence of administration, proactive victim-centred approaches, and the development of very effective communications. She suggested that best practices so identified could be shared across all dioceses.

The complete list of areas of practice highlighted for improvement by Dr Nolan in her review of recommendations contained in review reports were:

- The need for a clear understanding of what is required to safely manage current risk posed by some priests;
- The appointment of lay people to more child safeguarding roles within dioceses, including that of a designated liaison officer;
- The development of accessible and effective complaints procedures;
- The establishment of whistleblowing procedures to allow personnel to highlight instances of perceived poor practice by colleagues;
- The need for all dioceses to have written annual child safeguarding plans;
- The development of ways of consulting adults and children at local level about child safeguarding; and the creation with young people of more child-friendly safeguarding materials;
- The introduction of more complainant-oriented or victim-oriented practices, including more proactive outreach; better recording of work undertaken; more consistently compassionate responses; and the appointment of a variety of persons who would be available to act in a support role, including lay people of both genders.

While these are Dr Nolan's consolidated findings, the specific recommendations for improvements have already been communicated by the Board to the individual dioceses in the review reports. It is deemed essential that the National Board, which conducts reviews of Church authorities, opens itself up to external review as well. The findings from Dr Nolan's research and evaluation are extremely welcome and helpful and will influence the continuing development of good audit practice by the National Board.

Training and Support Delivered by the National Office – 1 April 2014 to 31 March 2015



In the period covered by this report, two years of targets set by the three-year training strategy have been successfully completed. The final year of the training strategy has been revised to take account of requests for national training from safeguarding personnel across the country, and is now available on the National Board’s website. At the end of the year a new three-year strategy will be developed to take account of new requirements for training to ensure that safeguarding training continues to be contemporary, relevant and needs-led across the whole Church in Ireland

Basic Safeguarding Training (Delivered Locally)

A major component of the training strategy is the ‘train the trainers’ programme, which facilitates the delivery of Church-specific training materials on safeguarding children to priests, religious and volunteers within the Church in Ireland. There are now ninety-nine trainers (Figure 6) who have completed the full ‘train the trainers’ programme and are registered as Church trainers. This is a decrease in comparison to the total recorded in last year’s annual report due to some trainers retiring from this voluntary role.

information session (3 hours). To help provide greater consistency across the country around the level of basic safeguarding training that is provided to the various roles across the Church, the National Board issued guidance to all trainers in 2014. This guidance outlines that the responsibility for coordinating training should rest with the safeguarding committee in each diocese/religious order. In making a decision on levels of training that are required, the committee should use the following points as a guide:

- For each Church activity that involves children, at least one leader/coordinator must attend the full-day training programme;
- All clergy/religious who are in active ministry must attend the full-day training programme;
- Any personnel with a key position of responsibility for child safeguarding must attend a full-day training programme (e.g. designated liaison person (DLP), advisor, support person, child safeguarding committee member, advisory panel member, local safeguarding representative);
- All other volunteers within the Church must be given the opportunity to attend an information session.

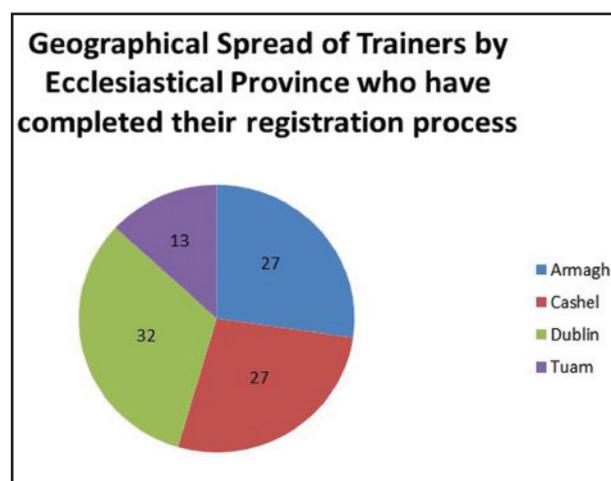


Figure 6

The training delivered by trainers is split into two distinct workshops – a full day training (six hours) and

Figure 7 below shows the breakdown of training by type in each ecclesiastical province.

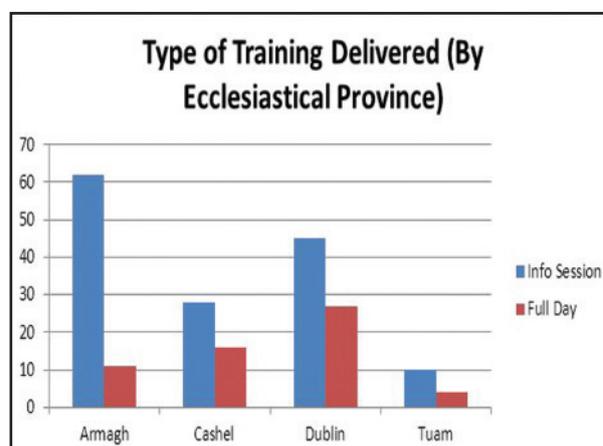


Figure 7

As can be seen from the chart on the previous page, more information sessions were delivered than full-day training events, which resulted in over five thousand people being trained in the year. This is broken down by geographical area in Figure 8.

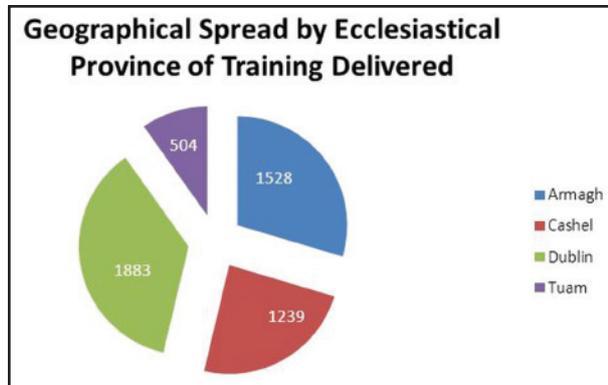


Figure 8

Before making comparisons between the ecclesiastical provinces, it must be understood that the graphs shown below are based on figures received from trainers who have been fully registered by the National Board. There is no requirement for annual training and therefore the figures detailed above are not representative of all Church personnel trained, but those trained during 2014. These figures also do not include information sessions that were delivered by local safeguarding representatives.

Although a direct comparison cannot be made between ecclesiastical province areas, the number of attendees continues to rise steadily on a yearly basis, as demonstrated in Figure 9.

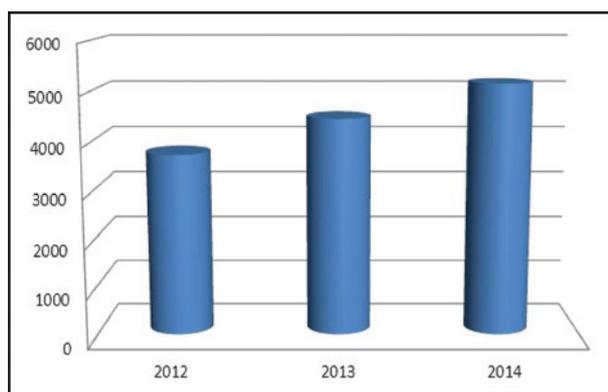


Figure 9

The increase in training sessions shown in Figure 9 demonstrates the benefit of the approach taken by the Board of developing the skills of existing trainers, and allowing trainers to train across diocesan and religious order boundaries. As part of this process, a comprehensive review of training was completed and all trainers were updated with new training

resources, which replace the existing full-day training programme. This approach of refining and updating training will continue into 2015, and all trainers will be provided with new training materials following the conclusion of the review into safeguarding standards.

A number of trainers have now reached the end of their registration period with the National Board. A decision has been taken to delay the process of re-registration until the safeguarding standards have been revised and new relevant national policy is in place. Following this, in 2016 a comprehensive re-registration process and criteria will be established, and trainers whose registration has expired will be required to undergo assessment to continue with their registration.

The trainers are supported by seven tutors from across the four ecclesiastical provinces of Ireland, who hold biannual support meetings for the trainers in their area. The dedication and support of these seven tutors and the trainers across Ireland is a major asset in the work of the National Office, and the Board would like to extend continued thanks to all those involved in this important work.

Role-Specific Training

As demonstrated in the training strategy, key personnel in the Church’s safeguarding structure require knowledge and skills to undertake the roles they assigned to them. Training courses facilitated during 2014–2015 to support this knowledge and skills development include:

- Case management training – this training day outlined the process of managing allegations from receipt to completion of the process, and included initial assessment and safety planning. This was aimed at support people, designated liaison people, Church authorities and advisors;
- Training day for all registered trainers – this training day updated trainers on new training resources;
- Training for new designated liaison people – to share with them key aspects of their role in notification of allegations, conducting assessments and developing safety plans;
- Role and function of the CDF – this training day was facilitated by staff from the Congregation for the Doctrine of the Faith in the Vatican (CDF), who provided an overview of the processes and procedures involved in case management in the CDF. It was aimed at Church authorities, DLPs and advisors;

- First point of contact training for administrators/secretaries to bishops/provincials/superiors – this training day was developed as a result of a number of requests received from those in the role of administrator to Church authorities. It dealt with the practical steps involved in receiving, responding to and reporting allegations;
- Working with survivors – this training day was developed to allow those involved in case management to hear directly from an archbishop, provincial and a survivor about their experience of working with complainants and survivors of abuse;
- Training for leaders (bishops/provincials/superiors) – this training day was designed to allow Church authorities to reflect on the practicalities of their role in relation to safeguarding;
- Church inquiry process for religious (ordained and vowed) – this training day was facilitated by Fr Aidan McGrath OFM, who outlined the process.

In addition to the above, the National Office staff facilitated safeguarding committee training to eleven dioceses, eight religious orders and one seminary.

Bespoke Training

During 2014–2015, staff from the National Office facilitated three (one diocese, one religious congregation and one lay organisation) bespoke training sessions which were tailored to the requirements of the specific audience. The issues covered by these sessions included responding pastorally to survivors, children’s rights and practical working with children.

Formation Training

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

- Training third-year seminarians in St Patrick’s College, Maynooth;
- Training first-year seminarians in St Patrick’s College, Maynooth;
- Training seminarians in Pontifical Irish College, Rome;
- Training International Postgraduate students in the Pontifical Irish College, Rome;
- Postgraduate students in St Patrick’s College, Maynooth.

The formation programme for seminarians has been adapted to enable seminarians to reflect and build upon their safeguarding knowledge to ensure that safeguarding is integral to their ministry and the life of the Church.

A pilot training programme for clerics, which includes practical safeguarding alongside theological understanding of the role safeguarding plays in the life of the Church, is being developed and will be piloted in late 2015.

National and International Training Events

The National Board initiated ecclesiastical provincial meetings in 2014. These meetings provide an opportunity for the office staff to meet personnel from dioceses and religious orders and congregations in local settings to share the work of the office, receive feedback on problems, and highlight emerging issues. The intention is to have one such meeting in each ecclesiastical provincial area each year. To date, meetings have been held in the Armagh ecclesiastical province and the Cashel ecclesiastical province.

On 27 and 28 February 2015, the first National Conference for Safeguarding was hosted by the National Board in Athlone. Archbishop Eamon Martin delivered the opening address and speakers at the conference included:

- Mgr Steve Rossetti, who delivered the keynote address in lessons from USA on safeguarding in the Catholic Church;
- Mgr Robert Oliver and Marie Collins, who delivered a presentation on the Pontifical Commission for the Protection of Minors;
- Teresa Devlin who delivered a presentation on the revised safeguarding standards;
- Matthew Keown, Euan Lindsay and Niall Moore who gave a presentation on how the Church engages with young people in creating safe environments.

Workshops at the conference included:

- Dr Melissa Darmody, from Towards Healing, on working with survivors;
- Dr Ann Marie Nolan, who has completed a report into the reviews of dioceses conducted by the National Office;
- Niall Moore and Sr Colette Stevenson, who gave a workshop on participation with young people;
- Mgr Steve Rossetti, who delivered a workshop on working with respondents.

In July 2014 the National Board, on behalf of the Irish Episcopal Conference, along with the Episcopal Conference of Chile, organised the annual Anglophone Conference in Rome. This conference brings together child safeguarding experts and representatives from across the English-speaking Catholic Church to share experience, resources and best practice in child safeguarding.

The 2014 Conference provided an opportunity for Episcopal Conference delegates from all continents to reflect on ways in which support is offered to survivors of abuse and on best practice in working with respondents (those accused of abuse).

Keynote speakers included:

- Archbishop Diarmuid Martin, Archbishop of Dublin;
- Bishop Alejandro Goic, Bishop of Rancagua and President of the Chilean Conference of Bishops;
- Ms Marie Collins and Fr Hans Zollner SJ, members of the Pontifical Commission for the Protection of Minors;
- Mgr Robert Oliver;
- Dr Melissa Dermody, the Clinical Director of Towards Healing.

Members of the Board, CEO and Other Corporate Information



Chairperson: John Morgan

Has had a career in business, primarily as a corporate lawyer. Has served as Chairperson of the Bishop's Committee on Child Protection from 2002–6. Prior to that he had been a member of the committees established by the bishops dealing with child protection since the first formal Bishop's Committee on Child Abuse, appointed in 1999. Joined the Board in 2006, appointed chairperson in 2009.

Martina Duggan

Has extensive frontline experience in crisis intervention and in assisting the most marginalised in society. Currently involved in support group work and aftercare service in the areas of substance and alcohol misuse. Joined the Board in 2008.

Fr Edward Grimes CSSp

A Spiritan canon lawyer, with experience of 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. Joined the Board in 2011.

Dr Keith Holmes

A consultant child and adolescent psychiatrist. Currently 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. Joined the Board in 2009.

Marie Kennedy

Has a background in social work and has extensive experience in child protection and welfare, with a Postgraduate 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.

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 he served as a chief superintendent with An Garda Síochána. 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, the victims' support service. He also participated in the working group which drew up *Our Children, Our Church*. Paul has qualified as a trainer in child safeguarding; he also researched the monitoring/rehabilitation of sexual offenders in religious communities for a MA with the University of the West of England in Bristol.

Jim O'Higgins

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 currently Chairperson of Peter McVerry Trust and of the joint Board of two national schools in a disadvantaged area in Dublin's north city.

Sr Colette Stevenson

A Presentation Sister. She has been involved in child protection work within the Church since 1995, when she became Director of the CORI 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.

Mary Waddell

A former Director of Nursing at the Mater Hospital, Belfast, and of the Eastern Health and Social Services Board, Belfast. She is also a Department of Education appointee to the Board of Governors of St Malachy's Primary School, Eliza Street, Belfast, and has also been a school governor at St Louisa's College, Belfast, for ten years. She has been on several panels investigating complaints relating to students at Queen's University, Belfast and has a particular interest in the concept of 'whistleblowing' and its links to governance at this time.

Rev. Tony Mullins

Fr Tony Mullins is a priest of the Diocese of Limerick and has served in a number of pastoral settings since his ordination in 1983. He was appointed administrator of St John's Cathedral Limerick in 1995. He served as diocesan secretary from September 2000–5. In December 2009 he was elected by the Diocesan College of Consultors to administer the diocese pending the appointment of a bishop. He continued in this role until April, 2013. He is currently a member of the governing body of Mary Immaculate College Limerick. He has also served as a member of the Limerick Youth Service Board, and St John's Hospital Board. During his time as administrator of the diocese he expanded the Safeguarding Child Protection Service and appointed its first full-time director.

Management of National Office

Chief Executive Officer: Teresa Devlin

Background in social science, social studies and psychology, and an Advanced Diploma in Child Protection, 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, appointed as CEO in January 2014.

Training Manager: Niall Moore

Completed his Masters in Criminology whilst working in various roles within the office of the Northern Ireland Commissioner for Children and Young People and has over eight years' experience facilitating professionals, coordinating teams and working directly with children, young people and vulnerable adults. Currently completing his doctorate at Queens University in Belfast, examining how children's rights and particularly the right to a voice

are respected by adults in authority. Appointed 1 February 2013.

Administrator: Ann Doyle

Administrator: Imelda Ashe

During 2014 the following were engaged on specific short-term contracts to assist the work of the office pending appointment of more permanent posts as Director of Safeguarding and as Director of Standards:

Part-time Consultant: Peter Kieran – Policy and case management advice.

Part-time Consultant: Grace Kelly – Revision of safeguarding children, standards and guidance, coordinating eight consultation groups and assisting with rewrite of revised standards and guidance.

Reviewers: Peter Kieran, Eamon McTernan, David Foley, Jacqueline O'Connor, Kevin O'Farrell and Julia Costello – conducting reviews into safeguarding practice across dioceses and religious congregations.

Training Tutors: Fr Paddy Boyle, Sandra Neville, Aoife Walsh, Avril Halley, Sr Helen O'Riordan, Fr Tod Nolan and Frank McGuinness – supporting the training manager in the delivery of the training 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, 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.safeguarding.ie



Objectives for 2015

Three key objectives for the Board for 2015 are:

1. To complete the safeguarding reviews into religious congregations and missionary societies and report on the findings;
2. To work towards the acceptance by the Sponsoring Bodies of the revision in the standards and accompanying guidance for child safeguarding, having due regard for the need to undertake an induction and training process before their introduction on an operational date to be agreed;
3. To develop monitoring protocols and a review methodology to accompany the introduction of revised standards and guidance in safeguarding.

In judging the objectives set for 2014, the Board is satisfied that the extensive work planned, and its quality, towards substantial completion of the review programme for religious congregations and societies was undertaken.

The Board is very appreciative of the help, support and learning received in the comprehensive consultative process, which led to the submission of final recommendations for the revision in the standards and guidance norms to the Sponsoring Bodies in March 2015. This work was assisted by the external review of the overall findings of the review programme across all dioceses, undertaken by Dr Ann Marie Nolan of Trinity College.

The training update section of this annual report is testament to the achievement of targets set in the field of training. The Board wish to thank most sincerely Niall Moore, training manager, for what has been achieved during the last year in the whole sphere of training and training advice and its quality.



APPENDICES

APPENDIX 1

Figures for Parishes, Catholic Population and Churches in Ireland, 2014

	PARISHES	CATHOLIC POPULATION	CHURCHES
ARMAGH	61	237,313	144
DUBLIN	199	1,154,296	247
CASHEL	46	80,753	84
TUAM	56	143,411	131
ACHONRY ¹	23	34,826	48
ARDAGH ¹	41	71,806	80
CLOGHER	37	88,203	85
CLONFERT ¹	24	36,000	47
CLOYNE	46	155,323	107
CORK AND ROSS ¹	68	220,000	124
DERRY	51	243,428	104
DOWN AND CONNOR	87	355,176	150
DROMORE ¹	22	63,400	48
ELPHIN	37	71,400	90
FERNS	49	103,752	101
GALWAY	39	108,827	71
KERRY ¹	52	139,525	111
KILDARE AND LEIGHLIN ¹	56	242,084	117
KILLALA ¹	22	37,761	48
KILLALOE	58	117,388	133
KILMORE	35	69,460	95
LIMERICK ¹	60	184,340	94
MEATH	69	270,000	149
OSSORY	42	85,193	89
RAPHOE	33	82,600	71
WATERFORD AND LISMORE	45	155,643	85
TOTALS ²	1,358	4,551,908	2,652

NOTES:

1. Data unchanged from *Irish Catholic Directory 2014*.
2. Total estimates only.

Source: Diocesan returns, *Irish Catholic Directory 2015*, Veritas Publications, 2015.

APPENDIX 2

Number of Priests and Religious, 2014

	ACTIVE IN DIOCESE ¹	OTHERS ²	RELIGIOUS ORDERS		
			CLERICAL	BROTHERS	SISTERS
ARMAGH	100	28	59	20	279
DUBLIN	263	126	755	253	2,171
CASHEL	79	6	52	13	132
TUAM	69	37	5	7	138
ACHONRY	32	9	1	0	46
ARDAGH	57	10	5	9	190
CLOGHER ³	79	5	3	2	134
CLONFERT	34	7	18	0	93
CLOYNE	85	40	0	0	148
CORK AND ROSS	113	30	141	36	580
DERRY	82	24	5	6	88
DOWN AND CONNOR	114	44	50	25	181
DROMORE ³	30	18	7	3	134
ELPHIN ³	43	13	7	0	98
FERNS	82	31	17	6	139
GALWAY	45	25	41	18	231
KERRY	71	29	10	10	201
KILDARE AND LEIGHLIN ³	95	20	93	54	380
KILLALA	32	9	4	4	49
KILLALOE	82	27	17	28	158
KILMORE ³	64	19	7	1	50
LIMERICK	87	27	41	14	247
MEATH	96	21	118	21	198
OSSORY ³	60	17	18	34	201
RAPHOE	64	19	10	2	44
WATERFORD AND LISMORE	63	19	46	34	266
TOTALS ⁴	2,019	658	1,530	557	6,576

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 the *Irish Catholic Directory 2014*.
4. Totals estimates only.

Source: Diocesan returns, *Irish Catholic Directory 2015*, Veritas Publications, 2015.

