

The National Board for Safeguarding Children in the Catholic Church in Ireland

Annual Report 2015



THE NATIONAL BOARD FOR
SAFEGUARDING CHILDREN
IN THE CATHOLIC CHURCH

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STATEMENT FROM THE CHAIRMAN

John B. Morgan

Two key Board objectives were achieved in 2015. We completed the safeguarding review programme of all Church authorities, dioceses and religious congregations. We also played a comprehensive facilitating role in the adoption and introduction of the revised *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016*, replacing those approved in 2009. More detail on the delivery of these objectives appears within this report.

The task of reviewing the child safeguarding practices of the Church authorities, the examination of their management of notifications and allegations of clerical child abuse, and analysing and reporting particularly on their conduct in relation to current risk, commenced in the second half of 2010. This process has engaged the Board for over five years. The sincere thanks of the Board are due to all Church authorities for their assistance and cooperation in combining with us to complete this important exercise. Conscious of the profound pain, anger and confusion experienced by the faithful in the revelation of the horror of what had taken place within our Church – and conscious that the abuse of children is an offence intolerable to God, as well as being a criminal offence in civil law – it is the hope of the Board and the Sponsoring Bodies that this extensive undertaking will be recognised as an important step. It is our collective hope that it will contribute to the necessary change of mindset, and that the rights of the victims – of the children – come before all else.

The introduction of the new child safeguarding standards on 1 March followed an extensive consultative process over a period of eighteen

months, prior to their adoption by the Sponsoring Bodies. An induction process has commenced and, with the help of a supportive training programme, we are confident that, through 2016, knowledge and practice of the new norms will be embedded across all dioceses and religious congregations.

Board and National Office

The directors noted in this report served throughout the year under review. I wish to thank the directors for all their work, commitment, advice and support throughout the period, which is testament to their dedication to the tasks we undertake.

The National Office team, led so ably by Teresa Devlin as chief executive, had an exceptionally busy year. We greatly appreciate their unfailing dedication to the tasks in hand and their willingness to work long hours to achieve goals and objectives.

Peter Kieran, who has been of invaluable help to the National Office team in providing policy and case management advice in a consultancy role, has been appointed Director of Safeguarding. We very much welcome his agreement to work with us in this role.

Outlook

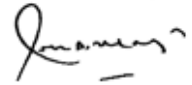
As a Board, we look forward to participating in the full implementation of the new safeguarding policy norms. The introduction of the two new standards – on the care and support for those making allegations of abuse, and on care and management of priests and religious accused of abuse – will further assist the Church in the obligation it has in these areas. In this Church 'Year of Mercy', it is clear that emphasis is required on all forms of 'pastoral conversion'. We hope that by our actions in assisting Church

authorities in their understanding of the expected compliance with these particular new norms we will, in some small way, contribute to the Church's mission.

We also hope it will put fresh heart into the volunteers throughout all Church parishes and communities who are at the front line, creating safeguarding environments for our children and young people.

I believe it apt to conclude by quoting the final words of Pope Francis, at his meeting with a group of abuse victims, on 27 September last during his visit to Philadelphia for the World Meeting of Families:

When the disciples who walked with Jesus on the road to Emmaus recognised that he was the Risen Lord, they asked Jesus to stay with them. Like those disciples, I humbly beg you and all survivors of abuse to stay with us, to stay with the Church, and that together, as pilgrims on the journey of faith, we might find our way to the Father.



JOHN B. MORGAN
Chairman
27 April 2016



Report of the Chief Executive Officer

The year 2015 was an exciting and busy year for the National Board and Office staff. After six years of working on the standards set out in *Safeguarding Children: Standards and Guidance for the Catholic Church in Ireland*, we continued the process of reflecting on and reviewing those standards. Safeguarding children is an important and complex process; those who are engaged in this work are always learning how to do it better. Lessons from the past, learning from reviews, changes in legislation, guidance and practice, all provided us with rich information. The consultation process allowed National Office staff to engage with a significant number of people, including Church personnel – clergy and lay people – as well as external organisations, survivors of abuse, respondents and, importantly, children. It was tremendously encouraging to work alongside so many committed people. The fruits of all the hard labour resulted in a child safeguarding policy for all parts of the Catholic Church in Ireland, as well as revised standards. These include standards that set out the explicit expectations when caring for the complainant, as well as caring for and management of the respondent. The sponsoring bodies – the Irish Catholic Bishops' Conference, the Conference of Religious of Ireland and the Irish Missionary Union – approved the adoption of the standards in December 2015 and, following a period of induction, the *Policy and Standards* became operational on 1 March 2016.

All reviews of child safeguarding in 26 dioceses and 138 religious orders/congregations have now been completed. The final 30 review reports will be made publicly available by each relevant congregation/order on 4 May 2016. Due to the the Historical Institutional Abuse Inquiry taking place in Northern Ireland, four reviews cannot be made available in the public domain until the inquiry has reported in 2017. In addition, 12 religious orders/congregations were not reviewed due to their small size, aging profile and absence of any ministry with children.

The National Board was supported by seven independent reviewers, who worked sensitively and diligently to assess practice and produce reports of a high quality. As CEO, I wish to thank the reviewers (Eamon McTernan; Kevin O'Farrell; David Foley; Jacqueline O'Connor; Peter Kieran; Julia Costello and Tom O'Donnell) and the Reference Group (comprised of Dr Helen Buckley [TCD], Paul Harrison [Independent Consultant, formerly Tusla] and John Toner [Safeguarding Board for Northern Ireland]), who assessed each safeguarding review report for quality. I thank them for their hard work and commitment to ensuring that the review reports met the expected quality.

Having completed all reviews, a small group of Church personnel, with the relevant experience, engaged with the National Board to consider redefining the review methodology. Many religious orders/congregations are decreasing in numbers and increasing in age profile. In addition, their ministry with children has ceased. For these orders, a full review that assesses their compliance with the standards may no longer be necessary. While the standards have been significantly modified to be more reflective of the diverse range of ministries across the Church, it is also important to reflect upon the review methodology to which Church bodies are subject, where they have limited or no ministry with children. A process of consultation on a revised review methodology will take place in summer 2016, before a final draft is submitted to the three sponsoring bodies – the Irish Catholic Bishops' Conference, the Conference of Religious of Ireland, and the Irish Missionary Union – in September 2016.

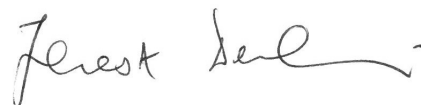
Between 27–28 February 2015, the National Board held its inaugural Child Safeguarding Conference in Athlone. In his opening address, Archbishop Eamon Martin stated, 'Our discussions this weekend should be rooted in a promise that we are now doing everything possible to ensure that the terrible things that happened to children in the past

shall not happen again.’ Archbishop Martin went on to reflect the journey that the Catholic Church in Ireland has been on, stating that, ‘The National Conference is a vantage point from which to show gratitude to those who have worked tirelessly since the mid-1990s to bring us to where we are today, and to invite new people to bring their gifts and ideas to help us on the journey ahead.’ Indeed, the conference did provide a platform to many who work to make the Church a safer place for children (full details of the conference can be found on the Board’s website www.safeguarding.ie).

National Office staff also engaged with a range of other partners to ensure that practice in the Church is as good as it can be. Regular meetings were held with the statutory authorities in both jurisdictions: with the Children’s Ombudsman in the Republic of Ireland; the Children’s Commissioner in Northern Ireland; the Chair of the Historical Inquiry in Northern Ireland and with many Church bodies, most notably Towards Healing and Towards Peace. Late in 2015, staff from the Board, Towards Healing and Towards Peace began a collaborative consultation to develop guidance on a ‘pastoral response’ to survivors of abuse.

In line with the new standard – Standard 3: Care and Support for the Complainant – it is recognised that many complainants feel dissatisfied with the response they receive when they come forward with an allegation of abuse. Further work on this initiative will take place in 2016, when complainants’ views will be sought prior to any final guidance being published. In conducting this work, the Board also intends to liaise with the Pontifical Commission for the Protection of Minors.

Details of training and other National Board initiatives can be found in the body of this report.

A handwritten signature in dark ink, appearing to read 'Teresa Devlin', with a long horizontal flourish extending to the right.

TERESA DEVLIN
Chief Executive Officer
31 March 2016



Allegations Notified to the National Office – 1 April 2015 to 31 March 2016

The National Board has been monitoring allegations made against priests and religious since 2009, as part of the Board's remit to monitor safeguarding practice across all dioceses and religious orders/congregations.

Upon notification of an allegation, the Church Authority (bishop or provincial) must ensure that this information is passed to the civil authority agencies for their investigations, and to the National Board for monitoring purposes. The procedures agreed by all Church bodies, in keeping with civil legislation, requires that Church action – called a preliminary investigation – is paused or suspended while the civil authority agencies, such as An Garda Síochána and the PSNI (criminal investigation agencies), Tusla (the Child and Family Agency) and Health and Social Care Trusts (HSCTs) conduct their inquiries. The notification received at the very early stages is that given by the complainant and may change during the process of either civil agency or Church inquiries. The data presented below is taken from the initial notification.

The National Board has produced a template for notification of allegations where information is requested regarding the date of the abuse (if known), the status of the respondent's ministry and what safeguarding action has been taken. Not all of this information is provided by all the Church authorities and some of the information is forwarded in anonymised formats; this is a source of concern for the National Board as it inhibits the monitoring role given to us by the Sponsoring Bodies – the Irish Catholic Bishops' Conference, the Conference of Religious in Ireland and the Irish Missionary Union. In addition, it is challenging to interpret the data detailed further on as an accurate and full reflection of abuse on children by priests or religious. This is due to the diverse range of notifications, some of which are clear allegations, where others relate to concerns or suspicions that may not in fact reach the threshold for reporting to the civil authorities. This year, as also happened in 2014, there was a backlog of batch reporting by one congregation

who were preparing files for review. These allegations, which were not previously reported to the National Board, were reported to the civil authority agencies, and do not reflect new allegations being made during 2015/16.

During the 2015/16 period, 116 new allegations, suspicions or concerns of sexual abuse have been shared with the National Board. In addition, there were 37 allegations of physical and emotional abuse, totalling 153 allegations during 2015/16. This represents a significant reduction on previous years; during 2014/15 a total of 265 new allegations (including those from one organisation as a batch report) were reported to the National Board, 112 more than reported this year.

The figures for the period 2015/16 demonstrate a decrease in notifications of allegations brought to the attention of the diocese/religious order from the previous year. It is too early to assess if these figures represent a downward trend and bottoming of all allegations against priests and religious; they do, however, still demonstrate a significant number of new allegations during the period under review.

During 2015, discussions took place with An Garda Síochána and Tusla about notifications of allegations. An Garda Síochána advised that they received significantly more notifications than those received by the National Office. Practice is that the Gardaí inform Tusla of all allegations, as it is the responsibility of the Children and Family Agency to assess risk to children.

The National Board was anxious to identify whether those allegations not notified to the National Board, and therefore not to the diocese and religious order in question, have been assessed by Tusla. Those discussions have not yet concluded; however, officials from the Department of Children and Youth Affairs (DCYA) have agreed to investigate this so as to ensure no priests or religious against whom there

are credible allegations continue in ministry without their Church Authority having been made aware of the allegation against them.

The data below provides monthly statistics for dioceses and religious congregations. Figure 1 relates to allegations reported to all statutory authority agencies and the National Board during the period under review, while Figure 2 has the additional information provided from one Church Authority (batch reporting of retrospective allegations).

Figure 1 gives a more accurate picture of the allegations received by Church authorities during 2015/16.

Allegations Notified to the National Board During 2015/16

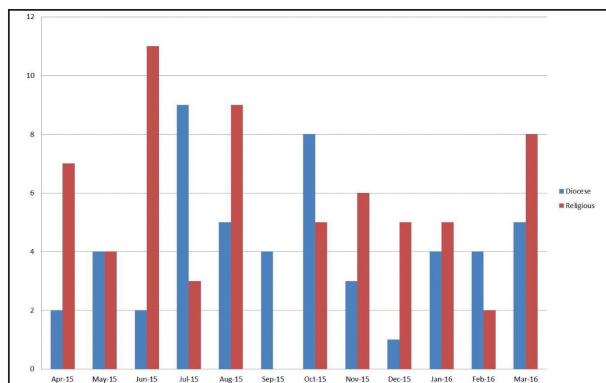


Figure 1

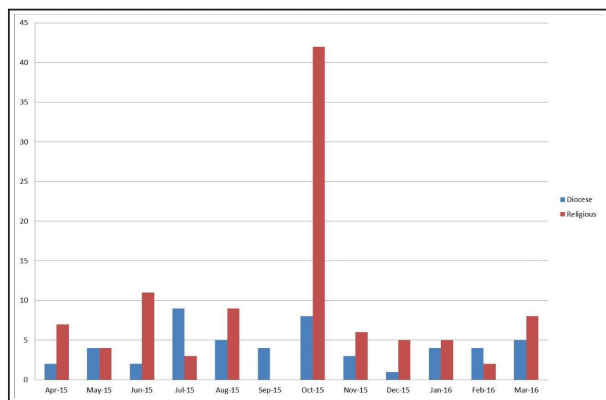


Figure 2

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

There is no particular pattern of reporting, unlike last year when there was an increase in notifications about allegations against religious order members following publication of the National Board safeguarding review reports.

The total number of allegations notified to the National Board since 1 April 2015 until 31 March 2016 is as follows:

Allegations against diocesan priests – 65

Allegations against religious priests, Brothers and Sisters – 51

Allegations from one religious congregation relating to physical and emotional abuse – 37

Total number of allegations – 153

The numbers indicates a slight increase in allegations against diocesan priests from last year (58 allegations) and a significant decrease of sexual abuse allegations against religious from last year (126 allegations):

- Period of abuse for diocesan clergy relates to 1933 up to 1998.
- Period of abuse for religious orders and congregational priests and religious refers to 1952 to 2000, with one case where the abuse took place in 2000 and another incident of abuse in 2015.
- This one case (2015) deserves particular mention as it happened so recently, demonstrating that a risk to children still exists. What is reassuring about this case is that the child felt empowered to immediately inform the parents, who in turn informed the order, who took immediate action to inform the civil authorities, put support in place for the child and family, and removed the offending member from all ministries with children. It is not possible to remove all risks, but it is encouraging that the correct response was made within prompt time frames.
- The majority of abuse reported during the period under review took place during the 1960s, 1970s and 1980s.
- As has been noted in previous years, most complainants do not proceed to make statements to An Garda Síochána or the PSNI, and therefore there are few criminal investigations and consequent prosecutions.

Figure 3 overleaf tracks the allegations (when the National Board started to collate information about allegations made against priests and religious) received since 2009 until the end of March 2015. Figure 4 offers the same information, with the addition of the batch reporting made in 2014 and again in 2015. Most of the cases reported as part of

this retrospective reporting to the National Board are allegations of physical and emotional abuse.

Allegations Notified to the National Board Between 2009 and 2015

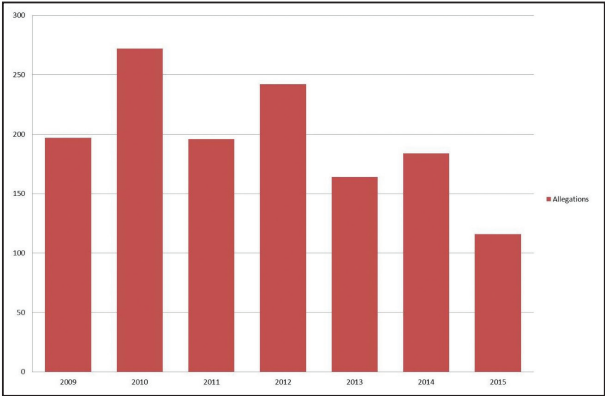


Figure 3

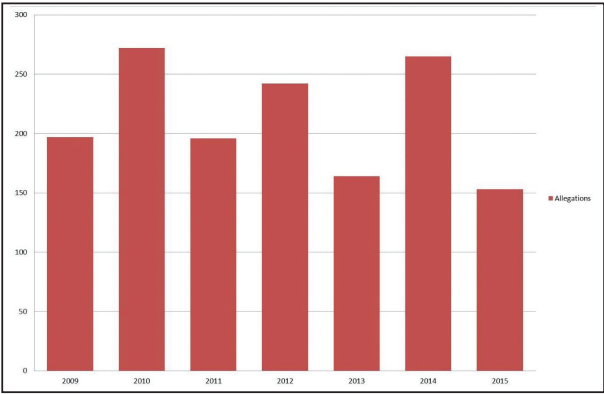


Figure 4

Figure 3 represents allegations without the batch reporting by one congregation, most of which relate to allegations of physical and emotional abuse. Figure 4 is inclusive of all allegations.

Initiatives, Support and General Advice Provided by the National Office in Response to Specific Requests from Church Authorities – 1 April 2015 to 31 March 2016



The Catholic Church in Ireland now has an increasing body of expertise, with experienced personnel in post as designated liaison people and safeguarding coordinators across dioceses and religious orders and congregations. It is these dedicated people, alongside the significant numbers of volunteers who are actively involved in safeguarding children, who are preventing abuse and responding whenever allegations emerge. The role of the National Board is to support them to ensure the best possible standards of practice are in place. The most significant aspect of the Board's work in relation to this support work during the last year has been bringing to conclusion the policy and revised standards, which is now the central feature of the one-Church approach in Ireland. For the first time, all constituent members have agreed to follow the same policy in relation to child safeguarding.

It is therefore no surprise that the policy advice aspect of the National Board's work has featured significantly in terms of staff time over the past twelve months.

In addition to developing full guidance to support the implementation of the standards, two other initiatives have taken place:

- **Redesign of the Board's website** is underway to make information more accessible. This work will be complete later in 2016.
- **Quarterly newsletters**, providing information on National Board work, training and developments in legislation.
- **Case Management Advice.** Individual requests for case management advice range in nature from advice at the point of notification of an allegation, through to monitoring an individual who is out of ministry. Each case is unique and complex. The Board is pleased with the developing practice in conducting preliminary investigations under canon law, once the statutory authority agencies have completed their investigations. (see initiative below). A growing number of dioceses and religious congregations/orders

have now joined the National Case Management Committee (NCMC), where most requests for case management advice are being addressed.

Cases Presented to NCMC – 1 April 2015 to 31 March 2016

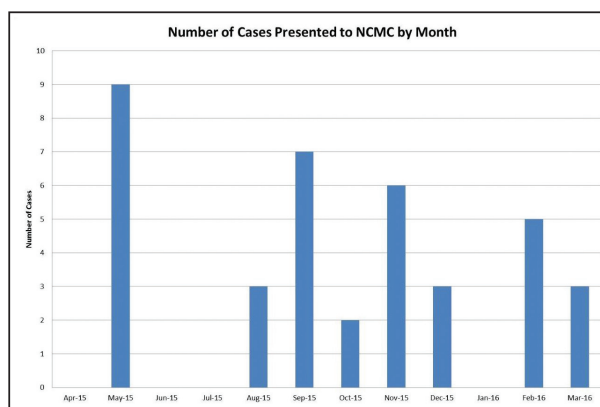


Figure 5

National Case Management Committee (NCMC) – Preliminary Investigations and Collection of Evidence

At the end of 2015, the NCMC undertook a retrospective exercise, in which the 124 individual cases that had been considered since the inception of the committee were reviewed. Of these, 66 cases at the time of their presentation to the committee required a preliminary investigation, or for evidence to be collected, as provided for in canon law.

Following discussion at the NCMC of these findings, it was agreed that the National Office would explore two courses of action, these being:

- a) To develop and circulate a clear and concise explanation of the canon law requirements for Church authorities to follow in cases of concerns, suspicions and allegations of child sexual abuse by a cleric or religious;

- b) To establish a panel of trained and experienced personnel from which Church authorities could appoint someone to conduct a preliminary investigation or, in the case of a religious, to collect evidence concerning the facts and the imputability of the offence.

We will report further on both these initiatives during 2016.

Requests for Support from Complainants

While the National Board has no direct pastoral role with complainants, requests for advice and mediation with a Church Authority are received from time to time. As a consequence of these contacts, the National Board has clarified, within the revised guidance, the mechanism for making a complaint if a complainant is unhappy with how their allegation has been dealt with by the Church Authority; in addition, the initiative detailed below is being developed to ensure that complainants receive the response they require from the Church Authority.

Interagency Initiative – Towards Healing, Towards Peace and the National Board

In his letter of 1 September 2015, announcing the current Extraordinary Jubilee of Mercy, Pope Francis stated that:

I have asked the Church in this Jubilee Year to rediscover the richness encompassed by the spiritual and corporal works of mercy. The experience of mercy, indeed, becomes visible in the witness of concrete signs as Jesus himself taught us.¹

As a practical response to this invitation, the National Board, Towards Healing and Towards Peace have come together to develop recommendations for what would constitute a compassionate and effective pastoral care response to victims of clerical child sexual abuse. While the Catholic Church in Ireland has been mindful of the need to provide strong safeguards for children who participate in the life of the Church, it has also been responding to adults who have identified themselves as having, in their childhood, been sexually abused by a priest or religious.

A number of positive initiatives have been implemented by the Catholic Church in Ireland to provide support and assistance to adult victims of childhood abuse, but considerable disappointment and anger is still being expressed by significant numbers of adult victims about the nature of the response they have received from individual Church bodies and Church authorities.

There are examples of very good Church practice in outreach and support to victims, both in Ireland and in other countries. The paper being developed for presentation to Church authorities in the autumn will put forward proposals for consideration. The purpose of this initiative is to generate creative and constructive thinking within the Catholic Church in Ireland about the needs of adult victims and to inspire a merciful and adequate acknowledgement and response to them.

Revised Review Methodology

In preparation for the second round of reviews of Church bodies against the new and revised *Policy and Standards* (2016), the National Board has convened a working group to develop a consultation paper on proposed methodologies for conducting reviews. The working group membership is made up of representatives of four dioceses, three religious orders and staff of the National Board.

Future reviews of Church bodies that have been managing allegations and cases will not be repeating the detailed historical retrospection to 1 January 1975, so the primary emphasis will be on current practice. The purpose of reviews is to help Church bodies continue to improve their own practice, and future reviews will take into account the ongoing advancements in child safeguarding.

The National Board will encourage and support Church bodies to undertake effective annual audits of their own practice. The focus of future National Board reviews will be on case management and child safeguarding practice, rather than primarily on document review, although some desk-based work will remain unavoidable.

The National Board will interrogate the information collected through the initial round of reviews, the research conducted by Ms Anne Nolan on the diocesan reviews, presentations to the National Case Management Committee, and otherwise shared with the Board, in order to establish three categories of

¹ Letter from Pope Francis to Archbishop Rino Fisichella, President of the Pontifical Council for the Promotion of the New Evangelisation, 1 September 2015.

Church bodies for the purpose of future reviews. These categories correspond with those contained in the revised *Policy and Standards*, i.e. Church bodies that have a ministry with children (and may also be managing current allegations or cases) and that have to comply with 33 Indicators; Church bodies that no longer have a ministry with children, but are still managing allegations or cases, and which have to comply with 22 Indicators; and Church bodies that do not have any ministry with children and are not managing allegations or cases, and which have to comply with 15 Indicators.

It is rational that a somewhat different methodology would be used to review each category, and that Church bodies with case management responsibilities would be reviewed more regularly than others.

The working group will identify, explain and propose a number of review methodologies that can be tailored to the type of review that is required, and the National Board will then consult the membership of the three Sponsoring Bodies with a view to achieving an agreed set of recommendations in this area.

Training and Support Report – 1 April 2015 to 31 March 2016



In the period covered by this report, the final year of the three-year training strategy has been completed. A new strategy is currently being written and will be available on the website of the National Board in July 2016.

Basic Safeguarding Training (Delivered Locally)

The Train the Trainers programme facilitates the delivery of Church-specific training to all Church personnel within the Catholic Church in Ireland. Ninety-three trainers (Figure 6) have completed the full Train the Trainers programme and are registered as Church trainers – a decrease on the number of registered trainers in 2014, due to natural wastage (trainers retiring). The Board has deferred training new trainers to allow a systematic review of the training needs of the Church. In line with the revised *Safeguarding Children: Policy and Standards 2016*, a more strategic approach has been adopted that will ensure consistency of training and access to trainers. Once this needs assessment has been completed, existing trainers will undergo re-registration, and applications for new trainers will be considered.

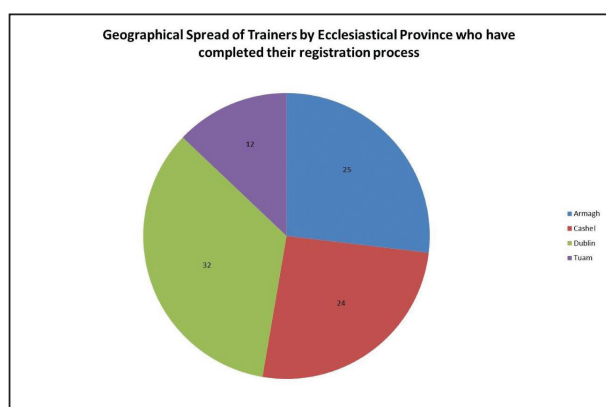


Figure 6

The training delivered by trainers takes the form of two discrete workshops: a full-day training programme (six hours) or an information session (three hours). To enable greater consistency across the country, the Board issued guidance to all trainers in 2014. This has been further updated and forms part

of the guidance that accompanies the *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016*. This guidance states that the responsibility for coordinating training should rest with the safeguarding committee within each Church body. In making a decision on which training is 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 with children 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. DLP, advisor, support person, child safeguarding committee member, advisory panel member, local safeguarding representative);
- All other Church personnel must be given the opportunity to attend an information session.

The figure below shows the breakdown of training by type in each ecclesiastical province.

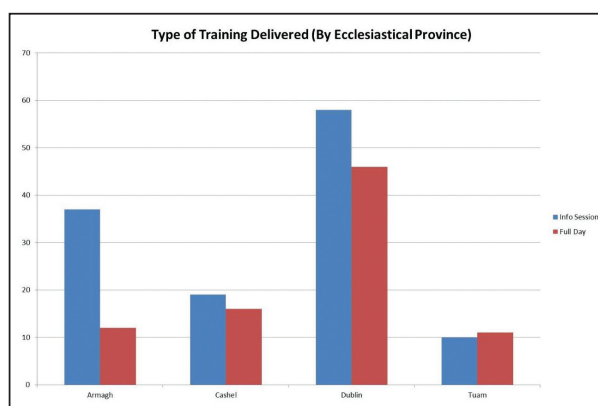


Figure 7

As shown in Figure 2, more information sessions were provided in 2015 across the Church than full-day training programmes. This is the result of clarification provided by the guidance around the levels of basic training that is now required. In addition, the Board delivered significant training to safeguarding committees to assist them in their understanding of their role and in their coordination of training.

The sessions delivered by trainers resulted in the following breakdown of attendees by ecclesiastical provincial area (Figure 8).

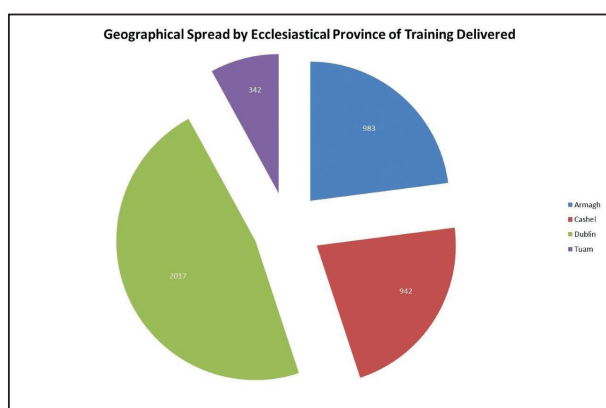


Figure 8

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 are not representative of all Church personnel trained, but those trained in 2015. These figures exclude information sessions that were delivered by local safeguarding representatives.

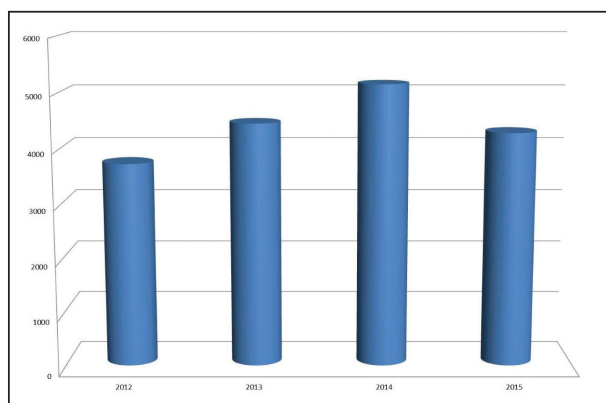


Figure 9

Although a direct comparison cannot be made, in looking at the statistics from the previous three years,

for the first time the amount of training delivered has decreased by 16 per cent. This decrease is due to the revision of the safeguarding policy and standards, which took place during the period covered by this report. A large number of Church bodies took the decision to deliver basic training that was absolutely necessary until the new safeguarding standards were in place.

A number of trainers have now reached the end of their registration period with the National Board. The re-registration process will be completed by the end of 2016 and, as reported in the last annual report, a strategic review of how training is delivered, funded and supported has been completed. To enable the re-registration process to be completed, the number of tutors registered with the National Board has been increased. Twelve tutors from across the four ecclesiastical provinces of Ireland now hold biannual support meetings for the trainers in their area. The dedication and support of these 12 tutors and the trainers across Ireland is a major asset to the work of child safeguarding in the Catholic Church, and the National Board would like to extend thanks to all those involved in this important work.

Role-Specific Training

Key personnel in the Church's safeguarding structure require knowledge and skills to undertake the roles they have been assigned. Training courses, which were facilitated during this reporting period to support this knowledge and skills development, included:

- **Training for support people.** This training day was designed to help clarify the role of the support person and provide advice and examples of best practice in supporting complainants.
- **Training for new designated liaison people (DLPs).** This training was specifically designed for new DLPs or those who have been unable to attend role-specific training before.
- **Training for advisors.** This training day was designed to clarify the role of the advisor and to provide advice and examples of best practice in supporting respondents.
- **Training for the National Case Management Committee (NCMC).** This training day was facilitated for those Church bodies who use the NCMC for advice and support. The day included presentation on consistency of advice from the NCMC, further clarification of the case

management process and advice on best practice in carrying out preliminary investigations.

- **Training day for all registered trainers.** This training day was for all trainers currently registered with the Board to update them on new training programmes following the review of the safeguarding standards.
- **Faith-based approach to safeguarding (pilot).** A small working group was established to explore a faith-based approach to safeguarding. A very helpful discussion took place on how to take complex theological concepts on child safeguarding and explain these in training. This initiative will be further developed in 2016.
- **Developments in governance for safeguarding committees.** This training was for members of safeguarding committees, to address common questions and request for support to the National Board including: developing strategic plans, supporting local Church personnel in quality assuring compliance with the seven safeguarding standards, and coordinating training and support.

Alongside the national training listed above, during the period covered by this review, staff from the National Office facilitated safeguarding committee training to 15 religious orders and 6 dioceses. National Board staff also delivered local training to the advisory panel of one diocese.

Bespoke Training and Presentations

During 2015/16, staff from the National Board facilitated six (two dioceses, two religious congregations and two lay organisations) bespoke training sessions tailored to the requirements of the specific audience. The issues covered by these sessions included the practical implications of creating and maintaining safe environments, support for local representatives, and the history and development of safeguarding in the Catholic Church in Ireland.

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 Board. 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
- Postgraduate students in St Patrick's College, Maynooth
- Training for international students in Loreto House, Dublin

The formation programme for seminarians has been adapted to vary depending on the year group it is delivered to. It is hoped that this approach will allow seminarians to reflect and build upon their safeguarding training from a practical perspective, and will enable safeguarding to be seen as integral to their ministry and the life of the Church. This year, as part of the safeguarding training for pastoral theology students, they were asked to complete a piece of reflective work during their pastoral placement. Following the completion of the work, each student attended a follow-up meeting with Board staff to receive feedback on what they learned. All the students felt that completing the assignment made them reflect on the practical implications of safeguarding in their role and allowed them to become more familiar with the structures of safeguarding in the parish in which they were placed.

This initiative has been evaluated, and with support from the formation and teaching staff in St Patrick's College, will be further developed in the coming years.

Support

A regular part of work within the Board is the provision of advice and support on a range of safeguarding issues.

Following the consultation and induction of the new safeguarding standards, and the meeting of the subgroup examining future audit methodologies, it has become clear there is a need for greater support with implementing good safeguarding practice. This may involve, at the request of a Church Authority, meeting with relevant personnel, assessing their needs and assisting with a plan of action. This approach was piloted successfully during 2015 with one Church body and will be extended upon request in 2016.

Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016



In 1996, the first guidance document for dealing with child abuse was issued, entitled, *Child Sexual Abuse: Framework for a Church Response*. In 2005, *Our Children, Our Church* was developed and this recommended the establishment of the National Board. The role of the National Board is set out in the Memorandum and Articles of Association of Coimisce.

One of the three functions given to the Board by the three sponsoring bodies – the Irish Catholic Bishops' Conference, the Conference of Religious of Ireland and the Irish Missionary Union – is to assist in the development of child safeguarding policy, procedures and practice. Once this advice is given by the Board, it is for the Church leaders – the bishops/provincials and regional leaders – to ensure implementation of the policy and procedures.

In line with this role of offering advice on policy, in 2008, the Board produced *Safeguarding Children: Standards and Guidance for the Catholic Church in Ireland*, which was adopted by all dioceses and religious orders/congregations as the one-Church approach to dealing with child abuse in the Church. It set out the expected performance on reporting, preventing abuse, accessing advice, communicating the Church's message, training and auditing of practice.

Following reviews of child safeguarding practice in dioceses and religious orders/congregations, as well as developing an increased awareness of what constitutes best practice in child safeguarding, a review of the 2008 standards began in July 2014. Views received during eighteen months of consultation inside and outside the Church assisted the Board in producing a revised policy and standards document, which was submitted for approval and adoption by the Irish Catholic Bishops' Conference, the Conference of Religious of Ireland and the Irish Missionary Union in December 2015.

Safeguarding Children: Policy and Standards for the Catholic Church in Ireland was issued on 1 March 2016 and represents, for the first time, a one-Church policy

accompanied by seven expected standards of practice that ensure the policy is lived out in all ministries.

The seven standards are:

- 1 Creating and Maintaining Safe Environments**
This standard refers to all procedures and systems required to ensure those ministering with children are properly selected for their role, so as to minimise risk to children. It also refers to codes of behaviour, complaints and whistleblowing procedures, use of information technology and the use of Church property by external organisations.
- 2 Procedures for Responding to Child Protection Suspicions, Concerns, Knowledge or Allegations**
This standard highlights the requirements around mandatory reporting of allegations, suspicions, concerns and knowledge of child abuse to the statutory authorities.
- 3 Care and Support of the Complainant**
Those who have been harmed by abuse in the Church need to feel able to come forward in the knowledge that they will be responded to compassionately and that their allegation will be notified to the civil authorities and processed thereafter through Church law. Standard 3 defines the requirements around a pastoral response from the Church Authority to the complainant and access to professional counselling and support.
- 4 Care and Management of the Respondent**
Standard 4 outlines the fair process that must be in place for investigating and managing concerns following the conclusion of investigation by the statutory authorities, as well as the supports that need to be provided to the respondent. It also outlines the risk management arrangements that must be in place once the threshold of credibility has been reached, to ensure that any risk to a child by the respondent is minimised.

5 Training and Support for Keeping Children Safe

This standard outlines the training that must take place at all levels of the Church to raise awareness of child safeguarding; it also includes the need for those who have a role in safeguarding children in the Church to be supported in their role.

6 Communicating the Church's Safeguarding Message

This standard identifies the importance of providing information about the Church's safeguarding work.

7 Quality Assuring Compliance with the Standards

This standard requires close monitoring of practice to ensure that all other standards are being adhered to. Responsibility for compliance rests with the Church Authority.

Each standard has a set of indicators that, when adhered to, demonstrate compliance with the stated standard. As an improvement on the previous Church approaches to child safeguarding, the revised standards better reflect the diversity of ministries across the Church. The indicators that apply to each Church body will vary depending on the level of ministry they have with children.

Each standard has a set of indicators that, when adhered to, demonstrate compliance with the stated standard. Unlike the previous Church approaches to child safeguarding, the revised standards better reflect the diversity of ministries across the Church.

Induction meetings on the new policy and revised standards, led by the National Board, took place in Dublin, Tuam, Cashel & Emly and in Armagh in the month of February and March of 2016.



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 Bishops' Committee on Child Protection from 2002–2006. Prior to that he had been a member of the committees established by the bishops dealing with child protection since the first formal Bishops' Committee on Child Abuse, appointed in 1999. Joined the Board in 2006, appointed chairman in 2009.

Martina Duggan

Has extensive front-line 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

Is 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 childcare 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 that 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 who 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

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 2000–2005. 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 was appointed its first full-time director.

Management of National Office

Chief Executive Officer: Teresa Devlin

With a background in social science, social studies and psychology, and an advanced diploma in child protection, Teresa 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.

Director of Training: Niall Moore

Completed his Master's 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 Queen's 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.

Part-time Director of Safeguarding: Peter Kieran – policy and case management advice

A professionally qualified social worker who 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.

Administrator: Ann Doyle

Administrator: Imelda Ashe

During 2015, 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:

Reviewers: Peter Kieran; Eamon McTernan; David Foley; Jacqueline O'Connor; Kevin O'Farrell; Tom O'Donnell 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 Irish Catholic Bishops' Conference, 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 www.safeguarding.ie



Objectives for 2016

Three key objectives for the Board for 2016 are:

1. To help and assist induction of a fully informed understanding of the new *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016* across all Church authorities in Ireland. This activity will be supported by a national conference, which will be held in October 2016.
2. To agree and promote, following a period of consultation, a review methodology to accompany implementation of the new safeguarding children policy.
3. To investigate, with Towards Healing and Towards Peace, the grounds that exist for a closer collaboration between us in the work of the pastoral care responses to victims of clerical child sexual abuse, and to develop recommendations designed to improve effective and compassionate activity in this regard.



APPENDICES

APPENDIX 1

Figures for Parishes, Catholic Population and Churches in Ireland, 2015

	PARISHES	CATHOLIC POPULATION	CHURCHES
ARMAGH	61	234,057	144
DUBLIN ¹	199	1,154,296	247
CASHEL	46	80,753	84
TUAM	56	145,632	131
ACHONRY ¹	23	34,826	48
ARDAGH	41	71,806	80
CLOGHER	37	88,203	85
CLONFERT	24	36,000	47
CLOYNE	46	154,431	107
CORK AND ROSS ¹	68	220,000	124
DERRY	51	246,140	104
DOWN AND CONNOR ¹	87	355,176	150
DROMORE ¹	22	63,400	48
ELPHIN	37	90,000	90
FERNS	49	104,452	101
GALWAY	40	108,827	71
KERRY	53	139,525	111
KILDARE AND LEIGHLIN ¹	56	242,084	117
KILLALA ¹	22	37,761	48
KILLALOE	58	119,343	133
KILMORE ¹	35	69,460	95
LIMERICK ¹	60	184,340	94
MEATH ¹	69	270,000	149
OSSORY	42	85,989	89
RAPHOE	33	83,100	71
WATERFORD AND LISMORE ¹	45	155,643	85
TOTALS ²	1,360	4,575,244	2,652

NOTES:

1. Data unchanged from *Irish Catholic Directory 2015*.
2. Total estimates only.

Source: Diocesan returns, *Irish Catholic Directory 2016*, Veritas Publications, 2016.

APPENDIX 2

Number of Priests and Religious, 2015

	ACTIVE IN DIOCESE ¹	OTHERS ²	RELIGIOUS ORDERS		
			CLERICAL	BROTHERS	SISTERS
ARMAGH	98	27	52	11	297
DUBLIN	263	126	718	253	2,171
CASHEL	78	7	37	14	116
TUAM	69	36	4	6	131
ACHONRY ³	32	8	1	0	46
ARDAGH	54	10	5	9	190
CLOGHER	71	7	5	0	132
CLONFERT	32	6	22	0	92
CLOYNE	82	33	0	0	148
CORK AND ROSS	112	28	90	36	350
DERRY	74	25	5	7	84
DOWN AND CONNOR	114	44	50	25	181
DROMORE	27	16	7	3	134
ELPHIN	45	13	7	0	78
FERNS	77	34	17	6	139
GALWAY	42	28	39	21	219
KERRY	71	29	10	10	180
KILDARE AND LEIGHLIN ³	95	20	93	54	380
KILLALA	32	9	4	4	49
KILLALOE	77	27	17	24	177
KILMORE ³	64	19	7	1	50
LIMERICK	80	27	39	12	255
MEATH	94	26	110	20	175
OSSORY	58	17	17	33	198
RAPHOE ³	64	19	10	2	44
WATERFORD AND LISMORE ³	61	19	46	34	266
TOTALS ⁴	1,966	660	1,412	585	6,282

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 2015*.
4. Totals estimates only.

Source: Diocesan returns, *Irish Catholic Directory 2016*, Veritas Publications, 2016.