



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

Annual Report 2016



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in the Catholic Church in Ireland
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STATEMENT FROM THE CHAIRMAN



Recent initiatives have expanded the range of Board activities within the remit set for us by the Sponsoring Bodies. It is now important that we take another step forward in our journey of safeguarding support as it becomes increasingly more centred in the pastoral ministry of the Church – ‘an essential and intrinsic element of it’ as Archbishop Eamon Martin reminded us in his address to our National Conference in October last.

The experience gained from undertaking and completing the first review programme of child safeguarding practices across all Church authorities on the island of Ireland, together with the knowledge derived from the lengthy consultative process engaged in before the adoption of the revised *Safeguarding Children: Policy and Standards for the Catholic Church*, were both pivotal in assisting the Board chart future strategy. Improving guidance for safeguarding, the two new Standards – ‘Care of the Complainant’ and ‘Care of the Respondent’ – warrant particular mention. The pastoral accompaniment of victims and survivors of abuse is an essential and challenging responsibility for the Church, while the work of mercy calls for much reflection in pastoral outreach to those who are accused of abuse. It is clear that more careful and intensive formation for all who minister – all who invite people to renew their faith – is required.

This report includes the form of a new three year comprehensive Training and Support Strategy adopted by the Board. We aim to further empower and support Church authorities and their personnel in all facets of creating and maintaining safe material and spiritual environments for young people and the adults who work with them, to be sustained through the provision and upkeep of relevant, effective and high quality training.

Board and National Office

The Board met eleven times in the period covered by this report. This included a joint meeting with the Members, as representatives of the Sponsoring Bodies, to discuss and exchange views of Board activities and objectives.

All the directors noted in this report, having offered themselves for re-election at the Annual General Meeting of the Company in June 2016, have served throughout the year under review. I wish to thank each of them for their support, advice and dedication throughout the period to the tasks we have undertaken.

Teresa Devlin and her National Office team performed magnificently in delivering on all objectives set in an activity packed year. This included the management of a very successful Annual Conference in October last, attended by over two hundred safeguarding personnel from across a range of Church bodies. Our sincere thanks are due to them for the continual dedication each member of the National Office displays in working to achieve our goals and objectives.

Outlook

The key Board Objectives for 2017 are as set out in the report.

Children and young people are the future, it is for them that we work and build. They cannot be overlooked or forgotten. Pope Francis, on the December 2016 Feast of the Holy Innocents, wrote a letter to the world’s bishops. He addressed why he considered it a priority to protect children, whose innocence is often violated by exploitation, clandestine and slave labour, prostitution or the abuse of adults, criminals and dealers in death.

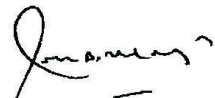
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He also particularly cited the sins of some Church members, the sufferings, experiences and pain of young people who were abused sexually by priests, a sin that shames us. Here are some of his words on these specific sins:

We join in the pain of the victims and weep for this sin. The sin of what happened, the sin of the failing to help, the sin of covering up and denial, the sin of the abuse of power ... I would like us to renew our complete commitment to ensuring that these atrocities will no longer take place in our midst.

Let us find the courage needed to take all necessary measures and to protect in every way the lives of our children, so that such crimes may never be repeated.

These words encapsulate the motivation which lies behind all the activities of your Board.



JOHN B. MORGAN
Chairman
5 April 2017



In March 2016 all Church bodies in Ireland adopted the standards set out in *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland*. This is the revised and updated document that sets out the one-Church policy and standards for the protection of children and young people within the Catholic Church on the island of Ireland.

Since publication of the 2016 safeguarding document, the National Board for Safeguarding Children in the Catholic Church in Ireland (National Board) has been engaged in providing support and training to Church bodies to assist them to understand and to implement the revised policy and standards. This engagement with Church bodies has proven to be extremely beneficial in becoming familiar at first hand with the challenges that face the Church at local level. The exercise has also enabled the National Board to understand the increasing role that many Church bodies are playing in the lives of children.

The process of examining the revised standards has in turn enabled Church authorities to look afresh at their ministry and to recognise their role in directly and indirectly influencing good child safeguarding practice. At an earlier time, a perspective that sadly gained currency among some Church personnel was that the safest way for them to deal with child safeguarding was to have nothing to do with children. However, the Church can only have a future if ministry with children flourishes. The revised policy and standards document restate the requirements for working safely with children and the guidance that accompanies them shows how best this can be done. Following years of criticism and failures to respond appropriately to allegations of abuse, it needs to be acknowledged that the Church's policy, standards and practices are now among the most up-to-date and progressive in

Ireland, and reflect a Church that is learning from the past. While acknowledging real and substantial progress, a note of caution has to be sounded against any over confidence that risks to children and young people no longer exist.

As statutory Inquiries into Child Abuse are taking place in Australia, England, Wales and Scotland, as well as the HIA in Northern Ireland which reported recently, we have again been reminded that children were treated like insensate objects by people in positions of authority in the Catholic Church, and that as a consequence of this abuse, many children have suffered long-term irreparable damage. In 2016, I had several opportunities to hear testimonies from adults who had been abused as children within the Church, and from parents of children abused by priests and religious. It is very hard to put out of my mind the pain and hurt spoken of by these people. The long-term harm caused by the abuse of children by clergy and religious cannot be resolved quickly. In recognition of the need to do more to care for complainants, the new Standard 3 'Caring for and supporting complainants' was developed to be a core part of the Church's child safeguarding ministry. To assist with the implementation of this standard, National Office staff have delivered training for Support Persons – people who are appointed by Church authorities as part of their commitment to provide a real pastoral response to those who have been abused by clergy and religious. The National Board will develop further guidance on how to implement this standard in 2017.

The second new standard – Standard 4 – relates to the care and management of the respondent. During 2016, National Board staff met with respondents and their representatives, as well as delivering training for Advisors – people who are appointed by

Church authorities as part of their commitment to pastorally support respondent clergy and religious. The National Board's National Case Management Committee (NCMC) was regularly consulted by Church authorities during 2016/2017, and its advice was sought on how to conduct canonical preliminary investigations. The NCMC also provided guidance to Church authorities on how best to put in place safety plans in situations where it was clear that there was a case to be answered in relation to allegations of abuse. Guidance on Standard 4 will also be further developed in 2017.

On 13 and 14 October 2016 the National Board held its second National Conference. The focus of the conference was on the two new Standards, i.e. the 'Care of Complainants' and the 'Management of Respondents'. The conference was addressed by seven speakers in all; and the delegates also witnessed a presentation by a group of second level students. Details from five of these eight presentations to the conference are available on the National Board's website at: www.safeguarding.ie/index.php/national-safeguarding-conference.

As well as the Opening Address by Archbishop Eamon Martin, the topics covered included the work of the Vatican Commission for the Protection of Minors; a truly moving account of her own experiences from a very brave complainant; the support and management of accused priests; and communicating the Church's child safeguarding message. There were also two feedback and question sessions in which the delegates could participate, at the end of the morning and the afternoon conference sessions. Among the messages conveyed by the various speakers were the following: the great importance of listening to victims; the proven prevention of future harm through providing caring support to priests and religious who have been accused of and/or found guilty of abusing a child; the readiness of young people to become creatively involved in communicating key messages about effective safeguarding; and the challenges inherent in communicating the Good News in the modern and highly technologised world.

A significant proportion of the National Board staff's time was spent during the year on briefing and supporting Church personnel in understanding and implementing the revised safeguarding children policy and standards. Information and support were provided directly through generic and tailored training programmes, as well as through the National Board's revamped website. The new website went live in the middle of the year, just in time to allow the uploading of all the guidance material that can be easily accessed and utilised in implementing the standards. The Safeguarding Children Guidance is designed to operate as a responsive document, which can be readily adjusted to take account of changes in legislation and statutory guidance, and developments in research and safeguarding practice. Whenever changes are made to the National Board's guidance, this is highlighted on our website and in the quarterly newsletters to alert users and readers.

The National Board has also produced an app, which can be downloaded onto mobile phones and tablets. This contains all the relevant Standards and guidance, along with the forms, templates and support documentation that Church personnel need. The objective that the National Board set in relation to the revised policy, standards and guidance was to be as helpful as possible to Church personnel, through a range of training, support and communications initiatives. In these practical ways, we believe that the best standards of practice in safeguarding children, and in responding to complaints of child abuse, can be effectively embedded in all Church bodies.

The National Board has been tasked with reviewing the child safeguarding work of all Catholic Church bodies on the island of Ireland, which is another important method of raising the quality of safeguarding practice. During this last year, the National Board completed all child safeguarding reviews, and in every case the relevant Church authority has made their review report public. The final four review reports will be published in April 2017, though these reports had been completed in 2016. All four reports related to religious

REPORT OF THE CHIEF EXECUTIVE OFFICER

congregations that had provided care and education to children and young people in Northern Ireland and which presented evidence to the statutory Historical Institutional Abuse Inquiry (HIA NI). The publication of these reports was deferred until the publication of the HIA NI report in January 2017. As with all previous review reports, these final four reports examined past and current practice, and recorded where deficiencies in responding to allegations or in other areas of safeguarding were noted by the reviewers.

The National Board has made the deliberate decision not to conduct reviews against the revised Standards during 2017, as Church authorities need time to implement the Standards and to make the changes required of them. In preparation for the recommencement of reviews in 2018, a small working group is developing a revised review methodology that will be required to take account of the 2016 policy and standards, as well as changes in the ministry of Church bodies over the last five years.

Reflecting upon the year's work and the achievements by the National Board and National Office staff, consultants and affiliated personnel, I am immensely proud of the determination of all of these people, both staff and volunteers, who have worked tirelessly to support good child safeguarding practice in the Catholic Church in Ireland. The role of the National Board is as a strategic and critical partner that sets standards, supports best practice and oversees compliance. The key achievement in supporting best practice during this year was the production, acceptance and implementation of the revised Policy and Standards. In the coming year the National Board's support role will continue, while the foundations will be laid for the commencement of a revised review process during 2018.



TERESA DEVLIN
Chief Executive Officer
31 March 2016

ALLEGATIONS, SUSPICIONS AND CONCERNS NOTIFIED TO THE NATIONAL OFFICE BETWEEN 1 APRIL 2016 AND 31 MARCH 2017



During the 2016/17 period, 72 new allegations, suspicions or concerns of sexual abuse have been shared with the National Office. In addition there were 10 allegations of physical and emotional abuse; 1 boundary violation; and 3 where the type of abuse was not stated, which makes a total of 86 allegations received against 76 priests or religious. This indicates that in some instances more than one allegation was received against a respondent.

The allegations are shown in Figure 1.

Every year we report on the time-frame within which the abuse allegedly happened. This year we are again seeing that the bulk of allegations relate to the period from the 1950s through to the 1990s, with a sharp drop in numbers after the year 2000. Factors that may explain this decrease in the number of reports include a reduction in the numbers of clergy and religious involved in primary and second level education and in the care of children within institutions, but also an increased awareness of good child safeguarding practice. Codes of behaviour for clergy and religious who have ministry with children have been introduced, adults are not allowed to have unsupervised contact with children and young people and there is greater vigilance on the part of Church authorities.

It must be emphasised that these are not 86 cases where abuse has been proven to have occurred. The criminal and canonical investigative processes, as well as civil legal processes, which may follow the receipt by a Church authority of an allegation, all take time; and the final determination of whether these allegations are credible is not often known by the National Office within the reporting period. Details on the numbers of allegations which have ultimately led to successful prosecutions are presented in the National Board for Safeguarding

Children in the Catholic Church in Ireland (National Board)'s review reports on each diocese or religious order, which can be found on our website at www.safeguarding.ie/publications.

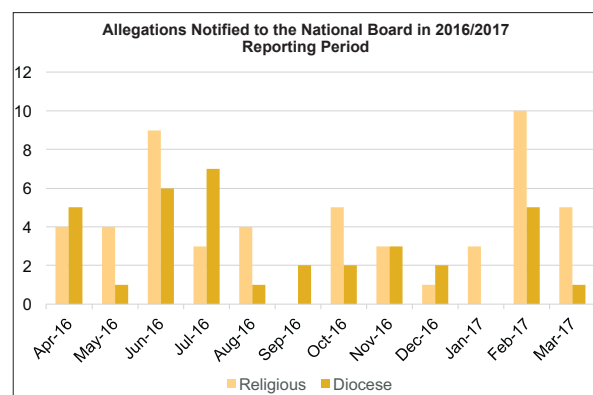


Figure 1

This year's figures for allegations, suspicions or concerns maintain the decreasing trend that has been apparent over the last number of reporting periods. As shown in Figure 2 in 2015/2016, there were 152 new allegations reported, while in 2014/2015 there were 265 new allegations reported to the National Office. This is the sharpest decline in allegations since the National Board started keeping records.

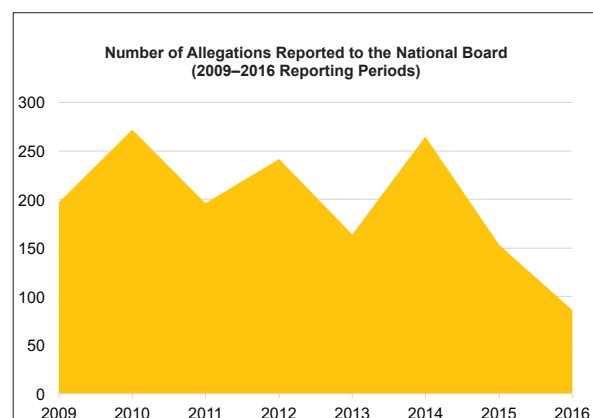


Figure 2

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An examination of the respondents of the 2016/2017 allegations of sexual abuse show some interesting findings:

Table 1 relates to respondents who are clerics in dioceses, while Table 3 shows allegations received relating to clerics/non-ordained religious from religious orders/congregations.

ALLEGATIONS AGAINST DIOCESAN CLERGY

Table 1: Respondents who are diocesan clergy (30)

Dead	Alive					
17	13					
		In Ministry	Out of Ministry	In Prison	Retired	Status Unclear
		3	6	2	1	1

The respondents in Table 1 had 35 allegations made against them. These allegations can be broken down as follows:

Table 2: Breakdown of types of allegations relating to those respondents in Table 1

Category of Abuse	Quantity
Sexual	32
Boundary Violation	1
Unknown or Type of Abuse Not Stated	2

ALLEGATIONS AGAINST RELIGIOUS (CLERICS AND NON ORDAINED)

Table 3: Respondents who are Religious (46)

Dead	Alive					
21	25					
		In Ministry	Out of Ministry	In Prison	Retired	Status Unclear
		2	15	2	3	3

The respondents in Table 3 had 51 allegations made against them. These allegations can be broken down as follows:

Table 4: Breakdown of types of allegations relation to those respondents in Table 2

Category of Abuse	Quantity
Sexual	40
Physical	4
Physical and Emotional	6
Unknown or Type of Abuse Not Stated	1

In welcoming a further fall in the number of reports and complaints received, the National Board continues to counsel against any development of complacency. There is a continuing need for alertness to the likelihood that there are still risks to children within the Church. In support of this caution, we have regretfully to record that during this past year, 3 new allegations were made against priests and religious which suggested possible abuse (contact or online) occurring in 2012, 2015 and 2017. In each of these situations it was the action of the child in informing a trusted person, usually a parent, which led to concerns being raised with the Church body in question. All three concerns/allegations were immediately passed to the civil authority agencies. This demonstrates the importance of giving children a voice and it reflects the good work being undertaken by parents, schools and Church personnel around raising awareness. There is strong evidence of people knowing what to do when unease among children and their parents was expressed.

We know from the history of abuse in the Church that children have taken a long time to disclose their abuse. This has been as a result of the fear they feel, having been silenced by their abuser, as well as a fear of not being believed and protected. In these most recent disclosures by children of abuse by members of the Church however, it is important to recognise and pay tribute to the parents, who have developed secure and trusting relationships within which their children could disclose, and to the children for their courage in coming forward. The immediate response by the Church authorities in reporting to the statutory authorities in all instances is also acknowledged and commended.

ANNUAL REPORT 2016

As has been noted in previous years, most complainants do not proceed to make statements to An Garda Síochána or PSNI and therefore there are few criminal investigations and consequent prosecutions. However, from information available to the National Board from its case management committee, cases are now more quickly proceeding through preliminary investigations under canon law. For some complainants, this process and any

subsequent penal process under canon law provides them with an opportunity to be heard and to feel that justice has been done. The thresholds for finding of guilt within canon law differ from that of criminal law; the latter being 'beyond all reasonable doubt'; within a preliminary investigation the threshold is that 'there is a case to answer' and the further stage in canon law the threshold is 'moral certainty'.

INITIATIVES UNDERTAKEN AND GENERAL ADVICE PROVIDED BY THE NATIONAL OFFICE IN RESPONSE TO SPECIFIC REQUESTS FROM CHURCH AUTHORITIES: 1 APRIL 2016 – 31 MARCH 2017



The focus of work over the past twelve months has been to support the implementation of *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016*. This has included formal training, attending national, ecclesiastical provincial area and local meetings, and offering practice guidance. National Office staff have endeavoured to assist Church personnel to fully and competently exercise their particular roles in the child safeguarding structure. For more information on this see the Training and Support section of this report.

The guidance which is offered by the National Board for Safeguarding Children in the Catholic Church in Ireland (National Board) is constantly under review and over the course of the year, sections of the guidance were amended and supplemented to further clarify factors which support implementation of the child safeguarding standards.

In particular, the issues of data protection and information sharing consumed a considerable amount of time and effort. The National Board is aware of an anomaly which it is keen to have rectified. This is, that while every statutory Inquiry and Investigation have criticised the non-sharing of information between Church bodies, the supportive legal mechanism for doing so is not in place. There are requirements under the legislation in both jurisdictions in Ireland that information is shared with the statutory authorities whose roles are to investigate whether a crime has been committed, and to assess current risk to children. Church authorities have additional responsibilities once the statutory processes have been completed and it may be that in order to safeguard children, some information about a respondent must be shared with one or more other Church authorities. The National Board has sought advice on this important sharing

of information between Church authorities, and by Church authorities with the National Board. As the body set up to monitor the Church's compliance with the safeguarding standards, the National Board requires this information.

Sharing Information with the National Board

The National Board, when acting as a data processor to the constituent member under a relevant data processing deed, is allowed full access to the Church authority's files and records for the specified purposes which are aimed at analysing data to establish the extent of compliance with best child protection practice, and reporting upon any issues arising and requiring to be rectified.

Following consultation with the office of the Data Protection Commissioner to ensure that its arrangements are in compliance with the Data Protection Act, the National Board has entered into data processing deeds with various Church authorities. Once the Church authority has signed the data processing deed, it agrees to share information with the National Board for three specified purposes and on condition that:

- The National Board maintains records of all allegations notified to it for monitoring purposes;
- The National Board retains records relating to advice it has offered directly or through its National Case Management Committee (NCMC);
- The National Board accesses records during a review for audit function, but it cannot retain and/or use the personal information so accessed for any further purposes.

In the above circumstances the National Board receives and examines all such records without there

being a loss of privilege or protected confidence. There may be occasions when the exchange of information between Church bodies is required. Under canon law for instance, faculties to minister in public as a priest must be granted by a bishop; and therefore, it is appropriate that information is shared between the Church authority of an ordained cleric about whom there are child safeguarding concerns and a diocesan bishop who is considering whether to grant or withdraw faculties. As each such situation is unique, the decision whether and what to share with another Church authority or Church body has to be on a case-by-case basis. To assist in making such a decision, the following questions may be helpful:

- Does the recipient have a legitimate interest in receiving this information?
- What is the justification for sharing information?
- Is there a risk of harm to an identified or unidentified child if such information is not shared?
- Can permission be obtained from the respondent to share information?
- Should the respondent be informed that the information is being shared?
- Is the respondent in public ministry as a priest, and has he faculties from the bishop?
- Is the respondent a religious Brother or Sister in public ministry of a Church body?
- Should information about the complainant be redacted?

Preliminary Investigations/Collecting the Proofs

The National Board plans to develop the understanding and practice of preliminary investigations/collecting the proofs during 2017, with the objective of establishing a consistent approach to canonical investigations once statutory processes have been concluded.

The National Case Management Committee (NCMC)

During the course of the last year there were a steady number of applications from dioceses and religious congregations to the NCMC for cases to be considered. There are currently 37 congregations and 22 dioceses who are members of the NCMC.

The NCMC offers advice to Church authorities on a range of matters including:

- The management of current risk;
- Help to be provided to a complainant or their family;
- Engagement with the statutory authorities;
- The appropriateness of the respondent continuing in his or her present ministry;
- The canonical process;
- Whether a specialist risk assessment of the respondent should be sought;
- The needs of a parish or other community in which the respondent has served;
- The needs of the wider community.

The NCMC is convened when there are cases to be considered; and met eight times in the period under review to consider cases referred to it.

Cases Presented to NCMC: 2016-2017

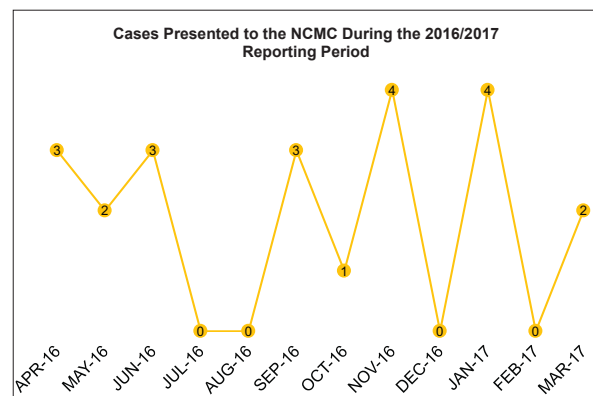


Figure 3

INITIATIVES UNDERTAKEN AND GENERAL ADVICE PROVIDED BY THE NATIONAL OFFICE IN RESPONSE TO SPECIFIC REQUESTS FROM CHURCH AUTHORITIES: 1 APRIL 2016 – 31 MARCH 2017

In line with the lower number of allegations in 2016, the cases being presented to the NCMC were reduced since the last reporting period and are at their lowest since the NCMC's inception in 2012.

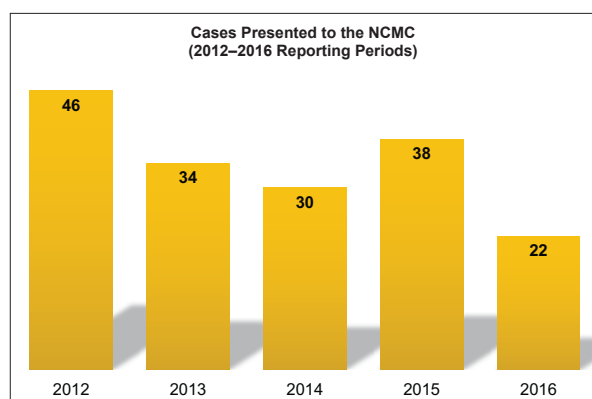


Figure 4

A review of the types of advice being sought by Church authorities suggests that they want to proceed with the preliminary investigation under canon law, once the statutory processes have been completed, but often do not know how exactly to do so, or who to engage to undertake this work: The National Board reported on this identified need in last year's report; and we responded by providing a training event in July 2016. It is important to develop a consistent standard of practice across all parts of the Church in Ireland, so that complainants and respondents are treated justly and fairly, wherever they reside. During 2017/18 we will develop additional guidance for and training of a small panel of suitable people who will be available to Church authorities to conduct preliminary investigations on their behalf.

Other advice sought by Church authorities from the NCMC during the year included clarity about thresholds for reporting; undertaking or commissioning assessment of risk; developing and monitoring of case management and/or safety plans; and the appropriateness and optimal method for sharing information.

The NCMC is developing a resource bank of practice guidance, research papers and academic journal articles to inform the NCMC members and the Church authorities who use the committee regarding the complex issues that are presented for consideration and advice.

Individual Advice

In addition to advice offered by the NCMC, a large number of Church authorities, Designated Liaison Persons (DLP) and Safeguarding Coordinators contacted the National Board to seek advice on policy and practice guidance, case management issues, complaints handling and other child safeguarding concerns.

In particular, advice was sought on:

- Policy and implementation of *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016*, vetting; visiting clerics; and on a range of case management issues; threshold for reporting; assessments; preliminary investigations; safety plans; and issues relating to allegations and boundary breaches by lay members of Church personnel.
- In addition advice was sought on a number of occasions about current risk to children through practice advice and providing recommendations for counselling agencies.

This year the National Office staff responded to 66 requests for advice. Table 5 provides details on the source of these requests.

Table 5: Sources of Advice Requests

Advice requested from	Number
Complainants	6
Respondents	2
Church authorities	4
Church authority Safeguarding Personnel	52
General Public/Lay Faithful	2

Year of Mercy Interagency Initiative – Towards Healing, Towards Peace and the National Board

The National Board undertook a joint initiative with Towards Healing and Towards Peace to develop thinking about what constitutes a compassionate and effective pastoral response to the needs of adult victims of clerical child sexual abuse. This initiative was taken by the three agencies to mark the Extraordinary Jubilee of Mercy. A paper was produced by the three agencies and has been submitted in draft form to the Irish Conference of Bishops and to AMRI for their views in advance of further development.

Association of Catholic Priests

As part of the National Board's commitment to Standard 4 'Care and Management of the Respondent', members of the National Office staff met with representatives of the Association of Catholic Priests (ACP) for a discussion on the support needs of priests who have been accused of abusing a child, or who have been convicted of doing so. It is an objective of the National Board to assist in developing a fair and just process for managing allegations of abuse against priests and religious which is sensitive to the rights and needs of respondents. The meeting with the ACP was also to inform its members of the National Board's goal of developing a substantial paper that will consider in some detail all of the issues involved, and will suggest what appropriate responses can be made by Church authorities. As described in the Training and Support section of this report, the National Conference addressed these issues in two

presentations, through which the National Board learned of the isolation and loneliness of some respondents and how this can mitigate against good child safeguarding practice. The National Board has also received the Second Activity Report (2014-2016) of The Support Group for Priests and Religious out of Ministry and will reference this in its work under Standard 4.

Liaison with Statutory Bodies

Following extensive engagement with statutory bodies in 2015/16 as part of the consultation process for *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016* and the accompanying Guidance, this year's engagement focussed mainly on legislation and case management issues. In addition to meetings outlined in the Training and Support section of this report, over the year 2016/17 staff from the National Office met with:

- Historical Institutional Abuse Inquiry Chair and personnel;
- The Minister for Children (ROI);
- Department of Children and Youth Affairs (ROI);
- Department of Justice (ROI);
- Tusla representatives;
- An Garda Síochána (Garda National Protection Services Bureau and Garda vetting);
- The Chair of the Safeguarding Board for Northern Ireland;
- The Police Service of Northern Ireland;
- Officials from the Executive Office (NI);
- Officials from the Department of Health (NI).

TRAINING AND RELATED SUPPORT REPORT

1 APRIL 2016 – 31 MARCH 2017



The Training and Support Strategy (2017-2019) aims to empower and support Church authorities, Church bodies and Church personnel in the delivery of best practice across the Church's child safeguarding standards. This section will report on activities outlined on each of the objectives within the Training and Support Strategy.

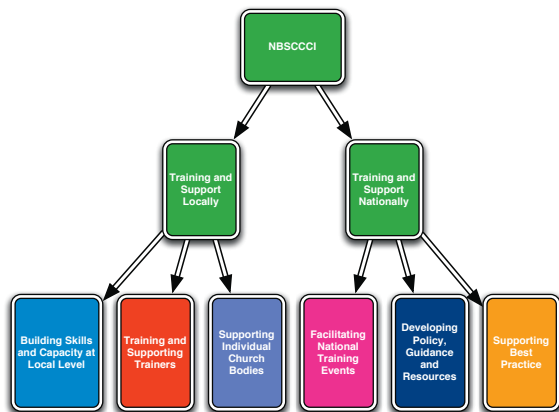


Figure 5

Building Skills and Capacity at Local Level

A key requirement for training and support is to empower those at local level to ensure safeguarding children is embedded in each Church body. During the 2016/2017 period staff from the National Office facilitated the following local training and support programmes.

Safeguarding Committee Training

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

As each Safeguarding Committee is unique in terms of its membership and stage of development, since 2013, National Office staff have been delivering

training to assist in the clarification of role and function to committees in relation to the stated standards. Figure 6 shows this programme has been delivered over fifty times. Feedback and evaluation would indicate that the training has assisted in strengthening the committees and enabled them to become active, functioning elements of the safeguarding structure.

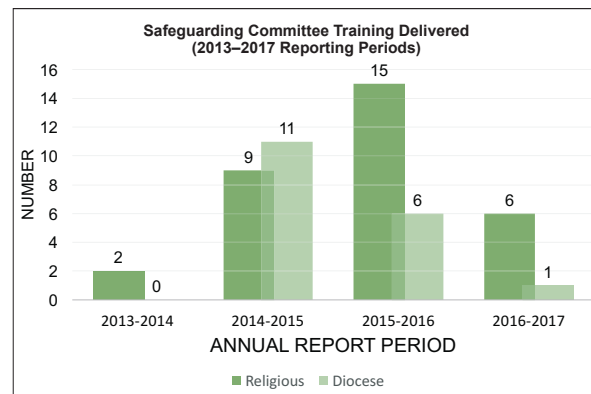


Figure 6

Specific training

During 2016-2017 National Office staff facilitated eight (3 dioceses and 5 religious congregations) bespoke training sessions. The issues covered by these programmes included practical implications of creating and maintaining safe environments for clerics, support for advisors, role and function of advisory panels, case management training for Designated Liaison Persons (DLP) and understanding the 7 safeguarding standards.

Training and Supporting Trainers

Local safeguarding awareness training delivered in the reporting period

The 'Train the Trainers' programme facilitates the delivery of Church-specific training to all Church personnel. There are currently 84 trainers registered with the National Board, the geographical spread of these trainers is shown in Figure 7.

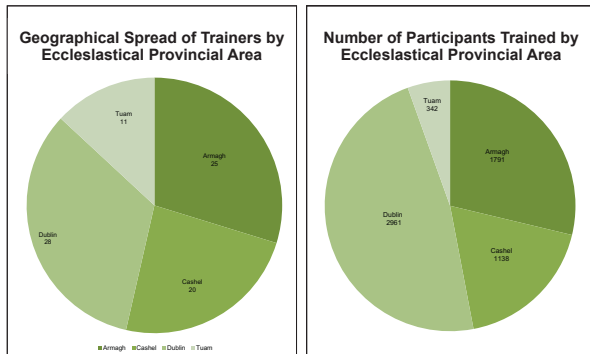


Figure 7

Figure 8

There has been a decrease in the number of registered trainers, compared with the last reporting period (93 trainers) due to natural wastage and the completion of a systematic reassessment process carried out by National Board appointed tutors.

The training delivered by trainers takes the form of two workshops; a full day's training (6 hours) or an information session (3 hours). In the period covered by this report, 6,232 people were trained during the year, as shown in Figure 8. This figure combines attendance at information sessions and full-day training.

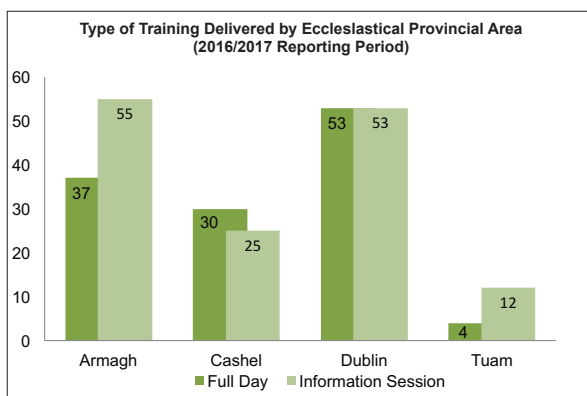


Figure 9

The figures shown are based on statistics received from trainers who have been registered by the National Board (100 per cent of returns were received from all registered trainers). There is no requirement for annual training and therefore the figures detailed are not representative of all Church personnel trained, but those trained during 2016/2017. These figures exclude information sessions which were delivered by local safeguarding representatives.

The overall figure for training (6,232) is the highest number recorded in any reporting period as demonstrated by Figure 10, and this was delivered with the lowest number of registered trainers. Following a systematic review of training in 2016, a decision was made to further develop the skills of existing trainers and utilise them more effectively between Church bodies. To do this a number of supports were developed by the National Board:

1. Additional tutors were recruited by the National Board, to provide support and capacity building to existing trainers in each ecclesiastical provincial area.
2. The training manual and accompanying resources were redesigned, in line with *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016*.
3. Annual national meetings of trainers, tutors with the National Board's Director of Training and support were facilitated as part of maintaining training standards. These meetings enabled feedback on training delivered and the revision of materials.
4. Additional guidance was produced as part of the new policy for safeguarding children to provide clearer advice to assist Church authorities to effectively identify training needs based on a comprehensive analysis on a yearly basis.

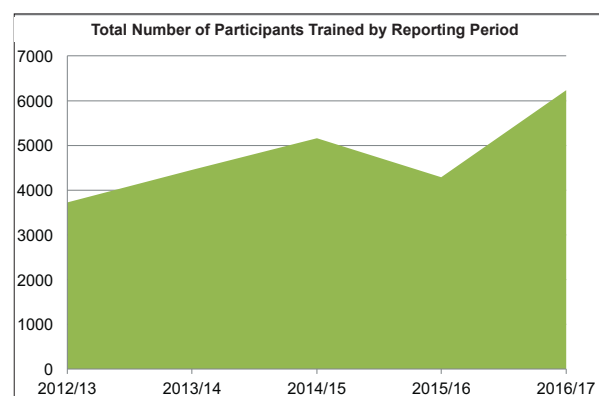


Figure 10

Training will be further developed over the coming year by 29 new trainers who are currently undergoing the 'Train the Trainers' programme and will be registered by September 2017.

TRAINING AND RELATED SUPPORT REPORT

1 APRIL 2016 – 31 MARCH 2017

Supporting individual Church bodies

In the 2015/2016 reporting cycle, a pilot project to support Church bodies that have ministry with children was established. This approach involved meeting with key personnel to ascertain the extent of their ministry with children, evaluating existing procedures and practice in place for working safely with children, then developing a plan of action to build the capacity of personnel to implement effective safeguarding practice.

In this reporting period a number of religious orders who are new to Ireland, or who are reinitiating their ministry with children, have contacted the National Board for assistance and this approach will be further developed and evaluated in 2017.

Facilitating National Training Events

National role specific training events

Key personnel in the Church's safeguarding structure require knowledge and skills to undertake the roles they have been assigned. Therefore national training courses, facilitated during this reporting period to support the development of knowledge and skills for these role holders, addressed the following:

- **Developments in Governance for Safeguarding Committees** – Following the large number of local safeguarding committees that have been trained, several national training needs were identified. This training day brought together members of safeguarding committees at a national level to provide skills in relation to developing the three-year safeguarding plan, analysing the local safeguarding audit and planning training, support and communication.
- **Role Specific Training for Designated Liaison People (DLP)** – This training was designed for new DLPs or those who have been unable to attend role specific training before, to provide awareness and skills in relation to the role of the DLP as part of the safeguarding structure.
- **Conducting a Preliminary Investigation/Collecting the Proofs** – This training was for those involved in the case management process and included inputs on the following:

- » presentation on the context of the preliminary investigation/collecting the proofs in the overall case management structure;
- » the canonical law aspects of initiating and concluding a preliminary investigation/collecting the proofs;
- » the practicalities of carrying out a preliminary investigation/collecting the proofs;
- » future developments in this area.

- **Safeguarding Induction Training for New Church authorities** – This training day was specifically for leaders of Church bodies across Ireland to induct them into their strategic role in relation to child safeguarding, including:
 - » the strategic role of the Church authority in relation to child safeguarding;
 - » Pastoral ministry and child safeguarding;
 - » the importance of support and supervision.
- **Role Specific Training for Advisors** – This training was designed for new and existing Advisors and focused on the practicalities of the role of the Advisor, including record keeping, working with respondents and understanding the boundaries of the role as distinct from others in the safeguarding structure.
- **Role Specific Training for Support People** – This training was designed for new and existing Support People and focused on the practicalities of this role, including record keeping, working with complainants and understanding the boundaries of the role as distinct from others in the safeguarding structure.
- **'Train the Trainers' Course** – Applicants who wish to become registered trainers with the National Board must undertake a seven-day long training and assessment process which includes, developing knowledge in relation to safeguarding children in the Catholic Church in Ireland, group work and facilitation skills. Five of these days were delivered in this reporting period.

Formation Training

Formation training for seminarians and on-going formation for those who have been ordained or undertaken religious vows continues to be an

important part of the work of the National Board. During the period covered by this report the following training was delivered:

- Training 1st year seminarians in St Patrick's College, Maynooth;
- Training 2nd year seminarians in St Patrick's College, Maynooth;
- Pastoral theology students in St Patrick's College, Maynooth;
- Training for international students in Loreto House, Dublin;
- Training seminarians in the Pontifical Irish College, Rome;
- Training postgraduate students in the Pontifical Irish College, Rome.

A core aspect of meeting all the standards outlined in the child safeguarding policy is equipping, clerics and religious with key knowledge and skills to support their significant role in safeguarding children. Starting in 2008 the National Board has delivered training to clerics in formation in both St Patrick's College and in the Pontifical Irish College, Rome. Since delivering this training each year the National Board have been refining it and building the programme to focus less on policy and procedures and more on practice. In reviewing the training delivered and the need to fully embed the message of good child safeguarding based on Gospel values, national legislation, international treaties and learning from the past, the National Board is further developing this programme to enable seminarians to reflect on their own core value relating to child safeguarding.

To do this, a working group has been established, made up of representatives from the National Board, St Patrick's College Maynooth, the Pontifical Irish College and Redemptorist Mater Archdiocesan Missionary Seminary. Founded in 2012 by Cardinal Seán Brady, this seminary forms priests for the Archdiocese of Armagh who are both diocesan and missionary for the New Evangelisation. This working group will assist the National Board in outlining the issues to be considered in a child safeguarding formation programme which takes account of other areas studied by the seminarians to ensure a consistent approach which does not cross curriculum boundaries.

National Safeguarding Conference

The National Board hosted its second Safeguarding Conference in October last, with speakers from a range of backgrounds focusing on key developments in safeguarding within the Catholic Church in Ireland. Opening the conference Archbishop Eamon Martin thanked the many members of Church personnel who 'translate the words and aspirations on the pages of our safeguarding manuals into action and change on the ground'. Archbishop Martin highlighted that it is this 'active commitment and vigilance, with the support of clear standards in safeguarding and guidance materials, which helps to maintain an environment that is as safe as possible for our children and young people'.

This theme of support, vigilance and sharing of best practice was reflected in the contributions by the various speakers who presented at the conference. Each presentation was based on the relevant standards from the 2016 child safeguarding policy. These presentations included:

- Work of the Vatican Commission – Teresa Morris Kettlekamp;
- A Survivor's Experience;
- Care of Respondents – Fr Michael Drennan SJ, Jim O'Donoghue (Consultant Psychologist);
- Management of Respondents – Noel O'Donnell;
- Participating with Young People to Communicate the Church's safeguarding message – Young People nominated by the Congregation of the Sisters of Mercy Northern Province;
- Communicating the Church's Safeguarding Message – Breda O'Brien.

Communication Methods

To help communicate and support the work of the National Board, the website has been redesigned and restructured and its functionality improved to ensure it is easier to navigate and becomes a central and easy-to-use reference point for all Church personnel. Alongside this, communication and administrative processes within the National Board have been refined to ensure that newsletters, emails and reminders from the office are being effectively targeted to relevant members of Church personnel. These communication methods will be further refined and evaluated over the coming year.

TRAINING AND RELATED SUPPORT REPORT

1 APRIL 2016 – 31 MARCH 2017

Developing Policy, Guidance and Resources

Guidance

Following the introduction of *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland*, in June 2016 the National Board produced accompanying optional guidance which represented best practice from across the Church in Ireland and statutory agencies. The guidance is available electronically and is regularly updated. This year the guidance has been amended 48 times, and while most of these are small changes, there are a number of areas of important guidance which have been developed during this past year in relation to establishing the status of clerics coming to Ireland from other countries, or Irish clerics returning to Ireland following a period of ministry abroad; clerics ministering in national shrines; garda vetting following the enactment of new legislation in the Republic of Ireland; and the conduct of preliminary investigations under canon law.

Workshops on adapting the Guidance

To assist Church bodies in implementing the guidance a series of sessions have been facilitated across Ireland. In this reporting period, three sessions took place in Maynooth, Thurles and Portadown. Two further sessions are scheduled to take place during 2017 in Dublin and Tuam.

App and website

To make the Guidance more accessible, easier to navigate and adapt, the following actions have been completed:

- Guidance is now available in Word format;
- A free app has been produced for Android and IOS smart devices;
- The website has been redeveloped to allow only specific pieces of Guidance to be viewed by those who hold particular roles in the child safeguarding structure.

Supporting Best Practice

Alongside those initiatives mentioned in the previous sections to support and develop best

practice, staff from the National Office have taken part in the following:

Meeting with other organisations to share best practice

Staff from the National Office met with a range of lay apostolates, agencies of the Irish Bishops' Conference and non-governmental organisations to share best practice. These included the Pope John Paul II Awards, Irish Episcopal Council for Immigrants, Pioneer Association, the GAA and National Youth Council of Ireland.

Anglophone Conference

The 2016 Anglophone Conference which was attended by National Office staff and personnel from dioceses in Ireland focused on the theme of 'listening'. A report of the conference can be found on the National Board's website, www.safeguarding.ie.

Presentations to share best practice with outside agencies

During the reporting period staff from the National Office were asked to present and give evidence on the experiences of the National Board in developing policy, standards and evaluating practice to the following national and international organisations:

- Queens University, Belfast – Masters of Social Work;
- Royal Commission into Institutional Responses to Child Sexual Abuse (Australia);
- Conference on Formation and Prevention, comparing approaches of human formation and psychological assessments in seminaries, another step towards safeguarding in Europe. In Florence, hosted by The Gregorian Pontifical University centre for child protection, Archdiocese of Florence and Florence Seminary.

QUALITY ASSURING COMPLIANCE WITH THE STANDARDS



Reviews of Child Safeguarding Practice by the National Board

Reviews have now been completed into the child safeguarding practices of all dioceses and religious congregations, orders, prelatures and institutes who have or have had ministry with children on the island of Ireland. There are 12 female religious congregations which the National Board did not review because their numbers are dwindling, the age of their members is increasing, they have no ministry with children and are not managing allegations.

The National Board has completed reviews of 26 dioceses and 142 religious orders/congregations since 2009; 168 Church bodies in total. Thirty review reports were made public by the relevant Church authorities in May 2016; and the final 4 review reports of congregations, which were also subject to investigation under the Historical Institutional Abuse Inquiry (HIA) Northern Ireland, will be published in April 2017 by the Church authorities concerned.

These reviews, which have assessed compliance against the 2009 Safeguarding Children Standards, have all been reported on publicly and all review reports can be found on the National Board's website at www.safeguarding.ie/publications.

The reviews have highlighted past inadequacies in practice in terms of reporting allegations to the civil authorities, responding compassionately to complainants and putting in place safety plans for those respondents against whom there have been credible allegations.

The reviews have also brought to light evidence of good practice across the Church in terms of, for example, creating and maintaining safe

environments for children and young people and in the commitment to the recruitment, training and support of voluntary child safeguarding personnel. It is clear that, on the whole, the Church is learning from past mistakes, and it is reassuring to observe and describe many examples of good practice, as well as the robust structures and dedicated personnel that are in place to ensure the safety of children involved in the Church and its activities today.

The learning from the review process over almost seven years has been used in the revision of the 2009 Church's Safeguarding Children Standards. These have been reframed in the *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016*, in which two new standards, Standard 3 'Caring for the Complainant' and Standard 4 'Care and Management of the Respondent' have been introduced.

Self-Audits

Standard 7.1 of the *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016*, requires that each Church authority puts in place arrangements to ensure compliance with the safeguarding standards at local (diocesan or congregational) level, and to evaluate the extent of that compliance. The expectation is that each Church authority would receive an annual report from their Safeguarding Committee, which critiques local child safeguarding practice with specific reference to three standards: Standard 1 'Creating and Maintaining Safe Environments'; Standard 5 'Training and Support'; and 6 'Communicating the Church's Safeguarding Message'. The Church authority should also receive an annual report from their Designated Liaison Person (DLP) on case management issues, including the details of any new allegations received, and the monitoring

of any safety plans that are in place. The Church authority is thereafter required to confirm to the National Board that this local self-audit exercise has taken place, and that corrective action, if required is being taken.

A number of Church authorities have advised the National Board that they would defer the self-audit in 2017 and instead use the time and resources available to support the implementation of the new standards, and this arrangement has been agreed.

At the end of March 2017, 116 self-audit confirmations were received by the National Board, including 20 from dioceses and 96 from religious congregations/orders/institutes and prelatures.

Revised Review Methodology

Last year's report referred to the work of the group established to develop a new methodology by which

future reviews against *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016* will be conducted. This group has met on five occasions over the last year and has designed a draft methodology and supportive documentation which have been submitted to the National Board's members for approval. These will be sent to the Irish Bishops' Conference and to AMRI in early Summer 2017 for information. The 2016 standards describe three types of Church body, differentiated on the basis of their ministry with children, both historical and current, and on whether they have had to manage allegations of child abuse. These are referred to in Table 1, Table 2 and Table 3 in the document *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016*. The reviews that will be conducted in the future will take account of this differentiation, and will be proportionate to the ministry of each individual Church body.



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

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

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

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

Michael Ringrose is formerly Chief Executive PWD (People with Disabilities in Ireland), the National Representative Organisation for all people with disabilities, their parents, carers, families and advocates. Prior to that, he served as a chief superintendent with An Garda Síochána. He joined the Board in 2006.

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

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

Sr Colette Stevenson PBVM is a Presentation Sister. She has been involved in child protection work within the Church since 1995, when she

became Director of the 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. She joined the Board in 2013.

Mary Waddell is a former Director of Nursing at the Mater Hospital, Belfast, and of the Eastern Health and Social Services Board, Belfast. She is also a former Department of Education appointee to the Board of Governors of Saint Malachy's Primary School, Eliza Street, Belfast and has also been a school governor at Saint Louisa's College, Belfast for ten years. She is currently a Board member of the Stroke Association Northern Ireland. She has a particular interest in the concept of 'whistle blowing' and its links to governance at this time. She joined the Board in 2013.

Rev. 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 2000–2005. 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 appointed its first full time director. He joined the Board in 2013.

Management of National Office

Teresa Devlin, Chief Executive Officer has a background in social science, social studies and psychology, and an advanced diploma in child 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, she was appointed CEO in January 2014.

Niall Moore, Director of Training and Support has a degree in Law and Masters in Criminology which he completed while working in the office of the Northern Ireland Commissioner for Children and Young People (NICCY). He has experience facilitating professionals, coordinating teams and working directly with children, young people and vulnerable adults. Alongside his full time role of Director of Training and Support, he is currently completing his doctorate at Queen's University in Belfast, examining the role of the Holy See as a signatory to the United Nations Convention on the Rights of the Child. He was appointed on 1 February 2013.

Peter Kieran, Part-time Director of Safeguarding (policy and case management advice)

Peter is a professionally qualified social worker and has a Masters 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 Masters in Therapeutic Child Care course at Carlow College.

Ann Doyle: Administrator

Imelda Ashe: Administrator

During 2016 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 and Julia Costello (conducting reviews into safeguarding practice across dioceses and religious congregations).

Training Tutors: Fr Paddy Boyle; Sr Helen O'Riordan; Julie McCullough; Sandra Neville; Elaine Murphy Byrne; Aoife Walsh; Avril Halley; Jennifer Moran Stritch; Fr Tod Nolan Frank McGuinness; Maureen Walsh; and Kevin Duffy (supporting the Director of Training and Support in the delivery of the Training and Support Strategy).

Other Corporate Information

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

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

Company Secretary: Ann Doyle

Website Address: www.safeguarding.ie

OBJECTIVES FOR 2017



The key objectives for the Board for 2017 involve:

- Promotion of best practice in the Care and Support of Complainants, through the further development of practice guidance and training.
- Promotion of best practice in the Care and Management of Respondents through the further development of practice guidance and training.
- A pilot project and the finalising of a revised review methodology which will assess compliance of practice against *Safeguarding Children: Policy and Standards for the Catholic Church in Ireland 2016*.
- The development of further skills-based learning for key role holders in the safeguarding structure, prioritising students in formation for the priesthood and religious life.

APPENDIX 1

Figures for Parishes, Catholic Population and Churches in Ireland, 2016

	PARISHES	CATHOLIC POPULATION	CHURCHES
ARMAGH	61	234,057	144
DUBLIN	199	1,154,296	247
CASHEL	46	80,753	84
TUAM	56	145,632	131
ACHONRY ²	23	34,826	48
ARDAGH ²	41	71,806	80
CLOGHER	37	88,203	85
CLONFERT ²	24	36,000	47
CLOYNE	46	154,431	107
CORK AND ROSS ²	68	220,000	124
DERRY	51	246,140	104
DOWN AND CONNOR	87	355,176	150
DROMORE ²	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 ²	56	242,084	117
KILLALA ¹	22	37,761	48
KILLALOE	58	119,343	133
KILMORE	35	69,460	95
LIMERICK ²	60	184,340	94
MEATH	69	270,000	149
OSSORY	42	85,989	89
RAPHOE	33	83,100	71
WATERFORD AND LISMORE	45	155,643	85
TOTALS ³	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.

APPENDICES

APPENDIX 2

Number of Priests and Religious, 2016

	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	32	8	1	0	46
ARDAGH	54	10	5	9	190
CLOGHER	71	7	5	0	132
CLONFERT ²	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 ³	27	16	7	3	134
ELPHIN ³	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 ³	58	17	17	33	198
RAPHOE	64	19	10	2	44
WATERFORD AND LISMORE	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.



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

