

Training and Support Strategy

2017-2019



THE NATIONAL BOARD FOR
SAFEGUARDING CHILDREN
IN THE CATHOLIC CHURCH

Background

The Memorandum and Articles of Association of Coimirce(2009), govern the running and the operation of the National Board for Safeguarding Children in the Catholic Church in Ireland (NBSCCCI). The functions of the NBSCCCI can be grouped into three categories:

- Advice and support on all aspects of child safeguarding and case management within the Catholic Church in Ireland.
- Development of policy, procedures and practice on all aspects of child safeguarding within the Catholic Church in Ireland.
- Monitor child safeguarding practice of constituent members within the Catholic Church in Ireland.

This strategy focuses on the second of these categories - *Development of policy, procedures and practice on all aspects of child safeguarding within the Catholic Church in Ireland.*

Vision

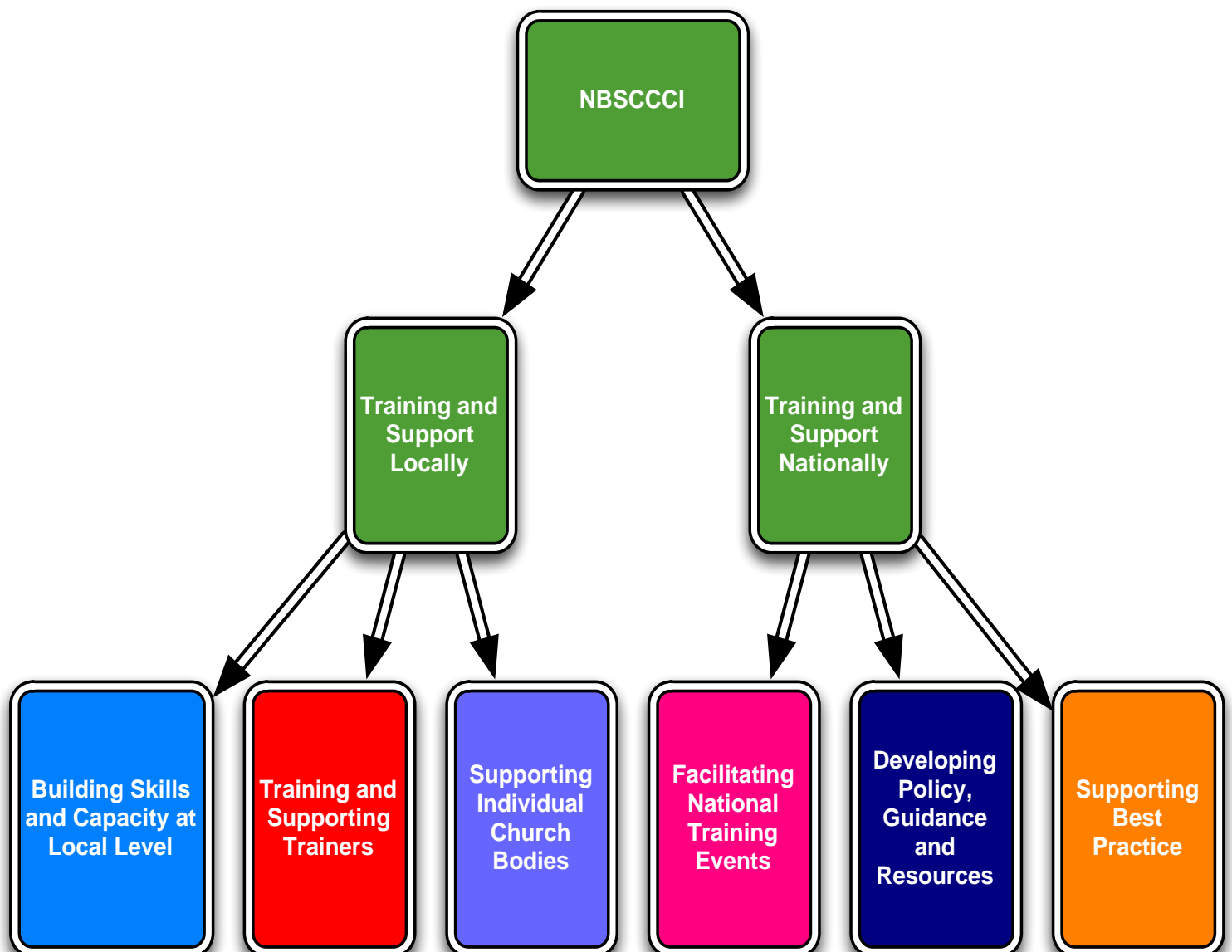
Pope Francis said 'Our generation will show that it can rise to the promise found in each young person when we know how to give them space. This means that we have to create the material and spiritual conditions for their full development; to give them a solid basis on which to build their lives; to guarantee their safety and their education to be everything they can be; to pass on to them lasting values that make life worth living; to give them a transcendent horizon for their thirst for authentic happiness and their creativity for the good; to give them the legacy of a world worthy of human life; and to awaken in them their greatest potential as builders of their own destiny, sharing responsibility for the future of everyone. If we can do all this, we anticipate today the future that enters the world through the window of the young.'

This strategy aims to empower and support Church authorities, Church bodies and Church personnel to create and maintain safe, material and spiritual environments for young people and the adults that work with them, through the provision of relevant, effective and high quality training and support.

Objectives

To fulfil this vision the NBSCCCI will provide training and support on a local and national level through the fulfilment of a number of objectives grouped under the following headings

- A. Building Competence and Skills at Local Level.
- B. Training and Supporting Trainers.
- C. Supporting individual Church bodies.
- D. Facilitating National Training Events.
- E. Developing Policy, Guidance and Resources.
- F. Supporting Best Practice.



A. Building Skills and Competence at Local Level

One of the main roles of the NBSCCCI is to empower local Church personnel to implement the child safeguarding policy and standards. To assist with this, local training will be provided to Church personnel at a time and date that suits them and can be tailored to the individual needs of each Church body.

We deliver this tailored training in two ways:

1. Training for Child Safeguarding Committees and Advisory Panels

These training programmes are delivered over 3 hours by staff from the NBSCCCI and aim to empower the members of the committee and panel to understand their roles within the child safeguarding structure and function effectively as a committee or panel.

2. Specific Training

These training programmes are designed to suit the needs of each Church body and can be focused on any aspect of child safeguarding. The diversity of ministry within the Church means that training must be adaptable and tailored to particular circumstances and it is part of the role of the Director of Training and Support to recognise this diversity through developing and delivering high quality specific training to suit a training need. In delivering training this way the unique needs of each Church body can be explored to empower local Church personnel and ensure good child safeguarding practice.

What we will do

In the next three years we will:

- Deliver local training as requested by each Church body to empower Committees and Advisory panel members to further develop in their role.
- Deliver specific training as requested by each Church body to help provide clarity and consistency on child safeguarding issues whilst recognising the unique ministry of each Church body.

B: Training and Supporting Trainers

A key aspect of ensuring the creation and maintenance of safe environments for children and the adults that work with them, is to deliver the message of child safeguarding and the structures within the Church in a relevant and appropriate way, to relevant Church personnel across Ireland. To do this, a one Church approach has been developed through the creation of a national basic awareness training programme, which is facilitated locally by trainers who are registered by the NBSCCCI.

Role of the Trainer

All Trainers are registered with the NBSCCCI for a period of 3 years after the successful completion of a 6 day long assessment and training programme. They are coordinated by the Director of Training and Support with the assistance of tutors. Their role is to promote child safeguarding by:

- Working with the Child Safeguarding Committee of their Church body to identify training needs.
- Delivering full day and information session safeguarding training to those identified by the Child Safeguarding Committee in the Church body.
- Keeping records of all of those who have been trained.
- Contributing to upholding the 7 Standards in practice and behaviour.

Role of the Tutor

To ensure the consistent high quality of training, requires the trainers to be appropriately skilled, trained and supported in their role. The role of the tutor is to:

- Carry out assessments of trainers to ensure they are able to deliver the NBSCCCI training effectively and to the required standards.
- To support trainers in their ecclesiastical provincial area by carrying out support meetings twice a year.
- To attend meeting with the Director of Training and Support in the NBSCCCI to assist with coordination of trainers and the development of new resources for training.
- To assist the Director of Training and Support in coordinating the sharing of trainers across Church bodies within the ecclesiastical provincial area (if required).

What we will do

In the next three years we will:

- Ensure that there are sufficient skilled and experienced trainers to facilitate the one Church training programme.
- Work with trainers, tutors and those who have received training to evaluate and further develop the One Church training programme to ensure the child safeguarding message is being consistently understood by all members of Church personnel.
- Ensure that there are sufficient skilled and experienced tutors to support trainers in their role.

C: Supporting Individual Church Bodies

Some Church bodies who have just begun to minister with children for the first time, or who are new to the child safeguarding structure in Ireland, may need more intensive help to ensure they have the correct personnel, procedures and resources in place to meet the child safeguarding standards.

In these cases, at the request of the Church Authority, the NBSCCCI offer intensive support to help develop a plan of action to ensure that all ministries are carried out in accordance with the child safeguarding standards. This approach empowers local Church personnel, and provides the support in a way which is relevant to the ethos and experience of each individual Church body.

What we will do

In the next three years we will:

- Offer this intensive support to individual Church bodies to assist them with embedding the child safeguarding standards in their practice and behaviour.
- Listen to the needs of Church bodies across Ireland to ensure the support offered by the NBSCCCI is relevant and worthwhile.
- Evaluate how we offer support to ensure it is complying with best practice and that it provides a positive experience and outcome for each Church body that requests it.

D: Facilitating National Training Events

A key part of ensuring that all of the child safeguarding standards are embedded into the practice of every constituent member of the Catholic Church is to provide relevant training that is specific to each role within the child safeguarding structure.

National Three Year Training Plan

The NBSCCCI provides a three year training plan outlining the training courses that will be facilitated nationally each year. The Child Safeguarding Committees of each Church body should use this training plan to assist with assessing and fulfilling the training needs of the key personnel within their Church body.

Each training session within this plan, has set learning objectives, which are evaluated at the end of each session, to ensure training is relevant and appropriate.

Targeted Training

The NBSCCCI will continue to develop its administrative, communication and electronic systems, to ensure that training is targeted and communicated to relevant personnel.

What we will do

In the next three years we will:

- Facilitate national training events in line with National Training plan.
- Ensure that annual training plans (based on the three year National Training Plan) are available and accessible on www.safeguarding.ie to help child safeguarding committees plan their training needs.
- Communicate national training events through the website, newsletter, ecclesiastical provincial area meetings and direct email, based on the further development of the national database.
- Listen and respond to the training needs of constituent members through ecclesiastical provincial area meetings and requests for training.

E: Developing Policy, Guidance and Resources

To ensure the new policy and seven child safeguarding standards are embedded across the Church the NBSCCCI will provide resources to underpin the support and training. This is done in a number of ways.

1. Induction sessions for One Church Policy

The NBSCCCI will facilitate Induction sessions across the four ecclesiastical provinces to assist Church authorities and Church personnel in implementing “Safeguarding Children, 2016” the Church’s child safeguarding policy and standards.

2. Further develop supporting Guidance

The NBSCCCI will continue to develop guidance on the implementation of the “Safeguarding Children 2016” and ensure this guidance is accessible to all personnel who wish to use it. The NBSCCCI will update this guidance as required to ensure that it represents best practice.

3. Resource Packs

To help explain the requirements for each role in the child safeguarding structure the NBSCCCI will develop resource packs outlining the procedures required for each role to implement the safeguarding standards.

4. Training Resources

The NBSCCCI will work with trainers to share best practice and resources and make these available to Church personnel who wish to use them.

What we will do

In the next three years we will:

- Ensure that Safeguarding Children 2016 is available and implemented across the Church.
- Ensure that the supporting guidance documentation is accessible, usable and available.
- Work with all members of Church personnel to ensure the guidance document is relevant and reflects best practice.
- Explore new ways of using additional methods of communication to make the policy, guidance and resources accessible.

F: Supporting Best Practice

To do this the NBSCCCI has developed a range of mechanisms to ensure that it is informed by best practice and that it can share best practice amongst constituent members.

The NBSCCCI will update its constituents on developments in best child safeguarding practice through:

1. Interagency Initiatives

To inform its practice on training and support the NBSCCCI will engage with others working in the field of child safeguarding within the statutory and voluntary sector. Through sharing knowledge and practices, the NBSCCCI will update its guidance which will be available to inform improvements in practice across the Church.

2. Development of Practice Papers

To highlight best practice based on current research the NBSCCCI will develop a range of Practice Papers to assist Church bodies in taking appropriate child safeguarding action.

3. Ecclesiastical Provincial Area Meetings

Following an independent review of the NBSCCCI it was recommended that the office facilitates regional meetings of relevant representatives of the Church to assist with communicating the Church's child safeguarding message. Facilitating meetings of relevant Church personnel on a regular basis throughout the four ecclesiastical provinces (Armagh, Dublin, Cashel and Tuam) will ensure that members of Church personnel understand and can contribute to the work of safeguarding on a national basis.

What we will do

In the next three years we will:

- Consult on our training and support with relevant members of Church personnel and external bodies.
- Participate in appropriate network and support groups to develop best practice.
- Develop practice papers to ensure safeguarding children practice is informed by developments nationally and internationally.
- Facilitate ecclesiastical provincial area meetings to ensure that each Church body feels connected and able to contribute to the work of the NBSCCCI.