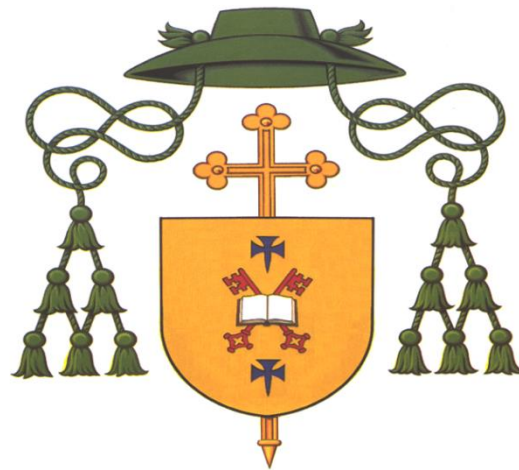


**Dromore Diocese**

# **Strategic Safeguarding Plan**

**2021-2024**



**PART 1: SAFEGUARDING CHILDREN**

## Dromore Diocese

The *Diocese of Dromore* as part of the Catholic Church in Ireland recognises and upholds the dignity and rights of all children and is committed to ensuring their safety and wellbeing, and will work in partnership with parents/guardians to do this. The Diocese of Dromore, as part of the Catholic Church, recognises each child as a gift from God, and we value and encourage the participation of children in all activities that enhance their spiritual, physical, emotional, intellectual and social development.

The *Diocese of Dromore* (including clergy, religious, staff, volunteers and any other Church personnel) has a responsibility to safeguard children through promoting their welfare, health and development in a safe and caring environment which supports their best interests and prevents abuse.

STANDARD		INDICATORS	ACTIONS REQUIRED	BY WHOM	COMPLETED BY
<b>Standard 1-</b>		<b>Dromore Diocese:</b>			
<b>Creating and Maintaining Safe Environments</b>	1.1	Follows effective practice guidelines and legislative requirements in the recruitment of all Church personnel and in assessing their suitability to work with children.	Memorandum Of Understanding with NBSCCCI	Committee	June 2016 COMPLETED
	1.2	Implements effective practice on the expected Standards of adults' behavior towards children.	Code of Conduct	Director/ Committee	December 2016 COMPLETED
	1.3	Implements effective practice in encouraging children's positive behavior.	Code of Conduct	Director/ Committee	December 2016 COMPLETED
	1.4	Implements effective practice in safe care for all children including those with specific needs* .	Guidance to be developed	Director/Co mmittee	2021
	1.5	Ensures that the safe use of Church property by external groups complies with effective child safeguarding Practice.	Use of Church Property Form	Director/ Committee	July 2016 COMPLETED
	1.6	Has in place clear written whistle blowing procedures to support and assist Church personnel to raise concerns about possible dangerous or unethical conduct by others towards children involved in Church activities.	Diocesan Guidance for Parishes	Director/ Committee	October 2016 COMPLETED
	1.7	has a clear written Complaints Procedure regarding safeguarding concerns which are not allegations of abuse.	Guidance for Parishes	Committee	October 2016

	1.8	Implements effective practice for Church personnel on assessment of hazards when working with children.	Guidance for Parishes	Director/ Committee	October 2016 COMPLETED
	1.9	Implements effective practice for the appropriate use of information technology, including social media by Church personnel and by children.	Guidance for Parishes	Director & Committee	October 2016 COMPLETED
<b>Standard 2- Procedures for Responding to Child Protection allegations, concerns and suspicions</b>	2.1	The Diocese has clear written child safeguarding procedures and access to the personnel to implement them if there are concerns, suspicions or allegations received about the abuse of a child. These procedures specify that all allegations which meet the threshold for reporting to the statutory authorities (apart from those received in the Sacrament of Reconciliation) will be reported. If the allegation relates to an ordained cleric or non ordained religious, in addition to reporting to the statutory authorities, the NBSCCCI and the Church Authority must also be informed.	National Board Guidance	Director & Committee	Ongoing/ Immediate
	2.2	The Diocese records all concerns, suspicions, allegations, incidents and referrals and action taken which upholds compliance with relevant data protection, confidentiality and storage of information legislation.	Ongoing	Director/ Diocesan Safeguarding Office	Ongoing/ Immediate
	2.3	The Diocese shares information about child safeguarding concerns, suspicions and allegations with those who need to know, in order to keep children safe.	Ongoing	Director	Ongoing/ Immediate
<b>Standard 3- Care and Support for the Complainant</b>	3.1	The Church Authority offers appropriate pastoral care to complainants, which recognises their unique needs. This should include an offer from the Church Authority to meet the complainant in person.	ongoing	Director/ Committee/ Archbishop	Ongoing
	3.2	The Church Authority appoints appropriately trained personnel – lay or religious – whose clearly defined roles are to support, listen to and represent the pastoral needs of the complainant. The allocation of a support person is done in consultation with the complainant.	Panel to be appointed	Director/ Committee/ Archbishop	Ongoing

	3.3	The D i o c e s e works in cooperation with relevant organisations and seeks specialist advice from the statutory child protection services when necessary.	Participate in various forums/groups established for this purpose	Director/ Committee	Ongoing
<b>Standard 4- Care and Management of the Respondent</b>					
	4.1	The Church Authority appoints appropriately trained personnel – lay or religious – whose clearly defined roles are to advise, listen to and represent the pastoral needs of the respondent. The allocation of advisor is done in consultation with the respondent.	Ongoing	Director/ Archbishop/	Ongoing
	4.2	The Church Authority has arrangements in place to inform the respondent that an allegation has been received about him/her; and has a procedure for deciding whether an Interim Management Plan needs to be put in place for the respondent.	National Board Guidance	Director/ Archbishop/	December 2016 COMPLETED
	4.3	When statutory authority investigations and assessments have been completed, the Church Authority restarts the Preliminary Investigation/collecting the proofs as provided for in Canon 1717.(1)-(3)(ordained) and Canon 695 (non ordained religious).	National Board Guidance	Archbishop/ Director/	December 2016 COMPLETED
	4.4	The Church Authority has in place suitable arrangements for the monitoring of a respondent, where there is a case to answer, until (and if) the Church Authority no longer has responsibility for monitoring the respondent.	Ensure monitoring plans are in place	Director/ Archbishop/	Ongoing
<b>Standard 5- Training and Support for Keeping Children Safe</b>					
	5.1	The Church Authority ensures that the induction of Church personnel includes training in the Church's child safeguarding policy and procedures.	National board guidance	Director/ Committee	Ongoing
	5.2	The Diocese conducts an annual training-needs analysis that identifies all Church personnel who require training and develops a Training Plan based on this.	Annual Training Needs Analysis	Director/ Registered Trainer/ Committee	January Annually
	5.3	The Diocese ensures delivery at a local level of NBSCCCI identified and approved basic training programmes as outlined in the National Training Strategy where identified through the annual training-needs analysis.	Annual Training Programme	Director/ Registered Trainer/ Committee	Ongoing

	5.4	The Diocese ensures that Church personnel who have specific Child Safeguarding responsibilities have appropriate, role- specific training that is NBSCCCI identified, approved and outlined by the NBSCCCI National Training Strategy.	Annual Training Programme	Director/ Registered Trainer/ Committee	Ongoing
	5.5	The Diocese provides children who access Church related activities and their parents/guardians, with information, advice and support on keeping children safe and involves them in Church child safeguarding training initiatives wherever possible and appropriate.	Leaflet to be developed	Director/ Registered Trainer/ Committee	Ongoing
	5.6	The Diocese facilitates the provision of an appropriate level of support to all involved with the Church in relation to their responsibilities to safeguard children.	National Board Guidance.	Director/ Committee	Ongoing
<b>Standard 6- Communicating the Church's Safeguarding Message</b>	6.1	The Diocese has a written plan which details how the Church's child safeguarding message will be communicated.	Strategic Plan	Director/ Committee	2021 COMPLETED
	6.2	The Diocese makes available to all, information on how to safeguard children.	Information resources to be updated i.e. website, posters, leaflets	Director/ Committee	November 2022 COMPLETED
	6.3	The Diocese ensures that it communicates the Church's child safeguarding message to people whose first language is not English, as well as to people who have specific needs.	Further Resources to be developed	Director/ Committee	Ongoing
	6.4	The Diocese establishes links with other local organisations in order to promote a safe and caring community for children and to share best child safeguarding practice.	Participation in relevant groups	Director/ Committee	Ongoing
<b>Standard 7- Quality Assuring Compliance with the Seven Standards</b>	7.1	The Diocese of Dromore <ul style="list-style-type: none"> <li>• puts in place arrangements to monitor and evaluate its compliance with the seven safeguarding Standards at a local level;</li> <li>• produces a report on the level of compliance established through this audit exercise;</li> <li>• notifies the NBSCCCI in writing of the completion of this annual audit report.</li> </ul>	Annual Audit & Report, Planned & visits to parishes by safeguarding team	Director/ Committee Safeguarding team	December Annually

	7.2	The Diocese produces a three-year Child Safeguarding Plan that: <ul style="list-style-type: none"> <li>• outlines the actions that will be taken to keep children safe;</li> <li>• identifies who is responsible for implementing these actions;</li> <li>• specifies the timeframe within which actions are completed;</li> <li>• identifies the resources to ensure that the plan’s objectives are realised.</li> </ul>	Strategic Plan	Director/ Committee	2021 COMPLETED
	7.3	The Church Authority invites the NSBCCCI to carry out an independent review of its safeguarding practice, in conformity with the seven safeguarding Standards, as they apply to it according to its ministry.	Invitation to NSBCCCI	Archbishop	2023

**TO BE REVIEWED EVERY 12 MONTHS**

This strategic plan is based on NSBCCCI “Safeguarding policy and standards for the Catholic church in Ireland” 2016

## Dromore diocese- Safeguarding Plan

### Year 1 2021-2022

Standard	Specific Objective	Action	Responsibility	Implementation Date	Review Date
1: Creating and Maintaining Safe Environments	Review policy and procedures with children's liturgies	Review policy and re-visit protocols in preparation for churches beginning children's liturgy programmes	Diocesan safeguarding team LSR	01/01/2022	01/12/2022
	Complete parish audit	Inform all parish Reps of the requirement to complete a parish audit-19 <sup>th</sup> Oct 2021  Inform all parish priests of audit requirement-15 <sup>th</sup> November 2021	LSR	Audit completion date- 20/12/2021	
5: Training and Support	To organise Adult Safeguarding awareness training courses for Eucharistic ministers to the housebound. To review Safeguarding children awareness training	Training course-2 <sup>nd</sup> Oct  Develop an annual training plan  Talk to parish REPS to establish training need	Safeguarding committee  Safeguarding committee	02/10/2021  01/01/2022	01/12/2022

6: Communicating the Church's Safeguarding Message	Re-constitute the Diocesan safeguarding committee	Re-constitute the committee Update the constitution 22/11/2021	Safeguarding committee	22/11/2021	22/11/2024
	Build better communication channel with clergy	Communicate with all clergy after each Diocesan Safeguarding committee meeting	Safeguarding committee	22/11/21	
	Update communication list	Communicate relevant safeguarding information to the chairperson of each parish Pastoral Committee		22/11/21	