



DIOCESE OF DROMORE

**SAFEGUARDING STRATEGIC PLAN
2025 – 2028**

| NBSCCCI Standard | Specific Objective | Action | Responsibility | Implementation Date | Review Date |
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| Nurturing a Culture of Safeguarding | All relevant personnel, including clergy, will have completed vetting (AccessNI/ Garda Vetting) | Support all parishes in vetting of appropriate personnel | Diocesan Safeguarding Office/Parish Safeguarding Representatives | Ongoing | Annually |
| | Induction of all Church personnel will include training in the Church's child safeguarding procedures | Deliver mandatory safeguarding training as per NBSCCCI Standards Conduct an annual training needs analysis Develop and deliver the training plan Develop and deliver Adult Safeguarding Training Expand training capacity | Diocesan Safeguarding Training Co-ordinator & Director of Safeguarding | Ongoing | Annually |

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| | Measures are in place to manage risk to children/vulnerable adults in Church ministry | Carry out appropriate risk assessments, including safeguarding risks, for each group/activity involving children/vulnerable adults Provide templates/examples and guidance | Appropriate Group Leader Diocesan Safeguarding Office | Ongoing | Annually |
| | Codes of behaviour are in place for those working with children/vulnerable adults | To review existing code(s) of behaviour to ensure compliance with the new NBSCCCI Standards | Director of Safeguarding & Diocesan Safeguarding Committee | Completed | Annually |
| | Church activities support equality of opportunity for all children regardless of cultural background and ability | Provide appropriate support, guidance & training for leaders of children's ministries | Diocesan Safeguarding Office/Director/Training Co-ordinator/Parish Safeguarding Representatives | September 2025 | Annually |
| | Appropriate guidance is in place for using information technology (IT) and social media while engaging with children/vulnerable adults | Review appropriate consent requirements for photography, videography and inclusion in social media (including live streaming) are provided Review Code of Behaviour for leaders and those working with | Diocesan Safeguarding Office/Director | December 2026 | Annually |

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| | | children/young people/vulnerable adults | | | |
| | Regular support and guidance is provided to those in safeguarding roles | Regular meetings with Parish Safeguarding Representatives | Director of Safeguarding/ Diocesan Safeguarding Office | Ongoing | Annually |
| | Procedures for complaints and whistle blowing are in place | Review procedures and amend if necessary | Director of Safeguarding | September 2025 | Annually |
| | Procedures are in place for monitoring of external organisations, including lay associations of the faithful visiting clerics/religious, those ministering in external organisations | Include in annual Safeguarding Audit Provide/promote Use of Church Property Form Issue updated celebrats and/or letters of good standing (clergy) | Director of Safeguarding/ Diocesan Safeguarding Office | Ongoing January 2026 | Every 3 years |

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| | All new groups using Church facilities have insurance and a safeguarding policy in place | Continue to provide advice and guidance on Use of Church Property Form | Diocesan Safeguarding Office | Ongoing | January 2026 |
| Responding Pastorally and Reporting According to Civil and Canon Law | Written records reflect all safeguarding actions are taken in line with appropriate data protection and information sharing protocols | Internal review of current records and file management systems including GDPR Review reporting and recording processes at all levels External Audit | Director of Safeguarding/ Church Authority | March 2026 | Annually |
| | All reports of child safeguarding suspicions, concerns, knowledge or allegations are in line with Civil and Canon Law requirements | Director of Safeguarding/DLP responds/monitors compliance with reporting procedures Invite National Board Review as/when appropriate | Church Authority/Director of Safeguarding | 2028 | 2029 |

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| | There is ready access to appropriately trained and supported staff whose role it is to respond and report to statutory authorities | Review personnel and resources available to ensure compliance and recommend appropriate level of support | Church Authority | September 2025 | Annually |
| | A compassionate response is offered to complainants | Advise on available counselling, independent advocacy and support Identify appropriately qualified and trained personnel Northern Directors to explore suitable collaborative opportunities | DLP/Director of Safeguarding Diocesan Safeguarding Committee Director of Safeguarding | Ongoing | Annually |
| | The needs of the complainant are assessed in all cases | Encourage the participation of the complainant in an independent assessment | DLP/Director of Safeguarding | Ongoing | Annually |
| | Complainants are aware of processes of reparation | Discuss the options for reparation and signpost to appropriate support/legal advice | DLP/Director of Safeguarding | Ongoing | Annually |

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| | Appropriately trained personnel in cases are available to respondents | Maintain an appropriate communication/support system to represent the needs of the respondent and their family | Church Authority | Ongoing | Annually |
| | Regular and accessible communication processes for the respondent are in place | Follow National Board guidance and protocol Follow Canonical process | Director of Safeguarding Church Authority | Ongoing | Annually |
| | Risk management arrangements are in place for the respondent | To devise personal risk management plans To issue Decree as appropriate | Director of Safeguarding Church Authority | Ongoing | Annually |
| | A return to ministry strategy is established | To design a return to ministry strategy | Church Authority/Vicar Generals/ Council of Priests | September 2026 | Annually |
| Leadership, Governance and Accountability | The Church's safeguarding message is communicated to appropriate audiences | Develop a Communications Strategy to include: -delivery of sermons -pastoral letters -addresses to meetings/newsletters | Director of Safeguarding/ Diocesan Safeguarding Committee/Church Authority/Parish Safeguarding Reps | March 2026 | Annually |

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| | | <p>-face-to-face meetings/personal engagement</p> <p>Disseminate Communications Plan</p> <p>Update Diocesan Website in line with NBSCCCI guidelines</p> | Diocesan Safeguarding Office | | |
| | New Safeguarding Audit is implemented to ensure appropriate governance, quality assurance, etc. | <p>Review Annual Audit</p> <p>Training for Parish Safeguarding Representatives and Clergy</p> | Director of Safeguarding/ Diocesan Safeguarding Office/Safeguarding Committee | <p>September 2025</p> <p>November 2025</p> | Annually |
| | Decisive action is taken to safeguard children and vulnerable adults | <p>Continue promoting clear reporting procedures</p> <p>Communicate to appropriate decision makers within the Church in considering obligations under <i>Vos estis lux mundi</i></p> <p>Ensure appropriate reporting to Statutory Authorities</p> | Director of Safeguarding/DLP | Ongoing | |

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| | Support is provided for the Church Authority and those in safeguarding roles of responsibility | Access to independent support Access to ongoing professional and personal development | Church Authority | Ongoing | |
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What resources are needed to carry out the child and adults safeguarding plan?

- Expansion of Safeguarding Team
- Recruit a Vetting Officer
- Properly resourcing Safeguarding Officers
- Appropriate IT support for training and in general
- Support Persons (complainant and respondents)
- Health & Wellbeing Officer

Signed: B M^c Carrille
Safeguarding Committee Chairperson

Date: 15/6/25

Review date: To be reviewed every 12 months