



THE NATIONAL BOARD FOR
SAFEGUARDING CHILDREN
IN THE CATHOLIC CHURCH

Annual Report

2013



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

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IN THE CATHOLIC CHURCH

Published 2014 by
Veritas Publications
7-8 Lower Abbey Street
Dublin 1, Ireland

publications@veritas.ie
www.veritas.ie

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Printed in the Republic of Ireland by Walsh Colour Print, Kerry

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Contents



Statement from the Chairman	5
Report of the Chief Executive Officer	7
Allegations Notified to the National Office – 1 April 2013 to 31 March 2014	9
Support and General Advice Provided by the National Office in Response to Specific Requests from Church Authorities 2013–14	11
Reviews of Safeguarding Practice in Dioceses and Religious Congregations	13
Training and Support Delivered by the National Office – 1 April 2013 to 31 March 2014	15
Members of the Board and Other Corporate Information.	18
Objectives for 2014	20
Appendices	
Appendix 1: Figures for Parishes, Catholic Population and Churches in Ireland, 2013.	21
Appendix 2: Number of Priests and Religious, 2013	22

STATEMENT FROM THE CHAIRMAN

John B. Morgan



We continued our momentum on many levels in the period covered by this annual statement. We:

- Strengthened Board membership;
- Undertook an independent interim evaluation and survey of views relating to the Board across the Church authorities we serve;
- Appointed a new chief executive officer;
- Embarked on a fully-developed, extensive and ambitious three-year training strategy;
- Completed the review programme over all twenty-six dioceses.

The evaluation and survey of views relating to the Board was undertaken by David Kennedy and Sr Margaret Joyce. We are greatly indebted to them for their report and recommendations, delivered last October. The primary objective was to provide information and advice to the directors in order to assist the Board on matters that should be taken into account in the selection process for an incoming chief executive. The review provided the directors with the profile of qualities for a new chief executive suggested by the respondents surveyed.

The review also acted as a barometer reading of Board activities and policies, as well as Board interaction with child safeguarding structures, at both diocesan and congregational levels, and with the various statutory bodies. Issues such as independence, adequacy of resources and views on future priorities featured in addition to a range of comments and recommendations from the evaluators as a result of their extensive consultative process.

Since 2009, the income generated by the Board from its activities has increased over sevenfold (in excess

of €106,000 in financial year ended 31 December 2013). This has enabled us to accept reduced annual subventions from the sponsoring bodies who have not been immune from falling revenues in a period of economic austerity experienced nationally. Direct payments for services such as training have assisted, on grounds of equity, a greater contribution, where affordable, from the Church authorities who benefited most from our advice, training and monitoring activities. The Board is currently satisfied with the total financial resources now available to it.

As a Board we very much welcomed Ms Teresa Devlin as our new chief executive. She proved herself to be outstanding candidate in the selection process undertaken to find a successor to Ian Elliott. She had performed an exceptional job in her former role as Director of Safeguarding. As I report I can advise that the appointment process for her successor as Director of Safeguarding, in addition to the appointment process for the post of Director of Professional Standards are both well advanced and we anticipate appointments will be made very shortly.

In my statement last year I addressed Ian Elliott's retirement and the key role he played in the development of the Board's purpose and activities during his six-year tenure as CEO. I repeat again the sincere thanks due to him for all his efforts in seeking to bring best practice child safeguarding to all aspects of Church activity.

Board and National Office

On 17 April 2013 we welcomed five new directors: Fr Tony Mullins, Rev. Paul Murphy, Mr Jim O'Higgins, Sr Colette Stevenson and Ms Mary Waddell. This has both strengthened the Board and introduced

an extensive range of experience and expertise that will contribute very much to the work of the Board. I wish to thank them and all of the other Board members for their full support and the quality of their contribution to our deliberations throughout the year.

Ian Elliott retired on 30 June 2013. Ms Teresa Devlin's appointment as chief executive officer was effective 1 February 2014.

On behalf of the Board, I offer our sincere thanks to all our staff who worked tirelessly and with great commitment to achieve our goals in a most challenging year.

Outlook

We continue to be well poised in seeking to serve as a critical conscience for the Church throughout Ireland as we pursue the highest standards and quality in the safeguarding of Children and young people. The image of a net comes to mind to explain our goals. We seek, with all our collaborators and volunteers, to maintain an effective safety net of safeguarding

practice. We serve that role best by preserving the required autonomy we need as a Board, while at the same time acting in a fully collaborative partnership with all the safeguarding structures and interests throughout the dioceses and religious congregations, where an impressive array of expertise has now been assembled across significant areas of Church life.

Together we can accelerate the achievement of Board objectives as set out in this annual review. Together we are entrusted with the responsibility of serving the common good of the Church in our spheres of activity and, by extension, the common good of Irish society. I am confident that trust in the quality of all our efforts will continue to be upheld.



JOHN B. MORGAN
Chairman
15 April 2013



Report of the Chief Executive Officer

It is a great privilege to take on the role of CEO with the National Board. I would first like to acknowledge the work of my predecessor Ian Elliott and recognise the immense contribution he made to ensuring that children are safe within the Catholic Church in Ireland.

Following in Ian's footsteps is quite a challenge. It is my intention to build on his good work and continue to develop relationships and practice both inside the Church and with partner agencies in the best interests of safeguarding children.

The Church has a new energised leader in Pope Francis, who said that we should 'disturb the peace of any settled ways in the Church which mean that the gospel is not being lived'. I believe, in terms of child safeguarding, that message can be a central theme in the work of the Church in Ireland.

I also look to Pope Francis in forming my vision of the Board and its National Office over the next three years. He said to the young people of Rio de Janeiro: 'Kick up a fuss, I want you to make noise in your church – go out and make noise in the street, I want the Church to go out into the street.' It is my hope that through the work of the National Board, children will be empowered, will influence safe practice and will be the future of the Church. The Board can influence the practice within the Church so that the image and reality is one of being a safe and welcoming Church.

So how am I going to support the creation of a fuss, of noise in my role as CEO?

First, by strengthening the workforce so that we have the skilled personnel to do all aspects of the work:

- On an individual case level, through ensuring that professional advice is readily available through the staff and the case management committee.

Offering advice is one of the three functions of the office;

- By giving people the skills to do their jobs through quality training and support;
- By developing and reviewing policy and practice in light of changing legislation to ensure the best possible standards of practice;
- Through continuing the important review work, and ensuring a system of standards compliance is developed for the future after all reviews are complete.

Second, I will ensure greater flexibility to take on work alongside the Board and members of Coimisce to ensure that the strategic direction is still fit for purpose. This will occur through

- the evaluation and review of services;
- being flexible to take on new work and new ways of working;
- managing people and budgets.

Third, to develop strategic partnerships inside and outside the Church, with other bodies in the statutory and voluntary sectors, so that we learn from others as well as influence best practice outside the Church.

Reflect and Review

My vision can only be the vision of those I work alongside, but my experience over the past five years, and especially the last six months, has given me insight into some of the deficits which need to be addressed:

- The Church must learn better and more compassionate ways of responding to victims;
- The Church needs to understand why people have committed acts of abuse so that it doesn't happen

again; the Board, therefore, needs to influence formation programmes;

- The Church needs to have clear standards regarding the support and supervision of priests and religious out of ministry. This means we need to develop frameworks for assessment, clarity around canonical processes, good supervision, and support plans, so that we reduce the likelihood of reoffending and therefore safeguard future children.

Review of Year's Work

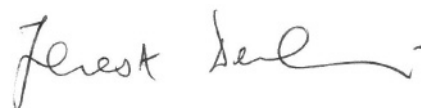
The year 2013 saw changes to the National Board with the introduction of new members who, together with existing members, give direction to and have oversight of the work of the National Office. The Board members meet monthly and offer wisdom and guidance on both strategic and operational matters. As the new CEO it is important for me to recognise the contribution of the Board members who volunteer their time and energy to ensure that the work is focused on safeguarding children and developing best practice in the Church.

I also want to acknowledge the small but effective team working in the National Office. It is the strength of individuals working together with a common aim that has enabled the significant progress and influence of the National Board in developing policy, providing advice, delivering training and conducting reviews of safeguarding practice.

In addition to the core daily activities involved in advising on policy, case management and delivering training, a key accepted role of the National Board is reviewing safeguarding practice. To support this important work, the National Board has now engaged five independent reviewers of safeguarding practice who work alongside myself. This means that

the progress of review work has gathered pace and I am pleased to report that the fieldwork has now been completed in the fifth tranche, with a date to publish these eight reports under negotiation with the relevant Church authorities. All twenty-six dioceses have now been reviewed, along with eight religious congregations and two missionary societies. The Board recognise the efforts made by the Church authorities and the commitment to openness and transparency within the review process. It is now well accepted that the welfare of children had not been prioritised, that children were very badly damaged by priests and religious, and that the response by the Church was inadequate. It is also evident that significant progress has been made, that there is greater awareness of the opportunity for abuse within the Church and indeed in society, that risks exist, and that there are consequential, long-term damaging effects on children when abuse happens within the Church and elsewhere

I believe that over the past five years the culture has changed within the Catholic Church in relation to safeguarding. There is never room for complacency, and safeguarding must remain a priority for all in the Church. It is important to be always alert to the possibility that someone within the Church may have a sexual interest in children. The work of the Board and the reviews must therefore continue, and the lessons from the reviews will be examined and disseminated over the course of the next year.



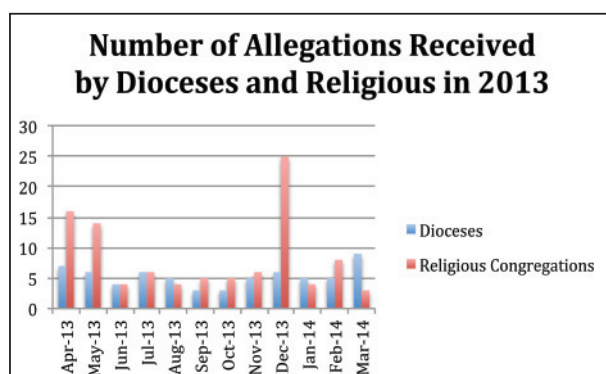
TERESA DEVLIN
Chief Executive Officer



Allegations Notified to the National Office – 1 April 2013 to 31 March 2014

The National Office has been collecting information on allegations, concerns and suspicions of child abuse against priests and religious since 2009. In the first couple of years the flow of information to the National Office was slow; however, there is now a real acceptance that in addition to notifying the civil authorities, relevant information should also be shared with the National Office consistent with requirements of data protection legislation. To allow the exchange of information, all Church authorities have signed a memorandum of understanding with the Board. The National Office staff offer advice regarding notification to the civil authorities and the management of risk by the Church authority. The data also allows the National Office to provide an overview of the numbers of allegations. In the past five years there has been a significant number of allegations made (see charts below), totalling 1,042. However, care needs to be exercised in interpreting this data, as a small number of these notifications can be re-referrals and also the data includes allegations, suspicions and concerns and should not be viewed as the total number of allegations of proven abuse.

During the period April 2013 until end March 2014, there has been a decrease in numbers of allegations made in comparison to the same period 2012–2013. There were 64 received against priests from dioceses and 100 against priests and religious from religious congregations. The total number received was 164. Monthly, the notifications made to the Board are as follows:



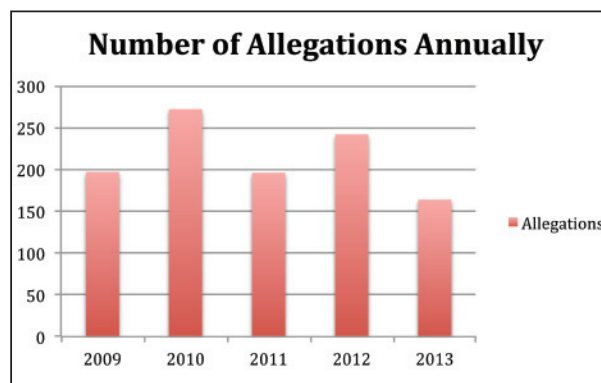
Within the information forwarded to the National Office is confirmation that the civil authorities have also been notified. In the case of allegations against deceased priests and religious, The Child and Family Agency (Tusla) have advised that there is no requirement to report. The role of Tusla is to assess current risk; in the case of an allegation against deceased clergy and religious there clearly is no current risk. However, there is still a need to notify the criminal law enforcement agencies as the information may be necessary to solve a crime.

There continues to be significant challenges for Church authorities where the complainant does not directly approach the criminal law enforcement agency. In the case of the Gardaí, they require a direct complaint prior to conducting an investigation. Discussions are taking place between the National Office, the Gardaí and Tusla to agree a more sustainable protocol in cases where the complainant does not wish to make a direct approach. In Northern Ireland the same issues do not arise as the PSNI will investigate irrespective of the source of the complaint. However, discussions are also underway with the PSNI to develop joint training on reporting, criminal processes and pastoral responses. Discussions have also been held with the Safeguarding Board for Northern Ireland and will continue so that best practice can be shared.

Since the last annual report, the National Office has been notified of allegations which relate to the period 1948–2013. Two of these notifications relate to behaviour in 2012 and 2013, where it is not clear if these allegations relate to the abuse of children. It is clear that there is a great need for continued vigilance, ensuring good preventative measures are in place and prompt reactive action once an allegation comes to light, so as to prevent any continued abuse.

The Board would add a note of caution in interpreting the statistical data noted in this report. Due to the diverse range of notifications (allegations, concerns

and suspicions), some of the information is presented in anonymised formats and therefore the National Office staff are unable to identify precise numbers of priests and religious against whom allegations have been made throughout the course of the year. A more reliable record is obtained through the 'review process' when case files and specific cases and allegations are examined. This reliable data is published in each of the individual Church authority review reports.



Support and General Advice Provided by the National Office in Response to Specific Requests from Church Authorities 2013–14



Case Management Advice

As in previous years, a large number of dioceses and religious congregations have contacted the National Office staff to consult over case management issues. At the outset, when an allegation, suspicion or concern is brought to the attention of the bishop or provincial, he or she has to decide if it meets the threshold for notification to the civil authorities. The history of the Church not notifying the civil authorities could mean that there is now significant over-reporting. If in doubt, the Board recommends that the Church authority consults with the relevant civil authority prior to making a formal report. This year there has been considerable dialogue with National Office staff on a case-by-case basis regarding reporting. Initial discussions have also taken place with the Gardaí and Tusla to agree a national (ROI) protocol in relation to cases which do not appear to reach the reporting threshold. The Church authority has to prioritise the need to safeguard children if the accused is alive, in ministry and has contact with children. Also, account must be taken to ensure a fair and just process for the person against whom the allegation is being made. Each case needs careful assessment and the Board welcomes contact from Church authorities when new allegations emerge. Following the initial notification, there are other matters which have required consultation with the National Office staff and these include: responses to complainants, status of the respondent’s ministry, restrictions necessary to safeguard children, and how and what to communicate if an allegation against an accused or religious is made.

The total number of requests for advice over the past twelve months amounts to 95; 47 requests were received from dioceses and 48 requests were received from religious congregations and missionary societies.

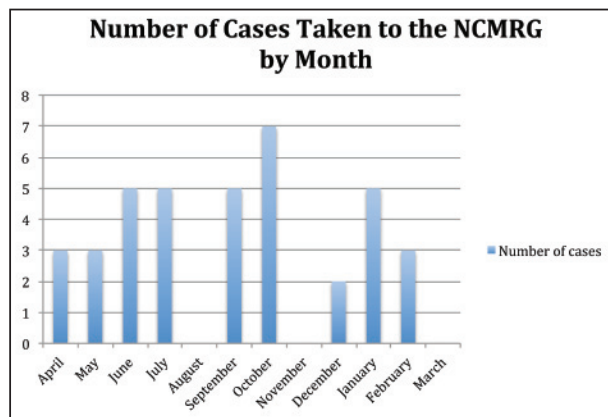
National Case Management Reference Group (NCMRG)

The services of the NCMRG, which was established in 2012, continues to be in demand. In 2013, having

completed a full year of operations, the National Board invited Eoin O’Mahony from the Council for Research and Development, Irish Bishops’ Conference, and Maynooth to evaluate the panel. The full evaluation report can be found on the Board’s website www.safeguarding.ie. As a result of the evaluation, continuation of the panel was recommended and it has now become a mainstream service offered by the Board. This service is available to those Church authorities who sign a memorandum of understanding with the National Board, and it functions to advise on case management issues only. Other Church authorities who do not avail of this service have local advisory panels. The terms of reference for the NCMRG are set out on the Board’s website www.safeguarding.ie.

Membership of the group is as follows:

Chair: Sr Colette Stevenson; administrator: Teresa Devlin; Phil Mortell (social worker); Peter Kieran (social worker); Sean Moriarty (probation officer with experience in managing offenders); Sr Helen O’Riordan (experience in working with survivors); Anne Confrey (civil lawyer); and Fr Michael Mullaney (canon lawyer). Consideration is currently being given to nominating a chairperson independent of the National Board.



In the period of this report (April 2013–March 2014), the group has met nine times and offered advice on 37 cases to 14 dioceses and 19 religious congregations. At each meeting, relevant advice is provided to the

Church authority and confirmed within seven days in writing. There is an expectation that the Church authority will confirm in writing whether or not it will act upon the advice, or provide reasons for not doing so.

Support Groups

In 2012–2013 an online discussion forum was established at the request of a number of designated liaison people. The purpose of the forum was to share best practice and facilitate support; it does not allow discussion on specific cases. However, with only a small number of users actively posting on the forum, a discussion was held with those who were registered users to explore how these users could be better supported. This resulted in a request to the Board to establish an offline face-to-face support group for designated liaison people independent of the Board. National Office staff members facilitated the first meeting and helped the group establish terms of reference. The group meet independently and have done so four times, with new members joining, since their inaugural meeting in May 2013.

Alongside this initiative, the Board has been asked to facilitate similar support meetings for other role

holders, including those who support complainants and religious congregational leaders.

Other Advice

A significant number of requests for advice relating to policy and procedural matters continue to be received by the Board, including:

- Vetting
- Use of Church property
- Social networking
- Photography policies
- Insurance
- CCTV and web recording.

To help communicate the advice of the Board on these issues, the quarterly newsletter has been redesigned to include a section on a number of practice-related queries. A comprehensive list of some of the most frequently asked questions has also been developed and made available online for those who are registered as trainers with the Board. This list continues to grow, and is updated when new questions are asked.

Reviews of Safeguarding Practice in Dioceses and Religious Congregations



The reviews have sought to examine the current arrangements for safeguarding children across all dioceses, religious congregations/orders and missionary societies in Ireland. It sets out to scrutinise practice within all known cases to ensure that they have been responded to appropriately.

The reviews consider the following:

- (a) Current risks and their management;
- (b) Current and past practice in relation to the management of allegations of abuse;
- (c) Existing relationships with statutory authorities such as the HSE, the Gardaí in the Republic and the HSCT or PSNI in Northern Ireland;
- (d) Policies in place and being applied for safeguarding children;
- (e) Operation of advisory panels and safeguarding committees.

The reviews are undertaken by the National Board for Safeguarding Children through their National Office and led by the CEO. The review team is made up of the CEO, who is now supported by five independent reviewers. The review process is overseen by a reference group to whom the CEO reports on a regular basis. The membership of this reference group is drawn from each of the statutory child protection agencies in both jurisdictions, and a leading researcher with considerable child protection experience from the field of academia. The reference group members are: Dr Helen Buckley, Mr Paul Harrison (Tusla) and Mr John Toner (independent consultant and independent chair of safeguarding trust panels in Northern Ireland).

The reviews of the different Church authorities have been approached on a phased basis, with usually six to eight Church organisations reviewed within each tranche. The fifth tranche of reviews, which includes the remaining dioceses where reviews have not yet been published, is now complete and it is hoped that the reports from this tranche will be made publicly available in early May.

All twenty-six dioceses have now been reviewed. Four of these remain to be published very shortly in the current tranche. In addition, eight religious congregations and two missionary societies have been reviewed.

When all of the Church authorities have undergone the current review process, mindful of data protection requirements the National Board will prepare and publish a composite report outlining themes and key findings, along with general recommendations. The final report will comment on the overall standards of practice.

There are already some interesting findings which have emerged from completed reviews. Some of these findings were reported on during the launch of the fourth tranche of reviews in December 2013, and include the following notes:

- There is no doubt about the scale of abuse of children by Church personnel, or about the extent of the consequent damage;
- Response to complainants is inconsistent; there are examples of very good, caring pastoral responses in many dioceses and orders, while in others the response, in the assessment of the reviewers, has unfortunately compounded the impact of the initial abuse;
- There has been steady progress made across all standards, especially in relation to reporting allegations to the civil authorities. Prior to 2008, when ‘Safeguarding Children: Standards and Guidance Document for the Catholic Church in Ireland’ set the Church standards, the practice of reporting all allegations to the civil authorities was sporadic. From the records it is clear that up to 2008 there were long delays in reporting allegations against living priests/brothers, and allegations against deceased priests and brothers were not systematically reported;

- There have been delays in initiating and completing Church internal investigations following the conclusion of the civil authority inquiries;
- There has been increasing cooperation between Church and civil authorities;
- There have been good preventative practices, with a culture of safeguarding being clearly embodied across all Church bodies;
- There is a requirement for better assessment and management of risk;
- Very low prosecution and conviction rates relating to allegations against Church personnel, commensurate with low conviction rates for sexual abuse crimes generally.

formation programmes, prevention measures and empowering children. The data and materials assessed during the review are not for use outside of the review process and cannot be used for research purposes; however, there emerged a number of behaviours and patterns similar to findings from international research. For example, the reviewers noted that for many priests and religious who were admitted or found guilty of child abuse there were other addictive behaviours such as excessive alcohol consumption. Many suffered from isolation and feelings of being unfulfilled; others were narcissistic and displayed worrying needy behaviour. It would be wrong to assess that any of these behaviours led someone to abuse a child, but their presence in those who have abused cannot be ignored and must be considered as part of the treatment and management plan.

The section on notifications of allegations has already detailed that the majority of allegations relate to the decades 1940/50/60/70/80 and 90, with a decline after 2000. This is reflected in the examination of case files.

There is no doubt that there has been a significant shift in attitude and behaviour in relation to the prevention of child abuse and in dealing with allegations with the Catholic Church, but there is still much to be done and the good work needs to continue. The National Board acknowledges that there is an openness to scrutiny and to learning from the past.

There is an opportunity now to reflect on why the risks were so great during the decades cited, and what lessons can be learned, particularly regarding

Training and Support Delivered by the National Office – 1 April 2013 to 31 March 2014



As noted in last year’s annual report, requests for training and support from across the Catholic Church in Ireland had exceeded the capacity of the Board’s staff to deliver training. As a direct consequence of this shortfall, on 1 February 2013 Niall Moore was appointed as training manager on a one-year basis. Since then the need for training has continued to grow and the Board have extended the training manager’s role until 2016 in recognition of the central importance of training in upholding the seven safeguarding standards and underpinning best practice.

In the period covered by this report, a three-year training strategy has been completed, which details the minimum training requirements for each role in the safeguarding structure. The strategy also outlines who will deliver the course and where it will be delivered. To assist with the outworking of this strategy, maintenance has been completed on the National Board website to allow for places on training courses to be booked online. The creation of this training strategy reflects the approach the Board is now taking.

Basic Awareness Training (Delivered Locally)

A major component of the training strategy is the ‘Train the Trainers’ programme, which facilitates the delivery of Church-specific training materials on safeguarding children to priests, religious and volunteers within the Church in Ireland. In the period covered by this report, two further ‘Train the Trainers’ programmes were facilitated which increased the overall number of trainers across Ireland. There are now 101 trainers (Fig. 1) who have completed the full programme and are registered as Church trainers, with a small number still undergoing the registration process. It is these registered trainers who deliver the Church’s training programme at local level. The complete course is divided into four sessions, outlined as follows:

- **The Seven Safeguarding Standards:** This session outlines the expected standards of performance in

relation to safeguarding children in the Church and how this is reflected in local policies and procedures;

- **What is Safeguarding?:** This session looks at what is meant by the term ‘safeguarding’ and understanding it from a Church, legal and societal point of view;
- **Recognising, Responding and Reporting:** This session outlines the forms of child abuse, indicators that could raise concerns in relation to abuse and how to respond to and report these concerns appropriately;
- **Working Safely with Children:** This session provides an overview of the practical provisions and personnel roles that are necessary in a Church context to safeguard children and the adults who work with them.

The positive effect of this cascade training is shown in Fig. 2, which demonstrates a 19.5 per cent increase in training delivered on the figure reported in last year’s annual report, with training programmes incorporating 4,453 attendees.

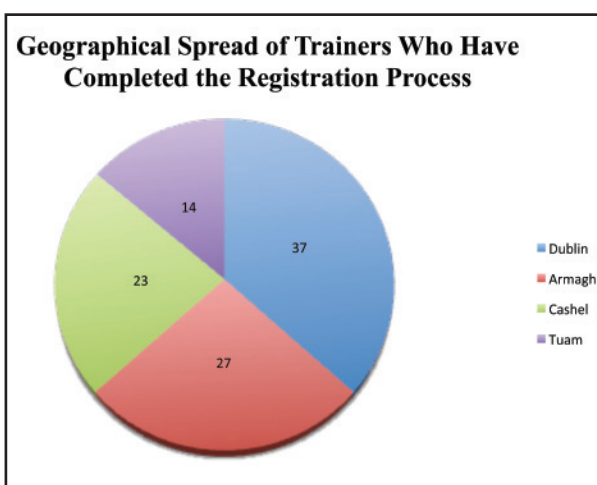


Fig. 1

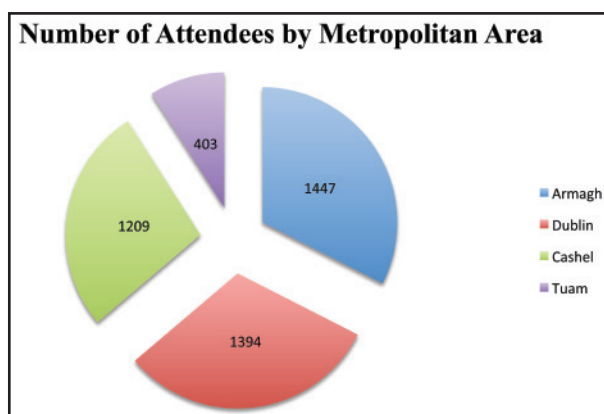


Fig. 2

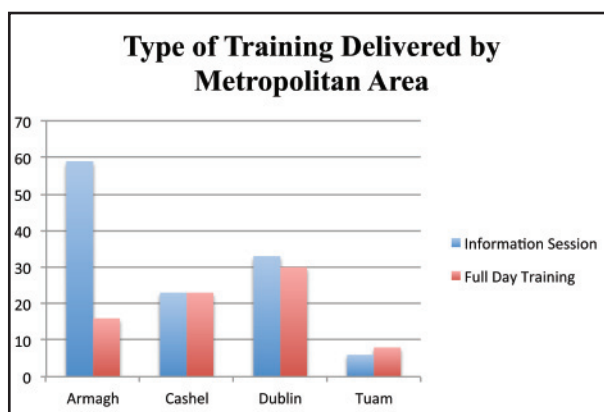


Fig. 3

Before making comparisons between metropolitan areas, it must be understood that the graphs are based on figures received from trainers who have been fully registered by the NBSCCCI.

This element of the current training programme has been operational for two years and many priests, religious and volunteers received training in 2012. There is no requirement for annual training and therefore the figures detailed above are not representative of all Church personnel trained, but those trained during 2013.

As part of a review of the training materials during 2013, an independent researcher was commissioned to carry out a review. This review examined the opinions and experiences of those registered as trainers with the Board. For a summary of the independent review, go to www.safeguarding.ie.

Using the findings of this review, the training manager, with a number of trainers from across Ireland, undertook a revision of the training manual. Following the completion of this work, all trainers were required to undertake mandatory training to update them on using the new materials in their work. This update is in process and will be fully

complete in July 2014. Further update training for existing trainers will be delivered annually to ensure that the skills and capacity of those registered with the Board continues to develop.

The trainers themselves are supported by seven tutors from across the four metropolitan areas of Ireland, who hold biannual support meetings for the trainers in their metropolitan area. The dedication and support of these seven tutors and the trainers across Ireland is a major asset to our work, and the Board would like to extend continued thanks to all those involved in this important work.

Formation Training

Experience and knowledge gained from reviews shows us that safeguarding training should start early while priests and religious are in formation. The aim is to embed a culture of safeguarding, increase awareness and engage the future priests and religious to focus on prevention of abuse. In 2013, six training days were delivered to seminarians and other religious who are preparing for public ministry. These sessions are outlined below:

- Training seminarians in the Pontifical Irish College in Rome;
- Training for masters in pastoral theology students in St Patrick's College, Maynooth;
- Training third-year seminarians in St Patrick's College, Maynooth;
- Training first-year seminarians in St Patrick's College, Maynooth;
- Workshop on boundary issues delivered in St Patrick's College, Maynooth;
- Training for students from Religious Formation Ministry Programme delivered in Loreto House, Blackrock.

This training specifically involved creating awareness of the Church's safeguarding standards, civil legislation, reporting requirements in relation to allegations of abuse, prevention of abuse strategies, and boundary management. As part of the evaluation process carried out during these training sessions, participants requested more training on practical pastoral ministry. This training will be piloted during the summer of 2014, with a roll-out of the programme in November 2014.

Role-Specific Training

As demonstrated in the training strategy, key post holders in the Church's safeguarding structure require knowledge and skills to undertake their assigned roles. Training courses which were facilitated during 2013–2014 to support knowledge and skills development included:

- Training for bishops/superiors/provincials and designated liaison people on the role of the National Case Management Reference Group;
- Training for support people on specific responsibilities in their role in supporting complainants;
- Training for bishops/superiors/provincials and designated liaison people on the key themes emerging from cases which have been brought to the national case management reference group;
- Training for designated liaison people, bishops/superiors/provincials, advisers and support people on record keeping, data protection and confidentiality;
- Training to register new trainers (twelve days in total).

Bespoke Training

While the majority of role-specific training is delivered at a national level, during 2013–2014 staff from the Board also facilitated bespoke training to five Church bodies/religious congregations across Ireland.

Each training day was tailored to the requirements of the specific audience and covered a range of issues including case management, advice on reporting and responding to allegations, and training for safeguarding committee members on their roles.

Quality Assurance

The Board has engaged with voluntary and statutory colleagues in both the Republic of Ireland and Northern Ireland to ensure that the Church's training meets quality standards. To that end, there are regular meetings and exchanges of ideas and materials to ensure consistently good training programmes are provided, with the aim to safeguard children. Many of the personnel trained within the Church are also being trained by other voluntary and sporting organisations; it is important that the message delivered across these bodies is consistent and in line with State legislation.

Members of the Board and Other Corporate Information



Chairperson: John Morgan

Has had a career in business, primarily as a corporate lawyer. Has served as chairperson of the Bishop's Committee on Child Protection from 2002–2006. Prior to that he had been a member of the committees established by the bishops dealing with child protection since the first formal Bishops' Committee on Child Abuse, appointed in 1999. Joined the Board in 2006, appointed chairperson in 2009.

Martina Duggan

Has extensive frontline experience in crisis intervention and in assisting the most marginalised in society. Currently involved in support group work and aftercare service in the areas of substance and alcohol misuse. Joined the Board in 2008.

Fr Edward Grimes CSSp

A Spiritan canon lawyer, with experience of assistance to religious congregations and dioceses in safeguarding children. He has served on the Spiritan Leadership Team. He has also served as National Director of Pontifical Mission Societies in Ireland, Director of Gambia Pastoral Institute, and Secretary General of the Interterritorial Bishops' Conference in West Africa. Joined the Board in 2011.

Dr Keith Holmes

A consultant child and adolescent psychiatrist. Currently chairperson of the Medical Board in Lucena Clinic in Dublin and Chair of the Faculty of Child and Adolescent Psychiatry within the College of Psychiatry of Ireland. He also represents the faculty on the Medical/Legal/Human Rights/Ethics Committee within the College of Psychiatry of Ireland. Joined the Board in 2009.

Marie Kennedy

Has a background in social work and has extensive experience in child protection and welfare with a post-graduate diploma in child protection and an MSc in Health Services Management. Through a range of important assignments, provides significant

and extensive experience in all aspects of childcare management. Joined the Board in 2008.

Rev. Tony Mullins

Ordained in 1983 and a priest of the Diocese of Limerick. He has worked in a variety of pastoral settings including parishes in Limerick city and county. He has also served as chaplain to St Munchin's Diocesan College, St John's Hospital, and Limerick Prison. In 1995 he was appointed administrator of St John's Cathedral, Limerick. He served as diocesan secretary from September 2000 to 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, and was chairman of the board while he was administrator of the diocese. 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.

Fr Paul Murphy OFM Cap

Served on the child safeguarding desk in CORI for eight years, during which time he was the company secretary for Faoiseamh Ltd, the victims' support service. Has wide experience in his own order in child safeguarding, both as a member of its leadership team and as designated liaison person. Has also participated in the working group which drew up *Our Children, Our Church* (Veritas, 2005). Paul has qualified as a trainer in child safeguarding; he has also researched the monitoring/rehabilitation of sexual offenders in religious communities for a MA with the University of the West of England in Bristol.

Jim O'Higgins

A practising solicitor and accredited mediator. He was founder member and co-designer of the State Family Mediation Service. He served as honorary

secretary and board member of Cheeverstown, a service for the intellectually challenged. He chaired the advisory panel on child abuse for the Diocese of Ferns for eight years. He is currently chairperson of Peter McVerry Trust and of the joint Board of two national schools in Dublin's north city.

Michael Ringrose

Formerly Chief Executive of PWD (People with Disabilities in Ireland), the national representative organisation of all people with disabilities, their parents, carers, families and advocates. Prior to that he served as a Chief Superintendent with An Garda Síochána. Joined the Board in 2006.

Sr Colette Stevenson

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.

Mary Waddell

A former Director of Nursing at the Mater Hospital, Belfast, and of the Eastern Health and Social Services Board, Belfast. She is also a Department of Education appointee to the Board of Governors of St Malachy's Primary School, Eliza Street, Belfast, and has also been a School Governor at St Louise's College, Belfast, for ten years. She has been on several panels investigating complaints relating to students at Queen's University, Belfast, and has a particular interest in the concept of 'whistle-blowing' and its links to governance at this time.

Management of National Office

Chief Executive Officer: Teresa Devlin

Background in social science, social studies and psychology, and an advanced diploma in child protection. 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. Appointed Director of Safeguarding in 2008

Training Manager: Niall Moore

Completed his masters in criminology whilst working in various roles within the office of the Northern Ireland Commissioner for Children and Young People. Has over eight years' experience facilitating professionals, coordinating teams and working directly with children, young people and vulnerable adults. Currently completing his doctorate at Queen's University in Belfast, examining how children's rights and particularly the right to a voice are respected by adults in authority. Appointed 1 February 2013.

Administrator: Ann Doyle

Administrator: Imelda Ashe

Training Associate: Louise Monaghan

Training Associate: Sandra Neville

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).

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

Company Secretary: Anne Young

Website: www.safeguarding.ie



Objectives for 2014

Five key objectives for the Board for 2014 are:

1. To continue with the safeguarding reviews into religious congregations and missionary societies and report on the findings;
2. To review the 'Safeguarding Children: Standards and Guidance Document for the Catholic Church in Ireland', ensuring that it complies with new State legislation, canon law and directives from the apostolic visitation, and submit revised norms for Church acceptance;
3. To review the overall findings of the review programme and ensure that learning is disseminated and translated into best practice guidance;
4. To deliver training in line with the proposed timetable of events as a key component of the training strategy;
5. To develop support mechanisms for safeguarding personnel across dioceses and religious congregations.

In reviewing the objectives set for 2013, the Board is satisfied that the goals set in relation to the review programme were met. Substantial completion of the current programme by end 2014 is on track. Work on the updating of the 'Safeguarding Children: Standards and Guidance' document did not proceed at the pace anticipated and, in addition, the civil legislation underpinning 'Children First' standards, which was expected in 2013, has not yet been enacted. An acceleration of this work and the recognition that it is now a priority matter will inform Board activity in this area in 2014.

In reviewing the training activity objectives set in 2013, the Board is satisfied that considerable progress has been achieved, which augurs well for the implementation of all strands of the three-year strategy set for these activities.



APPENDICES

APPENDIX 1

Figures for Parishes, Catholic Population and Churches in Ireland, 2013

	PARISHES	CATHOLIC POPULATION	CHURCHES
ARMAGH	61	237,477	144
DUBLIN	199	1,154,296	247
CASHEL	46	81,769	84
TUAM	56	121,843	131
ACHONRY ¹	23	34,826	48
ARDAGH ¹	41	71,806	80
CLOGHER ¹	37	84,384	85
CLONFERT ¹	24	36,000	47
CLOYNE	46	156,375	107
CORK AND ROSS ¹	68	220,000	124
DERRY	51	243,229	104
DOWN AND CONNOR	87	464,429	150
DROMORE ¹	22	63,400	48
ELPHIN	37	70,300	90
FERNS ¹	49	100,647	101
GALWAY	39	103,084	71
KERRY ¹	53	139,525	111
KILDARE AND LEIGHLIN ¹	56	219,817	117
KILLALA	22	37,761	48
KILLALOE	58	117,972	133
KILMORE	35	69,460	95
LIMERICK ¹	60	184,340	94
MEATH	69	303,000	149
OSSORY ¹	42	85,230	89
RAPHOE	33	82,101	71
WATERFORD AND LISMORE	45	152,107	85
TOTALS ²	1,359	4,635,178	2,653

NOTES:

1. Data unchanged from *Irish Catholic Directory 2013*.
2. Total estimates only.

Source: Diocesan returns, *Irish Catholic Directory 2014*, Veritas Publications, 2014.

APPENDIX 2

Number of Priests and Religious, 2013

	ACTIVE IN DIOCESE ¹	OTHERS ²	RELIGIOUS ORDERS		
			CLERICAL	BROTHERS	SISTERS
ARMAGH	98	29	57	12	292
DUBLIN	271	145	800	213	2,293
CASHEL	79	7	52	13	132
TUAM	70	36	6	9	149
ACHONRY	32	12	1	0	46
ARDAGH	57	11	5	9	190
CLOGHER ³	73	8	3	2	134
CLONFERT	34	7	18	0	93
CLOYNE	91	37	0	0	160
CORK AND ROSS	115	30	141	36	580
DERRY	82	24	6	6	90
DOWN AND CONNOR	114	47	64	27	178
DROMORE ³	27	18	7	3	134
ELPHIN ³	46	12	7	0	106
FERNS	83	31	17	6	146
GALWAY	46	24	39	19	205
KERRY	71	29	10	10	245
KILDARE AND LEIGHLIN ³	95	20	93	54	380
KILLALA	45	18	4	4	49
KILLALOE	84	28	16	25	172
KILMORE ³	64	19	7	1	50
LIMERICK	87	27	46	14	250
MEATH	97	22	123	22	220
OSSORY ³	62	18	20	36	210
RAPHOE	64	17	10	2	44
WATERFORD AND LISMORE	63	20	47	34	272
TOTALS ⁴	2,050	696	1,599	557	6,820

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 2013*.
4. Totals estimates only.

Source: Diocesan returns, *Irish Catholic Directory 2014*, Veritas Publications, 2014.

