

ARCHDIOCESE OF ARMAGH

# Strategic Safeguarding Plan

2017 - 2020



**PART 1: SAFEGUARDING CHILDREN**

*Diocesan Safeguarding Office  
Archdiocese of Armagh  
Cathedral Road  
Armagh  
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## ARCHDIOCESE OF ARMAGH

The *Archdiocese of Armagh* 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 Archdiocese of Armagh, 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 *Archdiocese of Armagh* (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- Creating and Maintaining Safe Environments</b>	1.1	The Archdiocese of Armagh 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	The Archdiocese of Armagh implements effective practice on the expected Standards of adults' behaviour towards children.	Code of Conduct	Director/ Committee	December 2016 COMPLETED
	1.3	The Archdiocese of Armagh implements effective practice in encouraging children's positive behaviour.	Code of Conduct	Director/ Committee	December 2016 COMPLETED
	1.4	The Archdiocese of Armagh implements effective practice in safe care for all children including those with specific needs* .	Guidance to be developed	Director/ Committee	June 2018
	1.5	The Archdiocese of Armagh 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	The Archdiocese of Armagh 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.	Archdiocese Guidance for Parishes	Director/ Committee	October 2016 COMPLETED
	1.7	The Archdiocese of Armagh has a clear written Complaints Procedure regarding safeguarding concerns which are not allegations of abuse.	Archdiocese Guidance for Parishes	Director/ Committee	October 2016 COMPLETED

	1.8	The Archdiocese of Armagh implements effective practice for Church personnel on assessment of hazards when working with children.	Archdiocese Guidance for Parishes	Director/ Committee	October 2016 COMPLETED
	1.9	The Archdiocese of Armagh implements effective practice for the appropriate use of information technology, including social media by Church personnel and by children.  * <b>Specific Needs:</b> The specific or unique, out-of-the-ordinary concerns created by a person's medical, physical, mental, or developmental condition or disability. Additional services are usually needed to help a person in one or more of the following areas, among others, thinking, communication, movement, getting along with others, and taking care of self.	Archdiocese 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 Archdiocese of Armagh 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 Archdiocese of Armagh 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 Archdiocese of Armagh 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.	Guidance to be developed	Director/ Committee/ Archbishop	March 2018
	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	March 2018

	3.3	The Archdiocese of Armagh 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 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.	Panel to be established	Director/ Archbishop/ Advisory Panel	March 2018
	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/ Advisory Panel	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/ Advisory Panel	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/ Advisory Panel	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.	Guidance & Programme to be agreed	Director/ Committee	Ongoing
	5.2	The Archdiocese of Armagh 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 Archdiocese of Armagh 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 Archdiocese of Armagh 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 Archdiocese of Armagh 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	June 2017 COMPLETED
	5.6	The Archdiocese of Armagh 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/Annual Report	Director/ Diocesan Safeguarding Office/ Committee	Ongoing
<b>Standard 6- Communicating the Church's Safeguarding Message</b>	6.1	The Archdiocese of Armagh has a written plan which details how the Church's child safeguarding message will be communicated.	Strategic Plan	Director/ Committee	February 2017 COMPLETED
	6.2	The Archdiocese of Armagh makes available to all, information on how to safeguard children.	Information resources to be updated i.e. website, posters, leaflets	Director/ Committee	December 2017 COMPLETED
	6.3	The Archdiocese of Armagh 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.	Resources to be developed	Director/ Committee	December 2017 COMPLETED
	6.4	The Archdiocese of Armagh 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 Archdiocese of Armagh: <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 Archbishop & Director	Director/ Diocesan Safeguarding Office/ Committee	September Annually

	7.2	The Archdiocese of Armagh 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	February 2017 COMPLETED
	7.3	The Church Authority invites the NBSCCCI 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 NBSCCCI	Archbishop	2018

**TO BE REVIEWED EVERY 12 MONTHS**

-Reviewed by Safeguarding Committee Chairperson and Director of Safeguarding on 16.11.2017