



ARCHDIOCESE OF ARMAGH

SAFEGUARDING STRATEGIC PLAN 2025 – 2028

NBSCCCI Standard	Specific Objective	Action	Responsibility	Implementation Date	Review Date
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

	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

		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
	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
	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	<p>Advise on available counselling, independent advocacy and support</p> <p>Identify appropriately qualified and trained personnel</p> <p>Northern Directors to explore suitable collaborative opportunities</p>	<p>DLP/Director of Safeguarding</p> <p>Diocesan Safeguarding Committee</p> <p>Director of Safeguarding</p>	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
	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	Church Authority/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 -face-to-face meetings/personal engagement Disseminate Communications Plan	Director of Safeguarding/ Diocesan Safeguarding Committee/Church Authority/Parish Safeguarding Representatives Diocesan Safeguarding Office	March 2026	Annually

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

What resources are needed to carry out the child and adult safeguarding plan?

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

Signed:


Safeguarding Committee Chairperson

Date:

17-06-21

Review date: To be reviewed every 12 months