

Review of Safeguarding Practice

Diocese: Limerick

<u>Recommendation</u>	<u>Action- Progress</u>	<u>National Office Response</u>
<p><u>1.</u> The Administrator and the Director of Safeguarding should consult with NBSCCCI to ensure that the redrafted policy and procedures adhere to national guidelines.</p> <p>The Administrator and the Director of Safeguarding must ensure that awareness-raising of the diocesan policy and procedures takes place, and that implementation of the redrafted procedures is audited on an annual basis.</p>	<p>Revised Policy has been completed, and reviewed by National Board. It will be published in October.</p> <ul style="list-style-type: none"> • The Policy will be launched at an event attended by representatives of all parishes in the Diocese. • Its publication will be the subject of media statements. • The Policy will be circulated widely throughout the Diocese and placed on the Diocesan website. • The Director of Safeguarding will provide an Annual Report to the Bishop on the implementation of the Policy and any issues arising. 	Satisfied
<p><u>2.</u> NBSCCCI recommend that all new cases follow the national case file template and in particular that narrative accounts of all actions are recorded within a reasonable timeframe.</p>	<p>The new national case file template is now in use in the Diocese.</p>	Satisfied

<p><u>3.</u> The Director of Safeguarding must put in place risk management plans/covenants of care in each case where a priest who is not in ministry still presents a risk to children. To assist with this, the Director of Safeguarding, in consultation with the Administrator and HSE should develop a more strategic approach to the commissioning of risk assessments.</p>	<p>At time of audit 5 Diocesan priests were out of Ministry on a long term basis – none have been the subject of a criminal conviction.</p> <p>Statutory agencies are fully aware of the circumstances of all priests.</p> <p>A written risk management plan is in place for each priest and risk assessments are undertaken in consultation with and on the advice of the HSE.</p> <p>Each are the subject of a Precept and the Director of Safeguarding is responsible for monitoring each of these priests</p>	<p>Satisfied</p>
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<p><u>4.</u> The Diocesan Administrator must ensure that a diocesan policy should be developed which sets out an approach to be taken in future cases, which both recognises the distress felt by complainants who have been abused, and provides a practical response that accurately supports them so that healing may begin.</p>	<ul style="list-style-type: none"> • A detailed diocesan procedural guide has been drafted in the context of national policy. This has been the subject of advice from the National Office. This will complement the new Safeguarding Policy. • All complainants are offered independent counselling and all appropriate supports. • A panel of complainant support persons and priest advisors have been developed. 	<p>Satisfied</p>
<p><u>5.</u> The Diocesan Administrator must notify the respondent in writing that a canonical inquiry has been initiated, and state by way of a written precept, any restrictions placed on the ministry of the priest during the criminal/civil and canonical inquiries.</p>	<ul style="list-style-type: none"> • This is now the practice of the Diocese. • Formal precepts are in place in respect of all priests who are out of ministry. 	<p>Satisfied</p>
<p><u>6.</u> - The Diocesan Administrator must notify the CDF, in line with the Interim Leave from Ministry Guidance that an allegation has been received, and ensure that all canon law processes are followed.</p>	<ul style="list-style-type: none"> • The Diocese follows the Interim Leave from Ministry Guidance and all priests have been informed that this is Diocesan policy. • The CDF is aware of all priests who are out of ministry. 	<p>Satisfied</p>

<p><u>7.</u> A review of the effectiveness of all committees should be undertaken one year after becoming operational and appropriate adjustments made to Terms of Reference and operation if required.</p>	<p>A review has commenced - See attached questionnaire which has issued to all committees (Appendix 1). This will be completed and reviewed in September 2013.</p>	<p>Satisfied</p>
<p><u>8.</u> The NBSCCCI recommend that the Director of Safeguarding meet with all safeguarding representatives and parish priests to ensure each understands the full extent of their role in creating safe environments in all parishes.</p>	<p>The Diocese has decided to substantially change the position regarding safeguarding parish representatives. Historically two safeguarding parish representatives were in place in respect of each pastoral area. In future safeguarding parish representatives will be appointed in all parishes and 100 will be appointed by October, 2013.</p> <p>Specific training is being put in place for both the safeguarding representatives and the parish priests and a written communication in relation to the role of the safeguarding parish representatives has been issued to all priests in the Diocese (see Appendix 2).</p>	<p>Satisfied</p>
<p><u>9.</u> The Diocesan Administrator in the future should take account of the recent Interim Guidance on Leave from Ministry, which sets out issues for consideration around public announcements.</p>	<p>This is the policy of the Diocese. All priests have been informed of this.</p>	<p>Satisfied</p>

<p><u>10.</u> The Director of Safeguarding should identify roles and responsibilities of the support person during induction and training.</p>	<ul style="list-style-type: none"> • The role of support person is outlined out in the new Diocesan Policy & Procedures document. • A panel of support persons is in place in the Diocese (as is a panel of priests advisors). • The Diocese was represented at the National Board's training day for complainants support persons 	<p>Satisfied</p>
<p><u>11.</u> The Director of Safeguarding should set up supervision and accountability arrangements within the diocese.</p>	<ul style="list-style-type: none"> • The Director of Safeguarding is responsible for the supervision of all personnel involved in safeguarding. • The panels of support persons and priests advisors will meet periodically for group support and to identify their support and training needs. • The Director of Safeguarding is authorised to make particular arrangements, as required, for support and supervision for members of these panels. 	<p>Satisfied</p>
<p><u>12.</u> NBSCCCI considers that the Administrator of the diocese should review on an annual basis all audit and reports so that he can be satisfied that all action to safeguard children is taking place, that areas for improvement are identified and that best practice is acknowledged.</p>	<p>An Annual Review will be held in November of each year. This will be chaired by the Bishop and attended by all relevant Diocesan personnel, including Chairs of the Committees.</p>	<p>Satisfied</p>