



Safeguarding Children Cloyne

CLOYNE DIOCESAN SAFEGUARDING CHILDREN COMMITTEE



THE DIOCESE OF CLOYNE

Annual Report Of CLOYNE DIOCESAN SAFEGUARDING CHILDREN COMMITTEE FOR THE YEAR 2012

This report is a story of success achieved through the hard work, courage and perseverance of committed people at all levels in the diocese, who worked collaboratively to ensure that the highest standards for safeguarding children prevail in the Catholic Diocese of Cloyne.

April 2013



**CLOYNE DIOCESAN SAFEGUARDING CHILDREN COMMITTEE (CDSCC)
ANNUAL REPORT FOR THE YEAR 2012**

Cloyne Diocesan Safeguarding Children Committee (CDSCC) is committed to serving ‘diocese and parish.’ Its work is informed by the gospel imperative of Jesus in Matthew (19:14) and governed by gospel values of service, humility, ‘wellness’ in what we do and perseverance to overcome all difficulties that obstruct the diocese in its efforts to implement its stated safeguarding children policy.

Conscious and ever aware as we are of the pain of those who suffered abuse, particularly child sexual abuse, we are all the firmer and stronger in our resolve to ensure, that such awful deeds will not occur in the future and are determined to be courageous, to give of ourselves “to run and not fall down” and not be deterred from completing our work on behalf of the diocese and of the children whose participation the diocese welcomes and values.

We have been anxious in all of our efforts, to ensure that the good name of this diocese would not again be left open to the prospect of being maligned or tarnished because of any omissions by us or by failures in the implementation of procedures by any parish or individual or because of any weakness in our resolve to complete to the fullest the task entrusted to us by the diocese, for the diocese and on behalf of the children of the diocese.

Guided by the words of Jesus and by gospel values, and motivated by the policy imperative of our diocese to safeguard children, the members of this voluntary committee, strove diligently to fulfill the duties allotted to it, by working assiduously, far and above the call of duty, by not sparing ourselves, by firmly encouraging, helping and supporting priests, by never seeking to cause offense, by travelling to all corners of the diocese and by persevering until the last outstanding elements of policy had been implemented.

This report is a story of success achieved through the hard work, courage and perseverance of committed people at all levels in the diocese, who worked collaboratively to ensure that the highest standards for safeguarding children prevail in the Catholic Diocese of Cloyne.

Signed _____
Con Lynch (Chairman)

Rosarie O’Riordan (Secretary)



CLOYNE DIOCESAN SAFEGUARDING CHILDREN COMMITTEE (CDSCC)

Cloyne Diocesan Safeguarding Children Office:
Mallow Community Youth Centre, New Road, Mallow, Co. Cork
Tel.022/21009 and (086/7766196 for out of office hours)
Email: safeguardingchildrenoffice@cloynediocese.ie
www.safeguardingchildrencloyne.ie

Meetings during 2012

Full committee meetings:

10 regular monthly meetings held in Mallow Community Centre.

Teams from CDSCC attended at:

24 Parishes Information Meetings to make power point presentations.

5 meetings with priests in deaneries.

2 meetings with vicars forane

1 meeting with Bishop-elect Canon Crean.

2 meetings with Designated Liaison Person

4 Chairman's meetings with individuals or linkage

4 Individual visits to some parishes

Publications

Safeguarding Children Newsletter

Annual Report 2011

Special Informational Report for Bishop-elect Canon William Crean

The Garda Vetting Process and Appeals Procedure in the Catholic Diocese of Cloyne

Resources, downloadable information, advice, Frequently Asked questions and

Report of the meetings with priests at deanery level.

Answers. Latest news and much more on dedicated website

www.safeguardingchildrencloyne.ie



CLOYNE DIOCESAN SAFEGUARDING CHILDREN COMMITTEE (CDSCC)

Training

Two members of CDSCC trained in a five day training course in Maynooth and Limerick and received a Trainer Qualification. Another trainer was up-skilled in the new programme.

3 Training sessions were provided principally for parish safeguarding representatives.

55 Individuals were trained in 2012.

Garda Vetting

CDSCC secretary Ms. Rosarie O’Riordan was appointed as New Diocesan Garda Vetting for Church personnel, staff and volunteers etc. (*We gratefully acknowledge the work done by Sr. Claire Fox and Mr. Finbarr Motherway prior to this new appointment).

129 garda vetting applications were processed by the new Signatory since July 2012.

Office, service and support provision

The Safeguarding Children Office (Tel 022/21009) is open Monday –Thursday from 9am – 3pm to provide advice, support and services to priests and parish safeguarding representatives and to progress the administrative work of the committee.

Help is available from CDSCC Chairman (Tel. 086/7766196) in the event of the office not being attended or outside of office hours).

The home office of the chairman is utilised for some work of the committee, principally for drafting of policies, documentation and some correspondence.

We acknowledge the work of management and personnel from Mallow Community Youth Centre for the substantial and invaluable assistance given to the work of safeguarding children in the diocese during 2012.

Research into issues relevant to safeguarding children was conducted by CDSCC teams during 2012 with a view to improving safeguarding services and supports.

***See Appendix 1 for a more comprehensive list of services and supports provided to priests and parishes**



CLOYNE DIOCESAN SAFEGUARDING CHILDREN COMMITTEE (CDSCC)

Members of CDSCC

Una Relihan, Cobh.

Rosarie O’Riordan, Grenagh,.

Con Lynch, Macroom.

Canon Gerry Casey, Mallow.

Denis Ring, Midleton.

Fr. Eugene Baker, Shandrum.

Mary Corbett, Kanturk.

Tom Murray, Fermoy.

*The Pastoral Coordinator Rev. James Killeen is invited to meetings and generally kept informed regarding the business of meetings.

Roles and responsibilities of committee members:

Rosarie O’Riordan: Secretary, Qualified Trainer, Training Coordinator and Diocesan Garda Vetting Signatory for Church Personnel, Staff and Volunteers etc.

Fr. Eugene Baker: Qualified Trainer.

Con Lynch: Chairman with responsibility to perform executive functions in the interim between meetings and thus ensure that the work is continuous and ongoing.

Collectively all members are responsible for:

The provision of training.

The safe recruitment of staff and volunteers within their service area.

Creating, maintaining, and monitoring a safe environment for children in all areas of Church life and activity.

Advising on the human resources required for implementing best safeguarding practice across services.

Individual members carry out assignments in the interim between meetings.

Teams (usually two or three) carry out assignments between meetings.

*Ms. Claire O’Mahony, CDYS also delivered training during 2012.



**Míle buíochas, slán agus beannacht
to
Dr. Dermot Clifford D.D. Archbishop of Cashel**

The work of CDSCC on behalf of the diocese was strongly supported by Dr. Dermot Clifford D.D. Archbishop of Cashel during his tenure as Apostolic Administrator of the Diocese of Cloyne.

There was a clear expectation that we would achieve full implementation in accordance with the requirements of the Standards and Guidance Document for the Catholic Church in Ireland (circulated in 2009) and additionally that we would devise and use new initiatives to raise the safeguarding children profile of the Catholic Diocese of Cloyne during a time that was hard and difficult time for many.

Dr. Clifford was supportive of and involved himself in new initiatives including the Diocesan Safeguarding Children Conference (October 2011), the Diocesan Safeguarding Children Newsletter, the diocesan safeguarding children web site and supported the establishment of the Safeguarding Children Office and the many other administrative changes and appointments that were essential to the work of the committee and to the effective delivery of service and support to diocese and parish.

He allowed CDSCC the essential freedom to do the work that was allotted to it and did not obstruct its work by application of control, censorship or impediment and hence the integrity of the committee was maintained and respected.

We wish to say a sincere thank you – we wish you a mile buíochas and a sincere slán agus beannacht.



**Fáilte 's fiche
roimh**

Very Rev. William Crean, Bishop of Cloyne.

We extend a warm and genuinely heartfelt welcome to Very Rev. William Crean and congratulate him on his ordination as bishop of the Diocese of Cloyne.

There is a startling coincidence between Bishop William's apostolic motto "Croí le brí nua" and the stated priority of CDSCC for 2013 i.e. 'winning hearts and minds.'

We hope that new perceptions will flow from the confluence of both of these ideals, and from hearts recharged with 'brí nua,' a new spirit and another, different point of view.

Perhaps we as a people will break through the constricted confines of the current narrow 'safeguarding' focus. Maybe a new and brighter holistic vista will soon emerge from the fogs of multiple agendas, clouded perceptions, shallow and selective analyses, a vista informed by the indelible awareness of the suffering and pain endured by many, by their dire need for healing and support and by the debris of past destruction and awful let-down.

We hope that a new dawn will be realized and result in boundless and new possibilities for comprehensively equipping children, *in body mind and spirit*, to competently manage the wonders and challenges that life will deal them.

We are confident that Bishop William will ensure that the integrity of the CDSCC is upheld and its ability to fulfill its obligations sustained and supported.

We pledge our support and service to Bishop William even as he has pledged himself to serve the Diocese of Cloyne.

Bishop William, fáilte 's fiche romhat agus beannachtaí ár gcroíthe ort don ród seo romhat. Go n-éirí go geal leat.



CLOYNE DIOCESAN SAFEGUARDING CHILDREN COMMITTEE (CDSCC)

ANNUAL REPORT FOR THE YEAR 2012

This report is a story of success achieved through the hard work, courage, perseverance of committed people at all levels in the diocese, who worked collaboratively to ensure that the highest standards for safeguarding children prevail in the Catholic Diocese of Cloyne.

1 A successful year and a high standard

2012 was a very successful year for the Diocese of Cloyne in terms of the progress it achieved in advancing its safeguarding children programme to a high standard.

Our policy document, the nationally approved 'Safeguarding Children in the Diocese of Cloyne' and its parish audit document both received favourable comment in the HSE Audit Into Safeguarding Children Arrangements in the Catholic Church in Ireland (2012).

1.1 Full Implementation achieved

By year's end, the mandatory **full implementation** of all relevant elements of diocesan policy **in all forty six parishes** was achieved. This was achieved over a two year period during which CDSCC provided extensive supports to parish priests and alleviated the weight of their safeguarding workload through policy and documentary provision, by providing facilities to access information, advice and resources, through visits to parishes, by repeat audits where necessary and by application of a variety of mechanisms to encourage full implementation, particularly for the small minority of parishes that were not fully compliant.

1.2 Raising Awareness

CDSCC raised awareness of the importance of full implementation by organizing the Cloyne Diocesan Safeguarding Children Conference (Oct 2011) and by publishing the Safeguarding Children Newsletter (Spring 2012) – thus facilitating parishes to fulfill their obligation to communicate widely the Church’s safeguarding message. CDSCC also delivered training to all priests available for ministry, to relevant parish safeguarding representatives and facilitated the garda vetting obligations of Church personnel, staff and volunteers. CDSCC sought to encourage a spirit of understanding and unity of purpose by organizing a series of meetings with the priests of each of the five deaneries to explain, to motivate, to listen and discuss problems that priests were experiencing and to agree recommendations.

1.3 A bright light

During the two year period of implementation, CDSCC sought to make the Diocese of Cloyne a ‘bright light’ in terms of safeguarding children provision. The Safeguarding Children Conference (Oct 2011), the publication of the Safeguarding Children Newsletter (2012), a dedicated safeguarding children office, a dedicated safeguarding children website and the presence in every church and sacristy of a dedicated notice board for the display of safeguarding children material - all provide trenchant evidence that the diocese is striving successfully to achieve exemplary status in safeguarding children provision.

1.4 Work acknowledged – a team effort

Archbishop Dermot Clifford D.D. Archbishop of Cashel and Emly, and Apostolic Administrator of the Diocese of Cloyne (2009 -2012), has written to congratulate CDSCC on the “marvelous work it has done” and on its “magnificent achievement.” He also congratulated the many priests who gave such sterling support to the work of the committee. CDSCC similarly congratulates these priests.

The readiness with which many of these priests undertook to fully implement diocesan policy and their courteous cooperation was a source of encouragement to us. We must also congratulate the many parish safeguarding representatives who also made an enormous contribution to the achievement of full compliance in many parishes.

1.5 Supports provided to parish priests and safeguarding representatives

Significant **supports were provided** to individual parish priests, to parish safeguarding representatives and **new initiatives were successfully applied** to support priests and to promote understanding and unity of purpose among all who are charged with implementation of diocesan policy.

1.6 Administrative and communication improvements

Additionally, the **administrative and communication improvements** of 2011 were expanded and improved in 2012 and **effective mechanisms** were put in place to encourage ongoing implementation, to facilitate accurate monitoring and ensure that the high standard of the diocesan safeguarding children programme would be maintained into the future.

1.7 Satisfying all other standards

The diocese achieved a similarly high standard in fulfilling its obligation to implement all of the other standards and criteria prescribed by the NBSCCC in its *Standards and Guidance Document for the Catholic Church in Ireland*.

1.8 Successful audit and re-check strategy

*Full implementation which was the most dominant and most urgent aim was achieved by continuing to apply the **audit and re-check strategy** which was begun in September 2010 with the circulation of a sample audit document.*

This document was subsequently amended and delivered to parishes by members of CDSCC beginning in October 2010 and in the early months of 2011. A subsequent Stage 2 audit document which was specific to individual parishes because it listed the elements of diocesan policy which that individual parish had not implemented was delivered to parishes with a return deadline of 30th November 2011.

In March 2012, a Stage 3 audit document specific to the parishes that had not yet achieved full implementation of diocesan policy was circulated to those relevant parishes. A final deadline of 30th April 2012 was set for return of that document and a letter from Archbishop Clifford urged the parish priests to achieve full implementation before that deadline.

1.9 Implementation difficulties in some parishes

As the final deadline approached, a number of parish priests were experiencing difficulty with holding information/induction meetings for parish staff and volunteers, and specifically for those who work with children.

Failure to hold information/induction meetings could leave staff and volunteers unable to recognise the signs and symptoms of child abuse and leave them unprepared to appropriately respond to individuals making a revelation and ignorant of the appropriate reporting procedures.

The omission of such a vital element of diocesan policy could leave children inadequately safeguarded and leave the staff and volunteers ill equipped to implement preventative strategies and ill informed regarding vital safeguarding guidelines and procedures to deal with child abuse issues which they might encounter.

1.10 Help for parishes experiencing difficulty and a very positive outcome

To overcome this difficulty and by agreement with the parish priests concerned, CDSCC teams attended at these individual parishes and did presentations at their Parish Information Sessions. This involved presenting induction/training, general information *inter alia* on how to recognise signs and symptoms of child abuse, how to respond to individuals revealing concerns about abuse and how to report concerns relating to alleged abuse. This was a significant support to these parish priests.

CDSCC teams made strenuous efforts to help parishes and fulfilled a very a hectic schedule including six night-time presentations in widely scattered parishes during an eight day period in late April.

All these sessions helped the parishes overcome an obstacle to full implementation and Church personnel, staff/volunteers and others who attended acquired essential information. *A positive side effect was the development of a greater understanding between parish priests, parish representatives and CDSCC and a more enthusiastic commitment was subsequently evident in their responses from some parishes. In some parishes, the meetings reflected a brilliant level of communication and cooperation between parish priest, parish representatives, staff and volunteers and others.*

1.11 Expanding a successful initiative

The initiative of CDSCC teams making presentations at parish information meetings was so successful that it was offered to a limited number of other parishes during October – December 2012 and CDSCC designed a power point presentation which was specifically tailored to meet the needs of induction and information-giving. The meetings were fantastically successful in almost all parishes. The evaluations which CDSCC analysed in detail (Appendix 2), clearly indicate a desire for information and increased awareness and were predominantly complementary and appreciative. *The average attendance was in the region of twenty five but there was an attendance of fifty in one parish and an attendance of eighty two in another. In many instances CDSCC encountered goodness and decency and kindness from priests and people and a great desire for knowledge among the attendees (See Appendix 2).*

1.12 New initiative to achieve full compliance in minority of parishes

Subsequent to 31st April 2012 it became clear that some new initiative was required to further encourage full implementation from the minority of parishes that either failed to return the audit document or indicated that they had still not achieved full compliance or who were not engaging with CDSCC personnel.

This gave rise to serious concerns at CDSCC meetings and there was also some concern about the length of time it took for so many parishes to achieve full compliance (usually only involving a few items of policy) and that there was a need for measures to encourage greater understanding, to generate greater enthusiasm and clear up any misconceptions that may or may not exist among priests.

1.13 Meeting with the priests in each deanery

In order to address these issues, at the request of CDSCC, Archbishop Clifford arranged a meeting of priests in each of the five deaneries and wrote to priests inviting them to attend and giving them the option to attend at any of the five venues during the period 8th – 16th May 2012.

CDSCC members presented a specially designed power point presentation at each meeting, answered questions and recorded the views and concerns and criticisms of

those priests who attended. The vast majority of parishes were represented at these meetings (a minority did not attend). These discussions helped create greater understanding and a greater spirit of enthusiasm.

1.14 Meeting the vicars forane and subsequent actions

As a follow up to these meetings, CDSCC analysed the feedback documents, identified significant issues and then held meetings with the Vicars Forane to discuss how these issues could be progressed or solved.

Problems were identified - most notably the additional burden that safeguarding children requirements was putting on parish priests - were discussed and solutions were proposed and recommendations were agreed.

CDSCC subsequently compiled a report and circulated it to all parishes. Written replies were also provided to priests who had asked particular questions and where it was deemed that these answers would be of assistance to other priests these were published on the web site.

1.15 The consequences of incomplete compliance

In June, a minority of parishes had still not achieved full implementation and this was a source of worry to CDSCC. *The non-compliance of parishes, even in a small minority cases, could in some instances compromise the safeguarding of children. It was unfair also on the many priests and parishes that had conscientiously adhered to diocesan policy.* In the event of an audit by an outside agency it would expose the diocese to a charge of failing to implement its own guidelines, and should the phenomenon of ‘media force’ apply itself to highlighting this failure, it could lead again to serious reputational damage to the diocese.

1.16 Certificates of Full Compliance intended to reward and encourage

In response to this unsatisfactory situation, CDSCC devised Certificates of Full Compliance, which would reward and affirm the good work of the compliant parishes and also act as an incentive to

non-compliant parishes. This initiative proved successful and these certificates are now displayed in many notice boards in the diocese.

1.17 CDSCC invested a lot of time and resources in providing advice and support to priests and parishes

Throughout the two year period of the drive for full implementation CDSCC responded to all appeals for help and encouraged full implementation in every way possible. It continued this support and encouragement right up to the week before Christmas when the last of the outstanding implementation issues were resolved in the last two non-compliant parishes.

While the safety of the child is the paramount consideration, it was important that the diocese would not have to record yet again (as it had in Annual Report 2011) that it had failed to achieve full implementation.

It was a close run thing, but the crucially important point is that the aim of full compliance was achieved in all parishes.

CDSCC invested a lot of time and resources in providing advice and support to priests and parishes.

Advice provided covered a wide spectrum of issues and in the interests of clarity and to prevent possible misunderstandings, answers (including the question asked) were provided in writing.

Support provided by CDSCC included:

clarity regarding implementation requirements via the graded parish-specific Stage 3 audit document; centrally purchased notice boards; provision of essential documentation including policies, code of behavior for staff and volunteers and official forms and mandatory display documents.(See Appendix 1)

1.18 Communicating the Church's Safeguarding Message

New initiatives which enabled the diocese to comply with the requirements of Standard 5 of the national standards – **Communicating the Church's Safeguarding Message** and of Section 5 of its own diocesan policy included:

publication of Issue 1 of the Safeguarding Children Newsletter, the establishment of a dedicated safeguarding children website www.safeguardingchildrencloyne.ie , dissemination of some information via parish newsletters and weekend mass announcements, use of local radio 103FM, the use of mail and e-mail, texting and other I.T. communications media. Other initiatives aimed at improving communication included the development of data bases to facilitate contact with priests.

1.19 Training of trainers

The obligation of the diocese to provide **training** was progressed satisfactorily. Two members of CDSCC completed a ‘Training for Trainers’ course in Maynooth during 2012 and graduated with Certificates which authorizes them to deliver training in the diocesan safeguarding children programme on behalf of the diocese.

1.20 Recruitment and selection

The garda vetting requirements of diocesan policy relating to recruitment and selection were satisfied. Difficulties had to be overcome in this area, some relating to reservations of some parish staff and/or volunteers in specific parishes and other difficulties that arose from delays at parish level in submitting the completed garda vetting forms to the diocesan garda vetting signatory.

Garda vetting of specific personnel is an essential requirement of diocesan policy for safeguarding children and CDSCC worked successfully to ensure that these difficulties were overcome.

1.21 Improving diocesan garda vetting processes and data base

Work commenced on a planned basis to create a data base that would ensure accuracy regarding recruitment and selection procedures, with particular reference to garda vetting records.

In this regard we are grateful to Sr. Claire Fox and Mr. Finbarr Motherway who have given great service over and above their original roles as Diocesan Garda Vetting Signatories for school and educational personnel. Heretofore, the vetting of Church personnel was facilitated by these signatories using CPSMA vetting forms.

New arrangements now in place enable the diocese to process vetting of Church personnel, staff and volunteers etc. Ms. Rosarie O’Riordan is the Diocesan Signatory for these applications and administration is done through the diocesan safeguarding children office in Mallow.

1.22 Production and circulation of a child protection policy (Standard 1): Revision of this document was progressed during 2012. *It was decided that amendments and/or addenda would be attached to the existing policy document Safeguarding Children in the Diocese of Cloyne and that a new and completely revised policy document would not be produced until after enactment of legislation planned by Minister for Children in 2013*

1.23 Procedures for responding to child protection allegations and suspicions (Standard 2) were further progressed through detail instructive and guidance imparted at parish information meetings **in 24 parishes.**

1.24 Strategies for preventing harm to children (Standard 3) *were progressed through: work to tighten up regulations regarding visiting priests and temporary solemnisers, devising and circulating to all parishes the new updated Garda Vetting Process and Appeals Procedure for the Diocese of Cloyne, distribution of the revised series of official forms, designed by the national office and making them available for in the safeguarding children website www.safeguardingchildrencloyne.ie*

1.25 Provision of training and education for keeping children safe

(Standard 4): *Training in the new revised programme under the direction of the Training Coordinator was focused on newly appointed parish safeguarding representatives, on any newly appointed Church personnel (e.g. priests), and upskilling CDSCC members in the new training programme. Even though the delivery of training was delayed due to the delay in provision of training for trainers at national level 55 were trained in 2012.*

1.26 New Initiatives for communicating the Church's safeguarding message (Standard 5): *Teams usually consisting of two members of the committee attended in parishes to make presentations at parish information meetings.* While this was originally intended only as an assistive measure to parishes experiencing difficulties, it was generally very successful and led to requests from other parishes. *The facility was formally made available on a first come first served basis from September to Christmas 2012 and was hugely successful. CDSCC specifically designed a power point presentation for this work which ensures consistency of information delivered.* Evaluations have been consistently positive (See Appendix 2) and the face to face contact with parish personnel has been very helpful in promoting understanding. Attendances were generally in the 20 – 25 range and while one or two had less than ten, as many as 80 attended in one parish and 50 in another.

Other communication initiatives in 2012 included the publication of our first newsletter, participation in a local radio programme, setting up our own dedicated web site: www.safeguardingchildrencloyne.ie, provision of a dedicated telephone contact for urgent queries for out of office hours, developing links with other safeguarding children agencies, and the publication of Annual Report 2011.

1.28 Access to advice and Support (Standard 6): As already outlined above information and support is also available from policy documents, and from the website: www.safeguardingchildrencloyne.ie which inter alia features a Frequently Asked Questions section. Information is also available from the diocesan website www.cloynediocese.ie and from Safeguarding Children Office (022/21009).

1.29 Implementing and monitoring the standards (Standard 7): progressed comprehensively and painstakingly as described above.

We have been anxious in all of our efforts, to ensure that the good name of this diocese would not again be left open to the prospect of being maligned or tarnished because of any omissions by us or by failures in the implementation of procedures by any parish or individual or because of any weakness in our resolve to complete to

the fullest the task entrusted to us by the diocese, for the diocese and on behalf of the children of the diocese.

1.30 Factors that influenced the approach of CDSCC to fulfilling its role in 2012

The approach of CDSCC to achieving full implementation of diocesan policy in all 46 parishes was dictated by a variety of factors including:

1.30.1 The slow rate of achieving full implementation of diocesan policy in some parishes:

All parishes had achieved a certain level of implementation but the rate of implementing some outstanding guidelines was slow in some parishes.

Factors which influenced this slowness included: the workload and attitude of the parish priest, the effectiveness of parish safeguarding representatives, the level of effective communication and cooperation between parish priest and parish representatives, misunderstandings and unhelpful perceptions by some, unwillingness of a minority of staff/volunteers to be garda vetted, the lack of an effective committee at parish level to ease the burden of additional work for the parish priest, a lack of sufficient awareness by a minority regarding the paramountcy of the safety of the child and regarding the risks posed to children, to staff and volunteers and to the diocese itself by failure to fully implement diocesan policy.

1.30.2 The supports available to CDSCC: the solid support of the Apostolic Administrator of the diocese, an efficiently functioning safeguarding children committee comprised of committed experienced voluntary members, a dedicated safeguarding children office, a dedicated part time employee, a clearly defined chain of command which inter alia involved greater responsibility for the chairman who is required to carry out executive functions between meetings to ensure the smooth and efficient conduct of the safeguarding business of the committee, the support of the diocesan pastoral coordinator, the solid support from Mallow community Youth Centre and the director of Cloyne Diocesan Youth Services in terms of providing accommodation for meetings and for the diocesan safeguarding children office, and in terms of providing significant assistance through the cooperation of staff, volunteers and through the use of essential office equipment.

1.30.3 The approach of CDSCC

The approach of CDSCC to achieving full implementation was one of support and helpfulness to priests (Appendix 1), of encouragement

and of clearly pointing out gaps to those parishes that had not achieved full implementation. Communication with these parishes was generally conducted via the CDSCC secretary and if difficulties still persisted, the chairman of CDSCC intervened directly with the parish priest.

This intervention was very successful and resulted in CDSCC assisting with the parish information meetings. The parish priests were very helpful in doing the organizing (sometimes organising refreshments – all of which contributed to making it a very pleasant community occasion).

This initiative was so successful that it was offered to other parishes and by year's end a total of **24 parishes had benefited.**

When, despite having implemented most of the necessary procedures, a minority of parishes, had not achieved full implementation in the months after the April 30th final deadline, the concept of a Certificate of Full Compliance was applied – as a recognition of the good work of the many parishes whose work merited it and as encouragement to the others who were not yet fully compliant.

1.30.4 Consequences of gaps in implementation of diocesan policy

Three issues arise when any individual parish does not implement diocesan policy: (i) Staff/volunteers, children or even the parish itself could be vulnerable (ii) A gap in implementation at parish level would be regarded as failure by the diocese to achieve full implementation and any audit by the HSE or other outside agency would report accordingly. (iii) This could lead to reputational damage to the diocese and leave it open to the accusation that once again, it failed to implement its own procedures.

The approach of CDSCC to overcoming the obstacles that obstructed full implementation of diocesan policy was one of service, was supportive, was measured and proportionate.

1.31 Commitment –winning heaters and minds

Evidence suggests that there is room for improvement in communication in some parishes, particularly between priests and parish safeguarding representatives.

There is clear evidence that understanding was significantly improved by CDSCC individuals and teams visiting parishes, doing power point presentations at parish information meetings, and at meetings of priests in each of the five deaneries, encouraging and going to extraordinary lengths to ensure full compliance in parishes that were experiencing difficulty (thus protecting the diocese from failing yet again to achieve full implementation).

There is anecdotal evidence that for some individuals at least, misunderstanding and misconceptions still persist – and that residual and unresolved issues regarding the treatment of priests with reference to child abuse allegations may be a contributory inhibiting factor. These misunderstandings may be an indication that some basic principals are not yet fully understood:

(i) That the implementation of the diocese’s own policies and procedures is a mandatory requirement in each parish of the diocese.

(ii) That the failure of any parish to implement the diocese’s own guidelines may put children at risk, will leave staff and volunteers in a vulnerable position and will adversely affect the overall achievement of the diocese, and may lead to reputational damage to the diocese.

Addressing these issues will be a priority for 2013 and will be addressed in its plan for the year.

1.32 The instruction of Jesus regarding children – an imperative without parameters.

The question is sometimes asked if we have any obligation to concern ourselves with the welfare of children outside of the confines of Church life and activity?

Are there parameters outside which we would not concern ourselves about the safety and welfare of children? If we have a concern about a child or children, arising from a local context but outside of Church life and activity, should it be regarded as not being

our business or are we obliged by the instruction of Jesus to act? If it is agreed that yes we should act, then the question arises if our obligation stops at local level or should it extend to the wider national context?

There are no parameters in the instruction of Jesus (Matthew 19:14) and to an extent this is reflected in the policy statement of the Diocese of Cloyne – “... the diocese recognises that while safeguarding children is primarily the responsibility of parents, it is indeed everyone’s responsibility.”

Perhaps then the answer is that our concerns regarding the safety of children cannot be corralled by boundaries or parameters.

1.33 Current clear and present dangers to children

Informed by the words of Jesus and by diocesan policy, CDSCC is clear on its obligation to contribute to initiatives which would help safeguard children outside of the parameters of Church life and activity.

In seeking to progress this issue CDSCC has been carrying out research into indicators of neglect such as homeless children, the human trafficking of children and the clear and present dangers to children posed by internet access, chat rooms and web sites.

There is a clear need for guidance and support for many parents, particularly regarding devising and applying appropriate safeguards within the home to ensure that their children are protected against the clear and present dangers posed by aspects of the internet.

CDSCC hopes to continue its research into these areas with the intention of making proposals in this regards to diocesan authorities towards the end of 2013.

Perhaps we will break through the constricted confines of the current narrow ‘safeguarding’ focus. Maybe a new and brighter vista will soon emerge from the fogs of multiple agendas, clouded perceptions, shallow, selective analyses – a vista informed by the

indelible awareness of the suffering and pain endured by many, by their dire need for healing and support and by the debris of past destruction and awful and shocking let-down.

We hope that new dawn will be realized and result in boundless and new possibilities for comprehensively equipping children, in body mind and spirit, to competently manage the wonders and challenges that life will deal them.

1.34 Acknowledging the work of our predecessors in Cloyne Child Protection Committee

Cloyne Diocesan Safeguarding Children Committee is a continuation of Cloyne Child Protection Committee which was established in 2004 by Bishop John Magee. We have consistently acknowledged the work done by this committee e.g. it is acknowledged in the policy document *Safeguarding Children in the Diocese of Cloyne*, and in successive Annual Reports.

*Cloyne Child Protection Committee laid the foundations for the work that has now been progressed to full implementation and in 2007 published a safeguarding policy document *Child Protection in the Diocese of Cloyne*.*

This document was perfectly appropriate to the guidelines at the time of its publication, but the circulation in 2009 of the Standards and Guidance Document for the Catholic Church in Ireland, demanded the publication of a more comprehensive policy document. In 2009, the committee was renamed Cloyne Diocesan Safeguarding Children Committee to reflect the shift in emphasis at national level from the word ‘protection’ to the word ‘safeguarding.’

We also wish to acknowledge the significant contribution of Fr. Brian Boyle, who was appointed as training coordinator during that time. Fr. Boyle progressed the training agenda of the diocese, even though he was engaged in full time parish work.

During 2012, we have been trying to acquire, organise and file the records of Cloyne Child Protection Committee – minutes of meetings etc of this committee with a view to

providing documentary evidence of their work and we hope to continue that work in 2013.

One member from that original committee is still serving on the CDSCC.

1.35 The future effectiveness of CDSCC

While the effectiveness of CDSCC is primarily attributable to the administrative, managerial and professional experience of its committed members from a variety of occupations and from the leadership that guided it, a number of other factors were crucial to the success of its work:

The unfailing support and non-interference of Dr. Dermot Clifford D.D., Archbishop of Cashel & Emly, and the Apostolic Administrator of the Diocese of Cloyne.

The support and lack of negative interference from diocesan authorities.

The location of the diocesan safeguarding children office in Mallow Youth centre is of paramount importance for the integrity and independence of the committee.

The very appropriate location of the centre of CDSCC's operations in a youth centre.

The availability of additional support in terms of office equipment, assistance from staff and volunteers in Mallow Youth Centre and the personal interest and supportive role played by the Director of Cloyne Diocesan Youth Services contributes significantly to enabling CDSCC to deliver wide ranging and efficient supports and services to parishes and diocese, with minimal budgetary outlay.

The structured and efficient model for the conduct of the business of the committee greatly contributes to a high work output by the committee and its members.

1.36. Conclusion

Basically, this report is a story of success achieved through the hard work, courage and perseverance of committed people who worked collaboratively to ensure that the highest standards for safeguarding children prevail in the Diocese of Cloyne.

1.37. Recommendations

The recommendations outlined below will where necessary form the basis for discussions between CDSCC and diocesan authorities and/or the Council of Priests and/or the College of Consultors and be fully implemented before the end of 2013:

(i) That CDSCC formulates a strategy aimed at ‘winning of hearts and minds, thus facilitating improved communication and cooperation among all Church personnel, staff and volunteers in the work of safeguarding children.

(ii) That in compliance with the recommendations of the meetings with priests of the deaneries, a safeguarding children committee, comprised of priest(s), parish safeguarding representatives and others, would be established in every parish to ensure ongoing upgrade and full implementation of diocesan policy and to alleviate the workload that requirements of safeguarding children imposes on the parish priest/administrator.

(iii) That the National Board for Safeguarding Children in the Catholic Church keeps diocesan safeguarding children committees up to date with developments through establishing and communicating directly with them via a direct line of communication.

(iv) That every effort is made to ensure that all religious orders issue their priests with a celebret.

(v) That two appointees are appointed to the appeals panel as recommended in the new Garda Vetting and Appeals Procedures adopted during 2012.

(vi) That Cloyne Diocesan Safeguarding Children Committee is kept up to date and fully informed by the hierarchy regarding any changes in policy at diocesan or national level.

(vii) That discussions are held with relevant diocesan councils or personnel with a view to progressing and refining aspects of recruitment and selection policy, with specific reference to (i) garda vetting specific individuals (outside of those with substantial and unsupervised contact with children) (ii) Checking of references of individuals of good and long standing in the community – without comprising the integrity of the recruitment and selection policy.

Acknowledgements

As chairman of Cloyne Diocesan Safeguarding Children Committee I gratefully acknowledge the help and support which we received from the following:

Archbishop Dermot Clifford D.D., Apostolic Administrator of the Diocese of Cloyne.

The many priests throughout the diocese who worked conscientiously to ensure that all guidelines and procedures of diocesan safeguarding children policy were fully implemented in their respective parishes.

The many parish safeguarding children representatives who helped and overcame difficulties and helped to make their parishes fully compliant.

Fr. Jim Killeen, Pastoral Coordinator, Cloyne Diocesan Centre, Cobh.

Mrs. Eileen Greaney, Administrative Secretary, Cloyne Diocesan Centre, Cobh.

Sr. Teresa Devlin, the staff at The National Office for Safeguarding Children, Maynooth, Co. Kildare and CEO of the National Board Mr. Ian Elliott.

Mr. Brian Williams, Director Cloyne Diocesan Youth Services (CDYS).

Mallow Community Youth Centre, for providing accommodation and facilities for our meetings.

The staff of Mallow Community Youth Centre.

Sister Claire Fox and Mr. Finbarr Motherway

Administrative secretary of CDSCC, Ms. Rosarie O’Riordan for her commitment and enthusiasm in a variety of safeguarding roles including those of Training Coordinator and Garda Vetting Signatory.

Canon Gerry Casey, P.P. Mallow who helped with the website and with the establishment of the dedicated safeguarding children website.

Fr. Eugene Baker who graduated as a qualified trainer during 2012.

Ms. Claire O’Mahony for her contribution to the provision of training.

Parish Safeguarding Committees, whose efforts contributed so much to ensure full compliance with all procedures, who helped to reduce the safeguarding workload of the parish priest and who are expanding the safeguarding work.

The various CDSCC teams who delivered education and training via parish information meetings.

The volunteers in many parishes who organised rooms and refreshments at parish information meetings.

The many priests who helped by words of encouragement, understanding and support.

Finally, I acknowledge the commitment and dedication of the members of the Cloyne Diocesan Safeguarding Children Committee, for their regular and punctual attendance, for faithfully completing and reporting on their allotted assignments, for their commitment in mind and heart and for their unfailing cooperation, loyalty and support.

-Con Lynch, April 2013

Appendix 1

Service and supports provided by CDSCC to priests and parishes

We have been anxious in all of our efforts, to ensure that the good name of this diocese would not again be left open to the prospect of being maligned or tarnished because of any omissions by us or by failures in the implementation of procedures by any parish or individual or because of any weakness in our resolve to complete to the fullest the task entrusted to us by the diocese, for the diocese and on behalf of the children of the diocese.

The work of Cloyne Diocesan Safeguarding Children Committee is informed by an ethic of service and humility.

It is a voluntary committee that has worked extremely hard to serve the diocese, and to provide service and support to priests and parish representatives.

The list outlined below reflects many of the services and supports which CDSCC has provided to priests and parishes in recent years. This list is indicative of a high degree of the 'commitment to serve' among committed members of a voluntary committee.

Articulating a clear vision for safeguarding children that is compliant with the Standards and Guidance Document for the Catholic Church in Ireland and informed by and clearly linked to gospel values and imperatives.

- Designing, publishing and circulating an appropriate policy document – Safeguarding Children in the Diocese of Cloyne.
- CDSCC individuals visited parishes (in some instances physically pinned up the mandatory notices in churches and sacristies).
- Ensuring that all priests available for ministry were trained in the Keeping Safe Programme. This included providing a special training module in the homes of two priests who were unable to travel to the training modules in Mallow.
- Ensuring that all priests available for ministry were garda vetted.
- Ensuring that all 46 parishes had trained parish safeguarding representatives.
- Ensuring that garda vetting was applied to all relevant Church personnel, staff and volunteers.
- Providing dedicated notice boards at reduced price for parishes that wished to avail of this help.
- Designing and circulating a range of supporting documentation and guidelines to parishes including sample parish policy documents, code of behaviour for staff and volunteers, empowering children to speak out etc.

- Provision of advice and support for priests, parish representatives and Church personnel – even outside of office hours.
- Upgrading guidelines in accordance with new safeguarding developments.
- Defending the safeguarding children achievements of the diocese against inaccurate and adverse assessments
- Designing Certificates of Full Compliance to acknowledge the full implementation in some parishes, and to encourage those who were lagging behind.
- Direct help and advice to priests and answers to questions.
- Delivery to each parish of official forms.
- Establishment of dedicated website www.safeguardingchildrencloyne.ie which, inter alia provides downloadable assistance and documentation to priests and parishes.
- Availability of Cloyne diocesan safeguarding children office to facilitate priests and parish representatives in need of advice.
- Assisting priests by designing and presenting power points at meetings in each of the five deaneries.
- Providing practical support by designing and presenting power point presentations at specially convened parish information meeting.
- Visiting parishes to make power point presentation **24 in 2012.**
- Drafted the new Garda Vetting Procedures and Appeals Process and made it available to priests and parishes.
- Ongoing availability to give advice or answer questions on policy issues – even outside of office hours

Appendix 2

Part of Analysis of Evaluation Feedback from Parish Information Meetings

Introduction

A total of 161 evaluation sheets were analysed. Many respondents included more than one response to some questions, particularly to Q. 1 (What was most useful). Hence, the number of items identified exceeds the number of individuals.

Q.1 What was the most useful?

- 64 - Information
- 34 – Complimentary comments
- 33 – Procedures and guidelines
- 31 – Documents, booklets and handouts
- 20 - Greater awareness
- 16 – All/everything
- 11 – Knowing that support was available
- 10 – Contact details and info regarding DLP
- 8 – Oral presentation
- 6 – Clarifications given
- 4 – The 3 R's
- 3 –Policy overview
- 2 – The 7 Standards
- 1– Open discussion.
- 1 – Case studies
- 1 - Information re. website.
- 1 – Meeting others.

Conclusion regarding Q. 1 Evaluations

These evaluations of Q.1 strongly endorse the overall thrust and purpose of the presentation i.e. provision of information, guidelines, booklets/documents, creating awareness, knowing what supports were available and contact details. 185 affirmative comments are indicative of a high level of satisfaction.

*-Con Lynch
April 2013*