



NCSC

National Catholic
Safeguarding Commission



Annual report

2015/16



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Safeguarding is everyone's business and it is not just a procedural process or duty. It must be at the centre of the Church's mission that sees in action that victims and survivors of abuse are at the heart of what we do.



Christopher Pearson
Chair NCSC



Section one
Foreword by
Christopher Pearson

Foreword

by Christopher Pearson
Chair NCSC

It is right and fitting that this report first of all acknowledges the work that has been undertaken in the past year by all those who have contributed towards creating a culture of safeguarding children, young people and adults at risk.

There are too many people to mention here but it includes parish representatives; safeguarding co-ordinators and their staff; Chairs and members of Diocesan and Independent Religious Commissions; The Catholic Safeguarding Advisory Service (CSAS) and NCSC members; Bishops and Religious Leaders.

I do wish to make special mention of the work undertaken by Danny Sullivan who stepped down as Chair of NCSC in July 2015 after 3½ years and Rose Anderson, Secretary to NCSC who stepped down in July 2016 after 8 years service. Both, in their individual way, have made a huge contribution to where we are now. Their integrity, selflessness and service to safeguarding matters in the Catholic Church in England and Wales leaves a legacy which is bearing fruit in translating gospel values into action.

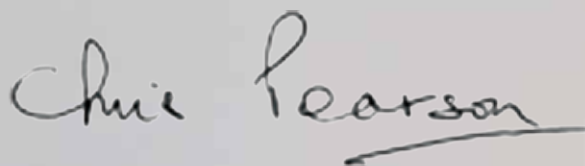
Safeguarding is everyone's business and it is not just a procedural process or duty. It must be at the centre of the Church's mission that sees in action that victims and survivors of abuse are at the heart of what we do. Following a considerable amount of work, there are a number of developments now coming to fruition which demonstrate that words have indeed been translated into action.

The creation of a new Survivor Advisory Panel (SAP) this year will make a significant contribution towards putting the voice of the survivor at the heart of the work of the NCSC, now and in the future. The work of the SAP is highlighted in this report by their Chair, Dave Marshall QPM.

The task group set up 2 years ago to develop proposals for a national Pastoral Support Service has almost finished its work. This pastoral service aims to provide/facilitate access to services to support victims and survivors hurt by abuse when they come forward. A business case report and tendering proposal will be submitted to the Bishops' Conference and Congregation of Religious towards the end of this year.

It is recognised that the annual data collation and reporting needs to be more outcome focused. A subgroup of the NCSC is tasked with developing the data set for reporting in future years. In addition, CSAS has recently undertaken a data collection exercise which spans forty five years, and this will be reported upon in the coming year.

It was by design that this year's annual Episcopal Anglophone Safeguarding Conference in Rome led by England and Wales in partnership with Kenya chose the theme 'Listening'. This is a challenge for all involved in safeguarding, at whatever level, to truly listen to what victims and survivors tell us and to do so with compassion. At the start of his papacy, Pope Francis spoke to his Cardinal Electors and reflected upon the need to accompany and journey with others. He said "*The Church has a duty to express the compassion of Jesus towards those who suffered abuse and to their families*". In this Year of Mercy, this is what all those involved in safeguarding are called to do, to walk alongside others, listen to what they have to tell us and respond to them. By doing so, we give a message of hope to those hurt by abuse.



Chris Pearson, Chair
National Catholic
Safeguarding Commission



Section two

NCSC developments 2015 – 2016



One of our key priorities should be to develop a more sensitive and pastoral response to victims and survivors of abuse. To achieve this priority, we identified that our actions should be informed by victim and survivor experience and expertise.

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NCSC developments 2015 – 2016

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he NCSC has three key priorities:

- Developing a more appropriate response to survivors;
- Promoting the ‘one church’ approach to safeguarding;
- Monitoring safeguarding in practice.

We are pleased to be able to report on our progress towards achieving these priorities.

Developing a more appropriate response to survivors

In our last annual report, we described how the words of Pope Francis in 2015 affirmed our decision in 2010 that one of our key priorities should be to develop a more sensitive and pastoral response to victims and survivors of abuse.

“The church has the duty to express the compassion of Jesus toward those who have suffered abuse and towards their families, which is why dioceses and religious orders should set up pastoral care programmes which include provisions for psychological assistance and pastoral care.

Priests and leaders of religious communities should be available to meet victims and their loved ones; such meetings are valuable opportunities for listening to those who have greatly suffered and for asking their forgiveness.”

Pope Francis in a letter to all presidents of Bishops’ Conferences and Superiors of Religious Orders – Feb 2015

To achieve this priority, we identified that our actions should be informed by victim and survivor experience and expertise. Two key work-streams were established to achieve this outcome: the Pastoral Support Service and the Survivor Advisory Panel.

1 The National Pastoral Support Service

Last year, we reported that we intended to develop a service to enable victims and survivors, when coming forward for assistance and support, to be facilitated with or signposted to the most appropriate resource to meet their need.

The development of this service has progressed and a proposal has now been developed for setting up a Church promoted avenue for providing or facilitating pastoral services for victims of abuse (whether or not church-related).

The service will aim to enable victims and survivors to be supported to access the most appropriate resource to meet their immediate needs. A working group is near completion of a background 'concept report' and is putting together a tendering template, to be presented to Bishops' Conference and the Conference of Religious later this year.

2 The Survivor Advisory Panel

This panel has now been appointed and will be reported on separately in this report.

Promoting the 'one church' approach to safeguarding

This year, we undertook an audit of all diocesan websites to evaluate the accessibility of safeguarding information and identified inconsistencies in design, content and accessibility.

As a result, a national safeguarding communications strategy is being developed. The intention is that if any member of the catholic community or wider public wishes to register a complaint, gather information or contact safeguarding personnel, then they should have the same ease of access and consistency of core safeguarding content, whichever diocese or part of the country they are in.

We have commissioned a design company to develop national communications materials as part of our communications strategy. This year, we have produced posters containing details of safeguarding representatives and coordinators for display in Churches. 'Alpha cards', which provide information about how to respond to concerns and allegations, are due for publication shortly. Work on producing leaflets is anticipated during the forthcoming year.

In support of the 'one church' approach, the Catholic Safeguarding Advisory Service (CSAS) is undertaking a full review of all policy and procedures and this will be reported on later in this report.

Monitoring Safeguarding in Practice

We were delighted to be assisted this year by Sir Roger Singleton, CBE in the development of our Quality Assurance Framework.

The Quality Assurance Framework is intended to help us answer questions about how effective we are in keeping people safe, managing risk, providing pastoral support, implementing policies and procedures and ultimately improving outcomes for those needing our assistance.

"Everyone was committed to finding ways of ensuring that the Church's safeguarding policies and procedures were having a helpful impact throughout the structures of the Church and were being implemented effectively. This is a large undertaking on limited resources and I wish the Commission well."

Sir Roger Singleton

Currently, an audit of the six independent Religious Safeguarding Commissions is underway by CSAS and will be completed by the end of 2016.

We will be reviewing the content of our current dataset, with a view to ensuring that we collect and report on data that enables us to understand whether we are achieving good outcomes via the services we provide across safeguarding structures within the Catholic Church in England and Wales.

This year, we are also undertaking a review of the electronic data and case recording system being piloted in six dioceses, with a view to informing the usefulness of introducing the system across all diocesan offices and independent safeguarding commissions.



Episcopal Anglophone Safeguarding Conference 2016

On behalf of the Catholic Bishops' Conference of England and Wales, we co-hosted with the Kenya Conference of Catholic Bishops and the Pontifical Gregorian University, the annual Episcopal Anglophone Safeguarding Conference for English speaking countries in Rome during June 2016. The theme was 'listening'. There were a range of speakers and subjects including:

- 2 survivors of abuse from England and Wales who talked about how we can improve our response to victims and survivors;
- An update on the progress of the Hallam 'Hurt by Abuse' project in challenging (mis)perceptions about who are victims and survivors, what they need and how those needs might be met;
- A presentation on guidelines for safeguarding children and vulnerable adults being developed by the Pontifical Commission for the Protection of Minors;
- The role of the Church in preventing abuse of school children in Kenya;
- Intercultural listening; and
- A presentation by Donald Findlater, Lucy Faithfull Foundation on a framework for a comprehensive child sexual abuse prevention strategy.

The Conference was attended by 76 delegates from England and Wales, Ireland, Scotland, Australia, New Zealand, Chile, South Africa, the USA, Sierra Leone, Poland, Malaysia, Malta, Kenya, Ethiopia, Canada and Italy.

Extending Links

Since the publication of the Nolan Report in 2001, the Catholic Church in England and Wales has made great strides in developing and maintaining safe environments. The NCSC is aware through its contacts and from media reports that many other organisations have been confronted with similar challenges around abuse of children, young people and adults at risk. Given the knowledge and experience gained over the years by the NCSC, links have been formed to assist others in their efforts to promote wellbeing and respond appropriately to allegations and concerns of abuse.

These include:

- The Chair of the NCSC being a member of the Church of England Safeguarding Board;
- Sharing our key safeguarding policies and procedures with safeguarding policy officers within the Methodist Church and the Catholic Church in New Zealand;
- The Director of CSAS being a member of a multi-denominational safeguarding group that co-operates in sharing learning and developments;
- Being the elected organising body for the annual "Episcopal Anglophone Safeguarding Conference" in Rome in 2016. This is the conference where safeguarding leads and representatives from the conferences of Bishops of English speaking nations meet to share knowledge of how to respond to and combat abuse.

Opposite:

Augusta Mithigani, Commission for Education and Religious Education, Kenya Conference of Catholic Bishops & Sr Tecla Chepng'eno, Commission for Clergy and Religious, Kenya Conference of Catholic Bishops.

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Section three
Survivor Advisory Panel

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Without exception every panel member has a real passion for the perspective of the victim/survivor to be understood and represented.

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Survivor Advisory Panel

in line with one of the key priorities of the NCSC to:

‘Develop a more sensitive and pastoral response to the victims and survivors of abuse’

The new Survivor Advisory Panel (SAP) is now operating as a sub-group of the NCSC and has held three meetings. Its membership is detailed in Appendix 1.

The primary role of the Survivor Advisory Panel is:

- To ensure that the NCSC receives appropriate and timely information and advice from a survivor perspective, and;
- To inform the work of the NCSC regarding safeguarding policies, procedures and practices within the Catholic Church in England and Wales.

Importantly, this is a two way process with the NCSC identifying tasks for the SAP but equally the SAP highlighting and identifying areas affecting victims/survivors for consideration by the NCSC.

Following the initial recruitment process for panel members in December 2015, the SAP now has 5 panel members including the Chair. The maximum number of panel members is 12, with the recruitment of additional panel members currently ongoing to achieve this number.

Whilst accepting that victims and survivors perspectives cover a wide spectrum it is hoped that with the varied experience of the current SAP members from a professional and/or personal background they will be able to provide valuable contributions to the work of the NCSC.

Panel members' experience of working with victims/survivors includes some being survivors and professions including social work, probation, police, priest and a survivor support charity. It is hoped with the recruitment of additional panel members that this breadth of experience can be enhanced even further. Without exception every panel member has a real passion for the perspective of the victim/survivor to be understood and represented.

After only three meetings, the SAP work plan although in its infancy, is rapidly developing and includes:

- Views on a proposed Pastoral Support Service;
- Survivor research;
- Identifying additional SAP members;
- Ways to obtain additional views of survivors;
- Supporting survivors whilst managing and supporting offenders who may be worshipping in the same church including a review of the Covenant of Care;
- Managing concerns/disclosures of victims/survivors when they do not reach the threshold for action by statutory agencies;
- Managing expectations and supporting victims/survivors awaiting the outcome of church based complaints or disciplinary measures;
- Supporting survivors who want to disclose, but who at that time do not want the matter reported to police or other statutory authority in line with the national policy of the Church;
- Training on the perspective of victims/survivors including their expectations, hopes and fears.



My motivation is to make sure that I can give to those who hurt, the help I was given when I needed it most

Survivor Advisory
Panel member



CSAS developments 2015 – 2016

Whereas the NCSC is responsible for setting the strategic direction of the Church's safeguarding policy, the Catholic Safeguarding Advisory Service (CSAS) is responsible for driving and supporting improvements in practice. The primary role of CSAS is one of co-ordination, advice and support to the Catholic Church in England and Wales in respect of safeguarding children, young people and, where necessary, adults.

Recommendation 16 of the Cumberlege Commission report 'Safeguarding with Confidence' (2007), sets out the responsibilities of CSAS which include:

- Provision of advice to the Church about safeguarding issues;
- Overseeing and co-ordinating safeguarding training within the Church;
- Policy development and review;
- Co-ordination of investigations and reviews; and
- Being the point of liaison with other national stakeholders concerned with safeguarding.

Provision of advice and support

CSAS provides support and advice on a daily basis to a wide range of members of the Catholic Church. This includes: Religious Congregations and Orders, diocesan offices, Catholic organisations, members of the public, other faith organisations and professionals.

Advice might relate to specific cases, safer recruitment and DBS processing, the application of policy and procedure or general safeguarding matters.

Support has been given directly to a group of survivors this year. Three individuals contacted CSAS, independently of each other, each expressing a desire to help the Church learn from their experiences of clergy abuse so that others would be spared the anguish that they, and their loved ones, had suffered over many years. The group met over a number of months and their work culminated in a paper and workshop delivered at the Episcopal Anglophone Safeguarding Conference in Rome in June 2016. The paper highlighted how individual and institutional actions can help to mitigate or compound the impact of the abuse.

The following are comments from the survivors about their focus group experience:

“I have found working in the focus group enormously powerful and supportive; to speak for the first time with others and in such a safe, positive and focused manner has introduced healing into my life.”

“I am deeply grateful to CSAS for listening; for helping me at long last to find a voice and through the focus group, providing me with the opportunity of being heard more widely – with the intention of helping others. The acceptance, respect and kindness I have experienced will stay with me always. Thank you.”

“I am not alone there are others with me. Shame and guilt are no longer the big and powerful feelings that they once were. I have been listened to – that is good, it is very good...”

“The sharing, feeling that I have been listened to, and feeling I am not alone has been so good.”

Both the NCSC and CSAS will be reflecting on whether we can take further action to translate these messages into measures that make a positive difference to the experience of victims and survivors of abuse.



If only...

I hadn't felt so alone;
I had someone to talk to;
I had felt someone was listening
and understanding my distress;
I had believed;
I had felt respected and supported;
I hadn't felt so powerless;
I had received a compassionate response;
Someone had expressed concern
or empathy for what I had experienced;
I felt someone understood my distress;
I had felt someone was on my side;
I had received an apology.

Then...

I would not have felt so alone;
I would have been in a better position
to deal with the abuse itself;
My emotional distress would have
been significantly reduced;
My ability to move on with my life
would have been greatly improved.



Oversight and co-ordination of safeguarding training within the Church

The National Safeguarding Training Programme continues to be rolled out, with the expectation that it is undertaken by all clergy and safeguarding representatives. CSAS continued to assist, where requested, with the delivery of the national training modules across England and Wales.

The Seminary Safeguarding Curriculum has been revised with Rectors and is being implemented this year across the six seminaries, co-delivered by Safeguarding Co-ordinators and a member of clergy within the seminary. CSAS will work with seminary Rectors and those delivering the training to develop a model for evaluation.

In July 2015, the Catholic Church in England and Wales launched the Safeguarding e-Learning package which is a suite of modules on Child Protection, Child Protection in Education, Child Exploitation & Online Safety, Child Protection refresher, Safeguarding Adults and Mental Capacity.

The e-Learning package is part of the Church's commitment to safeguarding, and has been made available to all members of the Catholic community free of charge. In the twelve months from the launch date an average of 2600 learners have registered on each of the six modules.

We anticipate many more will take advantage of the learning opportunity in the coming year and CSAS and the NCSC will be examining measures to encourage further uptake.

Policy Development and Review

Last year, we reported on early adoption of e-Bulk, which is an online electronic method of processing DBS applications. This has developed significantly during the past year and each of the 22 dioceses and some care homes are now using this system. Its value is evident in respect of reduction in processing errors and the time taken for Disclosures to be returned.

A review of all national policies and procedures is underway. The current focus is on the management of allegations and the management of risk. The look and feel of the website housing our national policies and procedures will be refreshed and accessibility of information will be improved.

Coordinate Investigations and Reviews

During 2015-2016 there has been 1 new Preliminary Enquiry and 1 Review initiated.

These procedures are currently under review and as part of this work a review of the pool of reviewers will be undertaken.

The Independent Inquiry into Child Sexual Abuse

On 15th March 2015, the Home Secretary for England and Wales established an Independent Inquiry into the nature and extent of, and institutional responses to, child sexual abuse. This Inquiry will consider whether public bodies and other non-state institutions have taken seriously their duty of care to protect children from abuse.

The Catholic Church in England and Wales is one of a number of non-statutory institutions which will be subject to this Inquiry. A Council has been jointly created by the Catholic Bishops' Conference of England and Wales and the Conference of Religious to oversee the Church's engagement with the Inquiry. The Director of CSAS is a member of the Council and the CSAS team is supporting the work of the Council and making a significant contribution to the collation of data and information that will ultimately be submitted to the Inquiry.

Biennial Conference

In November 2015, CSAS hosted its Biennial conference "From darkness into light – how the church is responding to the abuse crisis". The conference included a stimulating and challenging array of speakers and workshops provided by colleagues within the Church and from other organisations charged with supporting and assisting victims and survivors of abuse. Planning has commenced for the 2017 conference which is aimed at those involved in safeguarding within the Catholic Church in England and Wales.

Section five

Safeguarding developments in dioceses, parishes & religious congregations 2015 – 2016



For some time now we have been aware of the spiritual needs of various groups of people who have suffered in their different ways from the impact of abuse. The Year of Mercy provides an opportunity to reach out to anyone who finds it difficult to participate in the life of the church for this reason.



Archdiocese of Birmingham



Safeguarding developments in dioceses, parishes & religious congregations 2015 – 2016

Delivery of training

Safeguarding awareness is raised throughout the Church using a variety of methods, one of which is the provision of formal training to those ministering to children and adults.

During 2015/16, 454 training events were delivered to a range of people in different roles within the Church including Religious, Clergy, lay and volunteers. This represents an increase of 21% on the training delivered the previous year.

In addition to the national training modules and induction training, an impressive array of other relevant material was delivered. This includes:

- Safeguarding awareness;
- Child and adult protection;
- Train the trainer;
- Managing offenders;
- Responding to victims and survivors;
- Confessional practice;
- Internet safety;
- Spiritual needs of those impacted by abuse;
- DBS processing;
- Family safety plans;
- Positive preventative action;
- Modern slavery and human trafficking;
- Child sexual exploitation;
- Allegation management;
- Safer recruitment;
- Domestic abuse;
- Mental health;
- Safeguarding as ministry;
- Creating a safe environment;
- E-bulk;
- Sexual Assault Referral Centres;
- The role of the Trustee in safeguarding;
- Covenants of care;
- Safeguarding for deacons.

The following highlights some of the other safeguarding practice undertaken across England and Wales during the past year.

The experience of abuse can have profound effects upon victims and survivors. The Church seeks to reach out and provide a pastoral response to those who have been harmed.

“For some time now we have been aware of the spiritual needs of various groups of people who have suffered in their different ways from the impact of abuse. The Year of Mercy provides an opportunity to reach out to anyone who finds it difficult to participate in the life of the Church for this reason. We are currently in the process of planning low-key events which we hope will enable those who find it difficult to even to go into a church to take small steps towards their return”

(Archdiocese of Birmingham).

The operation of safer recruitment processes is extremely important to ensure that robust checks are undertaken when people are appointed to positions within the Church.

“I am responsible for all aspects of Visas for Clergy and some Religious Orders within the Diocese. This means that I can monitor the supply work undertaken within the parishes and also ensure the satisfactory completion of testimonials of suitability. It also means that I am aware of which priests are working within the parishes at all times and can keep a historical record since this began in 2009”

(Diocese of Brentwood).

“We are now in the process of rechecking 3500 volunteers that have CRB/DBS clearance which is due for renewal. To date the DBS administrator has made efforts to visit parishes with a large amount of volunteers to assist the parish reps with the paperwork should this be necessary”

(Diocese of Clifton).

Rechecks are also underway in the Diocese of Salford.

Those in key safeguarding roles within the Church require adequate training and support to enable them to carry out their work confidently and competently.

In the **Diocese of Salford**, the Safeguarding Co-ordinator contributes to seminary formation, there is support for junior Clergy and the Safeguarding Commission benefits from a development day.

There is an induction process in the **Archdiocese of Liverpool** for all new parish representatives and existing parish representatives will join for a refresher on policy and procedures.

Hexham and Newcastle Diocese has continued to roll out sessions on the Care Act 2014, facilitated by a senior social worker specialising in adult care.

“This has led to an increase in referrals by parish priests and volunteers who visit the sick and housebound”.

Over 1283 participants attended safeguarding training in the **Portsmouth Diocese** during 2015 and before receiving mandatory training, all applicants completing the DBS process receive a copy of the Alpha Card.

The **Diocese of Plymouth** has developed an awareness programme for Domestic Abuse in response to request from parishes.

“Based on the premise that a team approach is needed for safeguarding in parishes, we opened up Module 1&3 training to everyone who has a role with children, young people or adults at risk. This resulted in a more wide ranging discussion about working together and safeguarding being integral to the church rather than a niche area of concern for safeguarding representatives”

(Diocese of Lancaster).

In the **Wrexham Diocese**, the Safeguarding Commission received a presentation on the differences in canon law and civil law.

In the **Westminster Diocese**, all newly appointed safeguarding representatives undertake induction training prior to their appointment. Existing safeguarding reps are also expected to undertake the online e-Learning training, the uptake of which is monitored as part of the activity data-set which the Commission considers at each meeting. The safeguarding office produce a quarterly newsletter updating all reps of current safeguarding developments. During 2017 all safeguarding representatives will undertake the national safeguarding training and the Clergy will also complete the training.

In November 2015, the Diocese hosted a conference for all safeguarding representatives across the diocese on the theme of child sexual abuse with the Cardinal and a key note speaker from the Lucy Faithfull Foundation attending.

The diocese are developing an intranet-based resource centre which safeguarding reps will be able to access to support their work.

The Catholic Church works with many different organisations where there is a shared focus on safeguarding. Multi-agency working and the sharing of information is a regular feature of our safeguarding work.

The Safeguarding Co-ordinator in the **Archdiocese of Cardiff** is a member of the Welsh Christian Safeguarding Forum set up in 2015. The forum meets quarterly and shares evidence based best practice and seeks to develop stronger links with the Welsh Assembly Cross Party Working Group on Faith. The Co-ordinator is also a member of the Lucy Faithfull Steering Group and has used their training programme as part of the ‘*Stop It Now*’ Cymru Wales initiative.

In the **Dioceses of East Anglia, Salford and Shrewsbury**, the Safeguarding Co-ordinators are members of ecumenical safeguarding groups.

Across the **Hexham and Newcastle Diocese:**

“There are strong links with the Society of St Vincent de Paul (SVP). With the approval of the SVP National Office, all helpers receive safeguarding input from the diocesan team as part of their mandatory training requirements to volunteer at camp. This has developed a strong working relationship with the volunteers, which has increased the protection of the children and removed the barriers around seeking safeguarding advice and reporting and concerns”.

The **Diocese of Shrewsbury** has signed up as a partnership agency to the 'Protocol & procedure for the exchange of information', as agreed between the National Probation Service and Churches Together Merseyside, demonstrating the commitment to positive multi agency working.

In conjunction with Devon and Cornwall Police, other statutory partners and the **Anglican Diocese of Exeter** a joint event took place in the **Diocese of Plymouth** to raise awareness of modern slavery:

"we now contribute to the ongoing work via a multi-agency/multi faith working group attended by our coordinator".

The management of risk is a priority and by working together, we can enable people to practice their faith without exposing others to potential risk and harm.

The **Diocese of Shrewsbury** worked closely with other agencies to develop a risk management strategy that enabled a young vulnerable adult to be supported in his attendance at Mass, without others being exposed to potential risk from him.

Concerns about a parishioner's behaviour towards young people resulted in discussion with statutory agencies and liaison with another faith community, enabling an ecumenical approach being taken to responding to the potential risks posed by the person (**Lancaster Diocese**).

A safeguarding representative in the **Cardiff Diocese** has worked with Bishops in developing the Lourdes Sanctuaries Safeguarding Policy.

Dioceses and Religious Orders share best practice and disseminate information throughout their structures in a variety of ways.

In the Diocese of **East Anglia** there is mixed representation of safeguarding representatives from parishes and Religious Orders. The Safeguarding Commission has representation from all diocesan counties and is enriched by inclusion of members from Religious Orders.

In the **Archdiocese of Cardiff**, a monthly newsletter is produced and sent to all parish safeguarding representatives to keep them up to date on local and national developments. A quarterly newsletter is issued to Clergy and parish safeguarding representatives in the **Diocese of Liverpool**.

Good governance is essential for ensuring that the quality of the work we undertake has the desired outcomes of safeguarding children and adults that need support and assistance.

"When the Independent Inquiry into Child Sexual Abuse was announced the Diocese of Middlesbrough was proactive in reviewing all files held within the Diocese. In addition, it was thought important to interview those who had access to the files. The interviews were conducted by the Safeguarding Co-ordinator and the Clergy lead, who interviewed the current and past Bishops, Financial Secretaries, Vicars General etc. to gain an understanding and provide some governance in the life of the files we possess".

In the **Cardiff Diocese** an annual parish audit is carried out to maintain accurate records of volunteers working in parishes.

454
training events
delivered during
2015/16



an increase of
21%
compared to 2014/15

“An annual safeguarding conference for all safeguarding representatives, with the Bishop and excellent guest speakers attending, proved popular and useful (as indicated by “excellent” ratings on evaluations forms). Parish volunteers and representatives are playing an increasing role in identifying and reporting abuse, and have the confidence to refer these matters to the Safeguarding Co-ordinator.

Diocese of East Anglia

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ONGOING & FUTURE DEVELOPMENTS 2016 – 2017

The priorities for the year ahead are as follows:

NCSC

- Further development and implementation of the Quality Assurance Framework;
- Commissioning and implementation of the Pastoral Support Service;
- Reviewing and updating the NCSC Communication Strategy;
- Further development of ‘one church’ communication materials;
- Updating the NCSC website.

CSAS

- Continuing to support the Catholic Council for the Independent Inquiry into Child Sexual Abuse and development of the prevalence data collection exercise;
- Ongoing review of all policies and procedures;
- Working with the NCSC to develop and implement the Quality Assurance Framework;
- Working with the NCSC to develop ‘one church’ communication materials;
- Completion of the audits of the Independent Safeguarding Commissions;
- Developing a process for evaluation of the safeguarding components of the seminary curriculum;
- Reviewing pilots areas using the electronic data and case recording systems;
- Reviewing the national clergy training;
- Launching the new CSAS website.

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Section six

Appendix one –
National Catholic Safeguarding
Commission (NCSC)

NATIONAL CATHOLIC SAFEGUARDING COMMISSION (NCSC)

The National Catholic Safeguarding Commission (NCSC) was mandated by the Bishops Conference and the Conference of Religious at a joint meeting in April 2008, when both conferences accepted the recommendations of the Safeguarding with Confidence Implementation Group on the implementation of the recommendations of The Cumberlege Commission.

The NCSC whilst mandated by the Church acts as an independent body which sets the standards for safeguarding arrangements for children and vulnerable adults in the Catholic Church in England and Wales, and oversees their implementation on behalf of the Bishops Conference and the Conference of Religious.

The NCSC will:

- Set the standards for the safeguarding arrangements for the Catholic Church in England and Wales. It will also oversee the development and updating of national policies and hold diocesan and religious safeguarding commissions to account for the delivery of those standards;
- Make annual reports to the CBCEW and CoR about its progress in ensuring compliance with National policies and the implementation of the recommendations of The Cumberlege Commission. These reports will be open documents with the use of confidential annexes where appropriate;
- When necessary, commission the CSAS to undertake thematic investigations to assist in ensuring compliance with nationally agreed policies and in making reports to the CBCEW and CoR;
- Produce an annual work plan. It will set up standing committees and working groups, of its members, in order to expedite its work. The Director of CSAS will be called upon to advise such committees and working groups;
- Set the strategic work programme of the CSAS in consultation with CBCEW and CoR.

Current membership

National Catholic Safeguarding commission

Christopher Pearson
(from November 2015) (Chair)

The Rt Rev Marcus Stock
(from November 2014) (Vice Chair)

Sr Lyndsay Spendelow RSM
(from March 2015) (Vice Chair)

Rachel O'Driscoll
(from March 2016) (Lay Vice Chair)

Brother James Boner, OFM Cap

The Rt Rev Mark Davies

Peter Houghton

Survivor Advisory Panel for National Catholic Safeguarding commission (SAP)

Dave Marshall, QPM
(from December 2015) (Chair)

Andrew Browne
(from December 2015)

Anthony Griffin
(from December 2015)

Members who left the NCSC during the year

Danny Sullivan
(to July 2015) (Chair)

The Rt Rev John Arnold
(to December 2015)

Phillip Dand
(to June 2016)

Rev Dr Brendan Killeen

Elizabeth Manero
(from June 2016)

Sr Philomena McCluskey FMSJ MBE

Helen Sheppard
(from December 2015) (Co-opted member
[Safeguarding Co-ordinator])

Stephen Spear
(from June 2016)

Bernadette Speakman
(from July 2016) (Secretary)

Dr Lindsay Voss
(from May 2015)

Brendan Stephens
(from June 2016)

Dr Lindsay Voss
(from December 2015) (NCSC Link Member)

Bernadette Speakman
(from July 2016) (Secretary)

Maxine Leigh
(from December 2015)

Denise Moultrie
(to March 2016)

John Rogers
(to December 2015) (Co-opted member)

Dr Dianne Swiers
(to June 2016)

Rose Anderson
(to June 2016) (Secretary)

Biographies of current members
can be found on the NCSC website:

[www.catholicsafeguarding.org.uk
/who_we_are.htm](http://www.catholicsafeguarding.org.uk/who_we_are.htm)

Section seven
Appendix two –
The CSAS team

Current

Dr Colette Limbrick
(Director)

Amy Roberts
(PA to Director and Office Manager)

Jacqueline Hunt
(e-Bulk Technical Co-ordinator)

Toby Amos
(full time) (DBS Administrator)

Alicia Maddix
(part time) (Administrator)

David Heller
(full time) (Administrator)

Sinead Egan
(part time) (Administrator)

Staff who left during the year

Carol Parry
(to July 2016)

Jo Utteridge
(to March 2016)

Frankie Thomas
(to October 2015)

Section eight
Appendix three –
Safeguarding data

Safeguarding Representatives in Dioceses and Religious Orders are often at the forefront of safer recruitment practice and are frequently the point of contact if someone has a concern.

As at the end of May 2016, we had **fewer than 5% of parishes without a safeguarding representative in post**, which is similar to our position the previous year. In most instances, parishes with temporary vacancies make arrangements for cover with neighbouring parishes.

Table 1
Safeguarding Representatives

Diocesan Returns	2015	2014	2013	2012	2011
No. of Parishes	2341	2383	2441	2394	2391
No. of Parishes with Parish Rep in post	2227	2276	2305	2306	2298
No. of Parishes without Parish Rep	114	107	136	88	93
% of Parishes without Parish Rep	4.87%	4.49%	5.57%	3.68%	3.89%

454 Safeguarding training events have taken place during 2015.

There have been 59 laicisations since 2001.

DBS processing is one element of the Church's safer recruitment processes. This year, the CSAS Registered Body processed 12,853 DBS Disclosure requests, representing an 11% increase on last year. The majority of these are initiated by safeguarding representatives across England and Wales and submitted via e-Bulk. As a percentage of all Disclosures in 2014, 1.86% were returned disclosing information about the applicant. In 2015, this reduced to 1.52% being returned disclosing information about the applicant.

Table 2
DBS Disclosures initiated

Diocesan Returns	2015	2014
DBS Disclosures initiated by Dioceses & Independent Religious Commissions	12853	11585
Number of Disclosure Certificates returned without disclosure information	12658	11370
Number of Disclosure Certificates returned containing disclosure information	195	215
% of Disclosure Certificates containing disclosure information	1.52%	1.86%

Safeguarding representatives, members of the clergy and Religious and partners from statutory agencies work collaboratively to ensure that those about whom there are concerns or who have been convicted of relevant offences against children or adults, are supervised and supported using 'covenants of care'. These are agreements that are informed by a process of identifying risks or potential risks and seek to hold the person to account, help them model safe behaviours, develop supportive relationships and develop skills and strategies to reduce risk and keep themselves and others safe. Additionally, the Agreement seeks to identify and address support needs.

Table 3
Covenants of Care

	Diocesan & Independent Religious Commissions Returns
Made subject to Covenant of Care in 2015	92
Total number of Covenants of Care in place as at 31/12/15	423
Made subject to Covenant of Care in 2014	104
Total number of Covenants of Care in place as at 31/12/14	462
Made subject to Covenant of Care in 2013	96
Total number of Covenants of Care in place as at 31/12/13	384
Made subject to Covenant of Care in 2012	96
Total number of Covenants of Care in place as at 31/12/12	327
Made subject to Covenant of Care in 2011	83
Total number of Covenants of Care in place as at 31/12/11	302

The general trend with these Covenants of Care is for an annual increase in numbers, although during 2015-16 the total number in place reduced from 462 to 423 representing a decrease of 8% from the previous year. Additionally, the number of new Covenants of Care put in place during 2015 decreased by 11% from 104 to 92.

The reasons for these deviations from the trend require further investigation.

Chart 1

Child Protection Allegations in 2015 compared to previous years



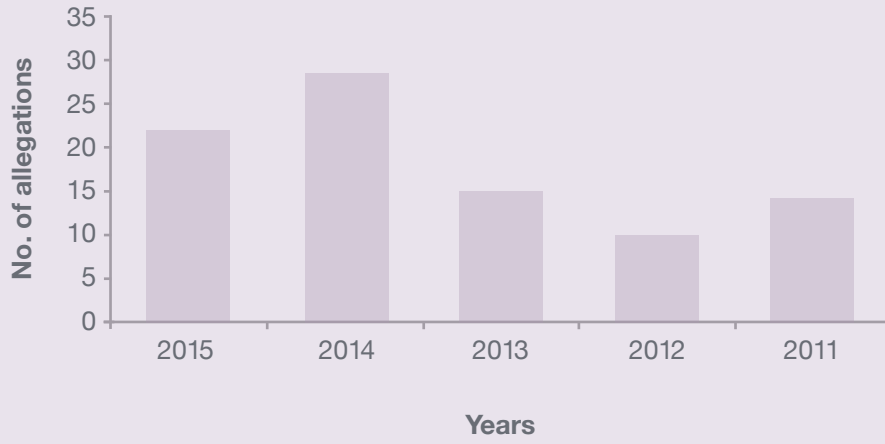
During the past year, there has been a 15% increase in the number of allegations of abuse against children received by dioceses and the independent Commissions.

Table 4**Child Protection Allegations of abuse by role of abuser and type of abuse**

Role	Sexual Abuse	Physical Abuse	Emotional Abuse	Neglect	Child abusive images	Total
Secular/Diocesan Priest(s)	25	2				27
Religious Priest(s)	7	3	3			13
Transitional & Permanent Deacons						0
Secular/Diocesan Priest/Religious Clerical Student(s)			1			1
Male Religious	6	3				9
Female Religious	4	5	4			13
Religious In Formation	1	1				2
Unspecified Religious						0
Volunteer(s)	4	4	3	2	4	17
Employee(s)	5	3	2		2	12
Parishioner(s)	6	2	2		1	11
No Role within the Church	3		1			4
Unknown			1			1
Total	61	23	17	2	7	110

In rank order, the highest numbers of allegations made during 2015 were against secular/diocesan priests, volunteers and parishioners. Some allegations include more than one type of abuse.

Chart 2
Allegations of abuse against adults



During the past year, there has been a 24% decrease in the number of allegations of abuse against adults received by dioceses and the independent Commissions. The reasons for this decrease require further investigation.

Table 5**Allegations of abuse against adults by role of abuser**

Role	Number
Secular/Diocesan Priest(s)	6
Religious Priest(s)	3
Transitional & Permanent Deacons	1
Secular/Diocesan Priest/Religious Clerical Student(s)	1
Male Religious	0
Female Religious	1
Religious In Formation	0
Unspecified Religious	0
Volunteer(s)	2
Employee(s)	0
Parishioner(s)	7
No Role within the Church	1
Unknown	0
Total	22

The highest numbers of allegations of abuse against adults were made against parishioners and secular/diocesan priests.



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