



Diocese of Ossory
Three Year Safeguarding Plan
2022 – 2025

Introduction

This is the third Three Year Diocesan Safeguarding Plan aimed at ensuring that Safeguarding Policy and Standards are implemented in the Diocese of Ossory. In 2016 the Diocese of Ossory adopted the Safeguarding Children Policy and Standards for the Catholic Church in Ireland which were developed by the National Board for Safeguarding Children in the Catholic Church in Ireland. The diocese also has a Policy on the Safeguarding of Vulnerable Adults which was last reviewed in 2021.

This plan was agreed by the Ossory Safeguarding Committee in February 2022. This plan is for a period of three years and will be reviewed annually or sooner as needed with for example changes in Policy or Guidance by the National Board. The diocese commits to providing the resources for example staffing and delivery of training programmes required to implement this strategic plan.

We wish to acknowledge the commitment of people throughout the Diocese who promote the welfare of children and vulnerable adults and who endeavour to ensure their safety and welfare in all their involvement with the life of the Church. We acknowledge and value that church personnel and volunteers now see safeguarding as an integral part of their ministry and their role in the church. We welcome feedback on this Plan and on all aspects of Diocesan safeguarding arrangements.

+Denis Nulty

Apostolic Administrator of Ossory.

Mary Mescal

Chairperson Safeguarding Committee.

Standard 1 – Creating and Maintaining Safe Environments

Church bodies provide an environment for children, which is welcoming, nurturing and safe. They provide access to good role models whom the children can trust, who respect, protect, and enhance their spiritual, physical, emotional, intellectual, and social development.

Standard 1	Specific Objective	Action	Responsibility	Implementation Date	Review Date
Safe recruitment practices	Maintain appropriate recruitment procedures that are in place including application, references, vetting and training.	Support parishes with developing user-friendly recruitment and filing processes. e.g. new sacristan / new altar server supervisors – information pack.	Safeguarding Committee and Director of Safeguarding	May 2022	May 2023
Codes of Conduct	Maintain Codes of Conduct that are in place. Encourage groups working with children to develop group specific codes of conduct for children	Include in training sessions.	Trainers	April 2022	May 2023
Risk assessing Activities	Develop a culture of risk assessing church-based activities for children and vulnerable adults.	Include in training sessions and run risk assessment specific training.	Trainers Director of Safeguarding	April 2022	April 2023
Safe use of Church property	Continue with strong compliance with use of Form SG 07 and checking of insurance and child safeguarding policy of external groups.	Include in safeguarding full day training & refresher sessions.	Trainers Director of Safeguarding	April 2022	April 2023
IT/social media /phone safety	Review policies in place and include in safeguarding training programme and work with Diocesan DPO on this.	Include in safeguarding full day training & refresher sessions.	Trainers Director of Safeguarding	April 2022	April 2023

Standard 2 – Procedures for Responding to Child Protection Suspicions, Concerns, Knowledge or Allegations

Standard 3 – Care and Support of the Complainant

Standard 4 – Care and Management of the Respondent

Standards 2,3,4	Specific Objective	Action	Responsibility	Implementation Date	Review Date
<p>Note: The Safeguarding Committee does not receive any information regarding matters arising in respect of these standards.</p>	<p>To ensure that the Diocese meets all the requirements of Standards 2, 3 & 4.</p>	<p>To meet Standards 2,3 & 4 the Diocese employs a Director of Safeguarding (DLP) on a part time basis. The diocese also has two voluntary DLP's. The three DLPs are available as required.</p> <p>The Diocesan Apostolic Administrator has delegated particular day to day responsibility for ensuring compliance with these Standards to the Director of Safeguarding. The Diocesan Apostolic Administrator personally maintains an active involvement, particularly in respect of decision making and pastoral response.</p> <p>The Diocese uses the services of the National Case Management Committee for guidance and advice on case management and will continue to do this while the NCMC exists.</p>	<p>Director of Safeguarding Diocesan Apostolic Administrator</p>	<p>Ongoing</p>	<p>March 2023</p>

Standard 5 – Training and Support

Church personnel are trained and supported in all aspects of safeguarding relevant to their role, in order to develop and maintain the necessary knowledge, attitudes and skills to safeguard and protect children and vulnerable adults.

Standard	Specific Objective	Action	Responsibility	Implementation Date	Review Date
5					
Training and Support for Keeping Children and vulnerable adults safe.	That our church personnel are trained and supported in all aspects of safeguarding relevant to their role, in order to develop and maintain the necessary knowledge, attitudes and skills to safeguard and protect children and vulnerable adults.	Two new trainers will complete their assessments and become accredited trainers this year. Training will be provided via Zoom and in person. Modules include: information sessions, refresher training and full-day training.	Safeguarding Committee Trainers Director of Safeguarding	April 2022	April 2023.
	That staff/volunteers who have a role in managing children's activities are made aware of and confident in carrying out risk assessments.	Risk assessing will be incorporated into all training modules. Separate training on risk assessing will be developed and provided.	Trainers Director of Safeguarding	April 2022	April 2023
	Training provided will meet the identified training needs in parishes.	Training needs analysis will be carried out annually as part of the parish safeguarding audits and used to inform the annual	Safeguarding Committee Director of Safeguarding	October 2022	April 2023

		training plan.			
	Diocesan training plan will be reviewed annually.	The diocesan training plan will be reviewed and updated annually. The 'tag' line 'Safeguarding is everyone's responsibility' will be promoted in training.	Safeguarding Committee & Director of Safeguarding. Trainers	March 2022	March 2023

Standard 6 Communicating the Church's Safeguarding message

The diocese appropriately communicates its safeguarding message.

Standard	Specific Objective	Action	Responsibility	Implementation Date	Review Date
6					
Communicating the Safeguarding message.	The diocese will continue to communicate its safeguarding of children and vulnerable adults' message to its clergy, religious, staff, volunteers, and all people engaging in church activities.	Leaflets/publications /website will be updated as required. Safeguarding Sunday will continue to be celebrated and communicated with all parishes. The Safeguarding Committee will contribute to the 'Ossory Times' magazine periodically. The committee will develop a communication plan annually.	Safeguarding Committee Director of Safeguarding.	April 2022	April 2023

	Enhance communication between the Pastoral Council and the Safeguarding Committee	The pastoral plan co-ordinator will be included on communications and updates from the safeguarding committee and the coordinator will share these with the diocesan pastoral council.	Director of Safeguarding Safeguarding Committee	April 2022	April 2023
	Diocesan Communication Plan will be reviewed annually.	The diocesan communication plan will be reviewed and updated annually. The 'tag' line 'Safeguarding is everyone's responsibility' will be promoted in publications.	Safeguarding Committee & Director of Safeguarding.	March 2022	March 2023

Standard 7 – Quality Assuring Compliance with the Seven Standards

The Church body develops a plan of action to quality assure compliance with the safeguarding standards. This action plan is reviewed annually.

Standard 7	Specific Objective	Action	Responsibility	Implementation Date	Review Date
Quality Assuring Compliance with the Seven Standards	Parish audits will be completed annually	The Director of Safeguarding ensures audits are completed and compiles report for the Safeguarding Committee to inform areas that need attention for the following year. The report will be made available on the diocesan website.	Safeguarding Committee Director of Safeguarding Diocesan Apostolic Administrator	March 2022	March 2023