



Implementation of the Recommendations contained in the Review by the National Board for Safeguarding Children in the Catholic Church in Ireland undertaken in July 2012

N	Recommendation	Congregational Response	Comment from NBSCCCI
1	<i>The Designated Person develops posters and leaflets as suggested within the NBSCCCI training manual for display in all houses of Spiritan ministries, highlighting current information on policies, procedures, reporting information, along with a list of who to contact within the Spiritan Congregation, the Garda Síochána and HSE, if there is a safeguarding concern.</i>	<ul style="list-style-type: none"> Spiritan posters containing the contact details of the relevant personnel in the Spiritan Congregation, An Garda Síochána and the HSE were designed for each Spiritan Community. These posters have been placed in public places in each of the Community houses. The posters will be updated by the Spiritan Safeguarding Office. The Spiritan Safeguarding Office has checked, collated and filed posters used in each Spiritan Parish. A Spiritan Safeguarding Folder has been developed for each Spiritan Community. 	Satisfied
2	<i>The Provincial Leadership Team must extend an invitation to people to come forward who have not yet disclosed their abuse (using approaches which may include notices on the website and public notices; and where there is identifying information, letters through, for example, An Garda Síochána, solicitors or other relevant third parties). These complainants should be offered counselling and support.</i>	<ul style="list-style-type: none"> When interviewed by the media, including RTÉ television, in August 2012 the Spiritan Provincial publically invited people to come forward. An invitation to people to come forward was put on the Spiritan website in October 2012; a second invitation was placed on the website in February 2013. Under Data Protection legislation An Garda Síochána cannot provide details of people who contact them. Third-party information is followed up with due sensitivity by the Spiritan Safeguarding Office and all complainants are offered counselling and support. 	Satisfied
3	<i>The Designated Person must record all contacts relating to the management of cases and contact with survivors, irrespective of whether the respondent is alive or deceased. This should also include contact with the families of survivors.</i>	<ul style="list-style-type: none"> All contacts relating to management of cases are recorded as per NBSCCCI guidelines. All contacts with survivors and family members of survivors are noted. 	Satisfied
4	<i>A protocol needs to be established to ensure that the transitional process for Provincial leadership requires a full briefing on the management of current risk in the congregation.</i>	<ul style="list-style-type: none"> A protocol has been established by the Provincial Leadership Team (PLT) to ensure that new leadership teams are fully briefed on all aspects of safeguarding including monitoring and risk management. The in-coming PLT was fully briefed by the outgoing team. This has been filed and minuted. Safeguarding is a specific item on the agenda of the regular PLT meetings. Minutes are filed and available for the next Leadership Team. 	Satisfied
5	<i>A process of appointing a lay designated person must be initiated by the Provincial as soon as possible.</i>	<ul style="list-style-type: none"> The position of Designated Person was advertised in August 2012. Following an interview process, a qualified lay person was appointed to the role of Designated Person in October 2012. 	Satisfied
6	<i>The new Provincial Leadership Team must draw up a plan to reach out to victims of abuse and their families, and consult directly with them as to how best meet their needs for healing. Consideration should be given to setting up a series of Listening Meetings for victims and their families</i>	<ul style="list-style-type: none"> A plan of action for reaching out to survivors of abuse and their families has been agreed by the Provincial Leadership Team. A qualified lay person was appointed to the role of Support Person for Survivors and their Families in October 2012. The Support Person is available for survivors and their families. Survivors and their families are offered counselling. The Support Person, if requested, arranges meetings for the survivors and their families with the Provincial Leader, his representative or a Community Leader. The Spiritan Safeguarding Office consults with survivors and their families on how to best meet their needs for healing. The PLT considers all recommendations that are made by survivors. 	Satisfied
7	<i>The Designated Person should review the effectiveness of the monitoring panel annually.</i>	<ul style="list-style-type: none"> A protocol and tool has been designed for the annual review of the Monitoring Panel. The Designated Liaison Person attends the monthly meetings of the Monitoring Panel. The adherence of respondents to precepts issued by the Provincial Leader is reviewed at each monthly meeting of the Monitoring Panel. 	Satisfied
8	<i>The Provincial must ensure that a written protocol is written to ensure that there is adequate exchange of information between leadership teams, a continuation of decision making and appropriate continuity in monitoring and managing risk.</i>	<ul style="list-style-type: none"> A protocol has been established by the PLT to ensure that new leadership teams are fully briefed on all aspects of safeguarding including monitoring and risk management. The new PLT was fully briefed by the outgoing team. This has been filed and minuted. Safeguarding is a specific item on the agenda of the regular PLT meetings. Minutes are filed and available for the next Leadership Team. Minutes and recommendations from the meetings of the Spiritan Safeguarding Office, the Spiritan Safeguarding Committee, the Monitoring Panel, the Spiritan Advisory Panel and cases taken to the National Board Case Management Review Group are filed and forwarded to the PLT. 	Satisfied
9	<i>The Provincial must ensure that all cases have been notified to the CDF and that preliminary investigations are re-activated in the case of all living priests against whom there are allegations.</i>	<ul style="list-style-type: none"> The Motu Proprio <i>Sacramentorum Sanctitatis Tutela</i> is complied with in regard to notification to the CDF. Preliminary investigations take place in the case of all living priests against whom there is an allegation when statutory investigations are concluded or are not instigated. 	Satisfied
10	<i>That the Provincial should establish a Safeguarding Committee within the Irish Province to ensure the comprehensive implementation of policy and adherence to procedures, in relation to preventing harm to children, as well as participation in training and safeguarding audits.</i>	<ul style="list-style-type: none"> A Spiritan Safeguarding Committee has been established and meets monthly. All policies, trainings, safeguarding plans, procedures and protocols are discussed by the Spiritan Safeguarding Committee and recommendations are made to the PLT. 	Satisfied
11	<i>Each Community Leader should conduct an annual safeguarding audit in line with the expectations in Safeguarding Children: Standards and Guidance Document for the Catholic Church in Ireland and that this be forwarded to the Provincial for collation, analysis and corrective action as appropriate.</i>	<ul style="list-style-type: none"> An annual self-audit tool, based on the NBSCCCI guidelines has been designed. A data base has been designed to collate and facilitate analysis of the information gathered. After analysis of the information, if corrective action is needed, Communities will be helped to make appropriate changes. 	Satisfied
12	<i>The Designated Person should maintain a database of all active personnel which details their ministry and dates on which they have been vetted, alongside dates for re-vetting in line with legal requirements. It should also show that members and co-workers undertake regular (at least bi-annual) retraining in child safeguarding.</i>	<ul style="list-style-type: none"> A database for the Garda vetting of all active personnel with details of their ministry and dates on which they have been vetted and dates for re-vetting has been designed. Ensuring that all active personnel have been vetted is in process. A database for training of all active Spiritans and their co-workers has been designed. Training in safeguarding, recognised by the NBSCCCI, for different groups within the Spiritan Community is ready to commence in autumn 2013. 	Satisfied
13	<i>The Provincial must ensure that all Spiritan Chaplains to schools are also aware of their obligations under the congregation's policies and procedures around contact with children, creating safe environments and reporting allegations.</i>	<ul style="list-style-type: none"> All Chaplains are required to complete the training devised by the National Board for Safeguarding Children in the Catholic Church in Ireland. 	Satisfied
14	<i>A training plan needs to be developed by the Safeguarding Committee, which identifies needs and modes of delivery of training for all who hold safeguarding responsibilities.</i>	<ul style="list-style-type: none"> The Spiritan Safeguarding Committee and Spiritan Safeguarding Office identified the training needs of active Spiritans and their co-workers and developed a training plan. Training is taking place for all active Spiritans and their co-workers. 	Satisfied
15	<i>The Provincial should develop a plan to reach out and respond to victims of abuse who have not yet come forward; this plan should include posting a notice on the website, ensuring adequate response, support and counselling for anyone who does come forward.</i>	<ul style="list-style-type: none"> A plan of action for reaching out to survivors of abuse and their families has been agreed by the Provincial Leadership Team. In August 2012 the Spiritan Provincial publically invited people to come forward when interviewed by media including RTÉ television. An invitation to come forward was put on the Spiritan website in October 2012; a second invitation was placed on the website in February 2013. The Spiritans have employed a Support Person for Survivors and their Families. Survivors and their families are offered counselling. 	Satisfied
16	<i>The Provincial should develop a plan to engage with survivors to hear their stories and respond to their needs through counselling and support.</i>	<ul style="list-style-type: none"> The position of Support Person for Survivors and their Families was advertised and filled in October 2012. A plan of action in reaching out to survivors of abuse and their families has been agreed and is in place. 	Satisfied