

Diocese of Kildare and Leighlin

Three Year Safeguarding Plan

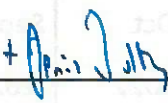
2022 – 2025

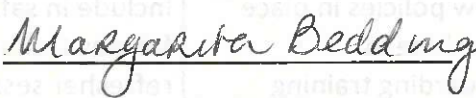
Introduction

This is the third Three Year Diocesan Safeguarding Plan aimed at ensuring that Safeguarding Policy and Standards are implemented in the Diocese of Kildare and Leighlin. In 2016 the Diocese of Kildare and Leighlin 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 Kildare and Leighlin Safeguarding Committee on September 5th, 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. The plan is written using the 2016 Safeguarding Children Policy and Standards for the Catholic Church in Ireland and where relevant are applied for vulnerable adults also.

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


Margarita Bedding

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 processes, e.g. new sacristan /new altar server supervisors – information pack.	Safeguarding Committee and Director of Safeguarding	Sept 2022	Sept 2023
Codes of Conduct	Maintain Codes of Conduct that are in place for working with children and vulnerable adults. Encourage groups working with children to develop group specific codes of conduct for children	Include in training sessions.	Trainers	Sept 2022	Sept 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 awareness training.	Trainers Director of Safeguarding	Sept 2022	Sept 2023
Safe use of Church property	Continue to ensure that all groups working with children and using parish facilities have insurance and safeguarding policy in place.	Include in safeguarding full day training & refresher sessions. Include in annual audit	Trainers Safeguarding Committee Director of Safeguarding	Sept 2022	Sept 2023
IT/social media /phone safety	Review policies in place and include in safeguarding training programme and work with Diocesan Data Protection	Include in safeguarding full day training & refresher sessions.	Trainers Safeguarding Committee	Oct 2022	Sept 2023

	Officer on this.		Director of Safeguarding.	
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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:</p> <p>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 three voluntary deputy DLP's. The three DLPs are available as required.</p> <p>The bishop has delegated particular day to day responsibility for ensuring compliance with these Standards to the Director of Safeguarding. The bishop 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</p> <p>Bishop</p>	<p>Ongoing</p>	<p>Sept 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.	<p>One new trainer will be identified to complete the train the trainer course to join the training team.</p> <p>Training will be provided via Zoom and in person.</p> <p>Modules include:</p> <p>information sessions, refresher training,</p> <p>Mandated persons training,</p> <p>Youth leaders training and full-day training for new personnel.</p> <p>Information sessions on risk assessments.</p>	<p>Safeguarding Committee</p> <p>Trainers</p> <p>Director of Safeguarding</p>	Sept 2022	Sept 2023.
	That staff/volunteers who have a role in managing children's activities are made aware of and confident in carrying out risk assessments.	<p>Risk assessing will be incorporated into all training modules.</p> <p>Separate training on risk assessing will be developed and provided.</p>	<p>Trainers</p> <p>Director of Safeguarding</p>	Sept 2022	Sept 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 training plan.	Safeguarding Committee Director of Safeguarding	November 2022	Sept 2023
	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	Sept 2022	Sept 2023

Standard 6 Communicating the Church's Safeguarding message

The diocese appropriately communicates its safeguarding message.

Standard 6	Specific Objective	Action	Responsibility	Implementation Date	Review Date
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 committee will develop a communication plan annually.	Safeguarding Committee Director of Safeguarding.	Sept 2022	Sept 2023

	Enhance communication between the Diocesan Pastoral Council and the Diocesan Safeguarding Committee	The chairperson of the Diocesan Pastoral Council will be included in communications and updates from the safeguarding committee and he/she will share these with the Diocesan Pastoral Council.	Director of Safeguarding Safeguarding Committee	Sept 2022	Sept 2023
	Diocesan Safeguarding Communication Plan will be reviewed annually.	The safeguarding 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.	Sept 2022	Sept 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	Specific Objective	Action	Responsibility	Implementation Date	Review Date
7					
Quality Assuring Compliance with the Seven Standards	Parish audits will be completed annually	The Director of Safeguarding ensures audits are completed and compiles a 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 Bishop	Nov 2022	Sept 2023