



## Diocese of Kildare & Leighlin

### Three Year Safeguarding Plan

2025 – 2028

#### Introduction

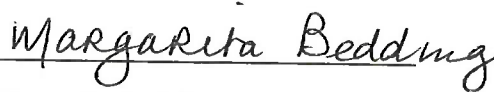
This is the fourth Three Year Diocesan Safeguarding Plan aimed at ensuring that safeguarding policy and standards are implemented in the Diocese of Kildare & Leighlin. In June 2024 the latest Safeguarding Children Policy and Standards for the Catholic Church in Ireland, "A Safe and Welcoming Church" was adopted by the diocese. The policy was developed by the National Board for Safeguarding Children in the Catholic Church in Ireland (NBSCCCI). The diocese also has a separate policy on the Safeguarding of Vulnerable Adults which was reviewed in August 2025.

This plan was agreed by the Diocesan Safeguarding Committee in September 2025. This plan is for a period of three years and will be reviewed annually or sooner as needed, 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

Bishop of Kildare & Leighlin

  
Margarita Bedding

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Diocesan Safeguarding Committee Chairperson.



### **Standard – Leadership, Governance and Accountability**

#### *Biblical Reference*

‘Whoever wants to be first must be last of all and servant of all...whoever welcomes one such child in my name welcomes me, and whoever welcomes me welcomes not me but the one who sent me.’ (Mark 9: 33-7)

#### *Children’s Rights*

This standard focuses on the following UNCRC rights: **Articles 3, 4, 18, 19, 34 & 42.**

#### **What is this standard?**

As a leader, the Church Authority embodies and imparts the Catholic Church’s vision, principles and values, which are reflected and apparent in the child safeguarding culture, structures and practices at all levels and in all ministries with children and young people. This demonstrates, through words and actions, the Church Authority’s personal commitment to fulfil the safeguarding mission of the Church. They have a responsibility to motivate and inspire others to fulfil the vision of this policy.

### **Standard - Nurturing a Culture of Safeguarding**

#### *Biblical Reference*

‘Children are a gift from the Lord; they are a real blessing.’ (Psalms 127: 3)

#### *Children’s Rights*

This standard focuses on the following UNCRC rights: **Articles 2, 3, 5, 12 & 14.**

#### **What is this standard?**

Implementing this standard ensures the creation and maintenance of a culture of safety, including a safe church environment that is welcoming of children.

Keeping children safe from harm is an imperative, but, more than that, the Church will promote the well-being of children through their participation in the ministry of the Church. The Church will create and maintain environments that uphold children’s rights and that create nurturing, caring conditions where children will flourish in faith and love. Through fostering a culture of care, children feel safe and looked after and, in turn, they will be supportive of and respectful to their peers.

### **Standard – Responding Pastorally and Reporting According to Civil and Canon Law**

#### *Biblical Reference*

‘See that you do not despise one of these little ones. For I tell you that in heaven their angels always see the face of my father who is in heaven.’ (Matthew 18: 10)

### *Children's Rights*

This standard focuses on the following UNCRC rights: **Articles 19, 36 & 39.**

#### **What is this standard?**

This standard is concerned with allegations of abuse; adherence to civil and canon law; caring for complainants; and ensuring a just process of inquiry.

This Catholic Church is committed to timely reporting of all allegations, responding with support and care to complainants of abuse and their families, and ensuring appropriate accompaniment for respondents. The Church will ensure a fair and just process of inquiry, and equip and support those tasked with responding to allegations.

<b>Standard</b>	<b>Specific Objective</b>	<b>Action</b>	<b>Responsibility</b>	<b>Implementation Date</b>	<b>Review</b>
<b>Nurturing a Culture of Safeguarding</b>	Maintain appropriate recruitment procedures that are in place including application forms, references, vetting and training.	Include in training sessions. Support parishes with use of recruitment/ vetting paperwork etc.	Diocesan Trainers, Vetting Officers, Director of Safeguarding and Parish Priests.	Sept 2025	Annually
<b>Nurturing a Culture of Safeguarding</b>	Maintain Codes of Conduct that are in place. Encourage groups working with children to develop specific codes of conduct for children.	Include in training sessions.	Diocesan Trainers and youth group leaders.	Sept 2025	Annually

<b>Nurturing a Culture of Safeguarding</b>	Develop a culture of risk assessing church-based activities for children.	Include in training sessions. Support parishes with implementing the Tusla approved risk assessment.	Diocesan Trainers, Director of Safeguarding, Local Safeguarding Reps (LSR), Parish Priests, Youth Leaders.	Sept 2025	Annually
<b>Nurturing a Culture of Safeguarding</b>	Ensure that all new groups using Church facilities have insurance and a safeguarding policy in place.	Parish Priests with support of LSR to complete checks on all new and existing groups using Church property (identified through the local safeguarding audits).	Parish Priests and LSRs	Sept 2025	Annually
<b>Nurturing a Culture of Safeguarding</b>	Ensure that Church personnel have been vetted in accordance with the Vetting Act and the guidance of the National Vetting Bureau.	Those requiring vetting are identified through local safeguarding audits.  Copies of vetting forms provided to identified personnel.  Completed forms sent to diocesan vetting officer.	Parish Priests, LSRs, Parish Secretaries and Diocesan Vetting Officers	Sept 2025	Annually



	reflect all safeguarding actions are taken.	case file is commenced and maintained which includes all communication and actions.			
<b>Leadership, Governance and Accountability</b>	Ensure that the Church's safeguarding message is communicated clearly to all Clergy, Religious, staff, volunteers, parishioners including children and young people.	Develop annual communications plan.  Posters/publications /website will be updated as required.  Safeguarding Sunday will continue to be celebrated and communicated with all parishes.	Safeguarding Committee, Director of Safeguarding and Bishop of Kildare & Leighlin.	Sept 2025	Annually
<b>Leadership, Governance and Accountability</b>	Enhance communication between the Diocesan Pastoral Council and the Safeguarding Committee.	The diocesan pastoral council chairperson will be included on communications and updates from the safeguarding committee and the chairperson will share these with the diocesan pastoral council. Request that Safeguarding is on the agenda	Director of Safeguarding and Safeguarding Committee	Sept 2025	Annually

		of every diocesan pastoral council meeting.			
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