



NCSC

National Catholic
Safeguarding Commission

Annual Report
2013 - 2014



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Introduction

**Foreword by
Danny Sullivan
Chair NCSC**

The last year has been one of significant change for the Commission. Members reaching the end of their term of office means that in September this year the Commission will be meeting with three new lay members, three new members from the Religious Congregations and two new Bishop members. We owe an immense amount to those leaving the Commission who have given so much of their time and expertise to its work and created such a solid foundation for moving forward. As the new chair of the Commission appointed some two years ago I know I could not have managed my role without their advice and support.

In April 2013 we began the implementation of a One Church approach with Religious Congregations, for the most part, aligning themselves with Dioceses. Our first evaluation shows that this implementation has been progressing well on the whole and we will continue to monitor it for its effectiveness. One Church reflects the importance of consistency across the Church not least for those who may come forward presenting allegations of abuse or seeking advice and support.

Work in progress this year is a renewed look at how we may work with victims and survivors including a pilot project in the Diocese of Hallam which may set out a national direction for us. We are also exploring how we might better communicate the work of the Commission both within the Church and beyond. The analysis by Dr Stephen Bullivant of ten years of statistics published in our annual reports is an important learning curve for us and will enable us to identify a more comprehensive way forward in the future.

The announcement of a Vatican Commission on Safeguarding is an important one. Whilst it will rightly be judged on its actions, only a few years ago not many people would have anticipated a survivor briefing on the work of the Commission alongside one of the Cardinal members as Marie Collins did. A sign of hope.

Finally, it has been decided by the trustees of the Bishops Conference that the work of the Catholic Safeguarding Advisory Service (CSAS) should move by February 2015 to be at the heart of the Conference and its work at Eccleston Square in London. This will not be easy but I am confident that with Adrian Child's leadership the move will be managed effectively and the core aspects of the work of CSAS sustained. We owe an immense amount to Adrian and his team for all they have done and do to support the ministry of safeguarding across the Church.

Danny Sullivan

Chair
National Catholic Safeguarding Commission



Danny Sullivan
Chair
National Catholic Safeguarding Commission
(from March 2012)

NCSC DEVELOPMENTS 2013-2014

“The NCSC has a special role. Its place in the organisation of the Church, mandated by the Conference of Bishops and Conference of Religious and with accountability across Dioceses and Religious Congregations is to ensure that standards are met and policies are implemented.

How will this be achieved? We suggest that the NCSC ...give early consideration to standard setting and developing a number of criteria for judging how well the Church is doing...we anticipate the NCSC will base their assessment on information fed back to them through regular reports and audits...supplemented by local visits.”

(Safeguarding with Confidence – The Cumberlege Report, 2007)

In previous years aspects of standard setting and monitoring have been described including audits commissioned by the NCSC and “Towards a Culture of Safeguarding (TaCOS)” with its standards around safeguarding resources, induction, training and communication. Every annual report since 2002 has included data regarding how safeguarding is developing and reported incidents and allegations of abuse.

Data Analysis

In 2013 we commissioned Dr Stephen Bullivant of St Mary’s University to undertake an analysis and evaluation of the past 10 years of data collected and reported.

The collation and analysis (see pages 38-41) provides the NCSC with rich information about both the robustness and consistency of the Church’s safeguarding development and its response. Inevitably it also helps us understand where best to focus our efforts to ensure that the Catholic Church in England and Wales continues to :

“strive towards a culture of safeguarding where all are safe from harm and abuse and where every person is encouraged and enabled to enjoy the fullness of life in Jesus Christ through the prayerful, caring, nurturing, supportive and protective endeavours of the Catholic community, both individually and collectively.”

(Towards a Culture of Safeguarding, 2012)

Diocesan Audits

In October 2013 CSAS completed the audits NCSC commissioned across all 22 Dioceses. This has provided a further opportunity to collate the findings from those audits to guide our understanding and inform our future strategy for safeguarding in the Church. (see pages 15 - 17)

Response to Vatican call for guidelines

A third area of work being monitored by the NCSC throughout 2013-14 has been the implementation of proposed improvements submitted to the Congregation of the Doctrine of the Faith in Rome in 2012 following the Vatican request for all Bishops Conferences to submit guidelines for dealing with cases of sexual abuse of minors perpetrated by clergy. We have previously reported this in 2011-2012 and further progress is described in this report (see page 12).

The above initiatives demonstrate the NCSC’s progress in meeting one of its key strategic priorities as established in 2010:-

- Ensure that standards are maintained throughout the Church.

We are also encouraged by significant progress having been made in 2013-2014 on the other two strategic priorities:-

- Develop a more sensitive and pastoral response to the victims and survivors of abuse;
- Seek solutions to support the religious in the implementation of National Safeguarding Policies and Procedures.

Developing a sensitive, pastoral response to victims and survivors of abuse

In 2011 the Bishops in England and Wales issued a statement concerning the development of “Towards Healing,” responding to victims and survivors,

“We strongly encourage the NCSC to continue developing a “Care Pathway” for victims and survivors, which will help to ensure that the Church responds appropriately and sensitively to their needs at every stage. We have also asked the NCSC to continue their work on developing guidance to Dioceses and Religious Orders on how best to ensure the Church can act pastorally to care for victims without compromising the legal rights and freedoms of all involved. The care of survivors remains a priority for all of us.”

(CBCEW, November 2011)

The “Care Pathway” referred to models the Church’s response to victims and survivors on the difficult journey to justice and healing.

Encouragement → First Contact → Immediate Support → Additional Support

We have previously reported on the “Hurt by Abuse” Leaflet, encouraging those who have experienced abuse to speak out about it. We have also developed standards of professionalism and experience required by our Safeguarding Co-ordinators who are trained in how to respond sensitively and effectively to those victims and survivors who come forward.

Throughout 2013 and 2014 our focus has been on the next stage of the “Care Pathway,” Immediate Support. To this end we have supported the implementation of a pilot model in one of our Dioceses. This will be evaluated in 2014 and if proven to be effective, the intention is to develop it as a national approach.

The Diocese of Hallam “Hurt by Abuse” Pilot

Work has been ongoing in Hallam Diocese for some years to try and develop a coordinated response to those impacted by abuse. A turning point was a service of sorrow and reconciliation in 2010 in collaboration with activists from the Irish Survivor movement and an appeal for those interested in developing this work to come forward.

Our approach was rooted in some important principles; that people who have experienced abuse either directly or indirectly have expertise to share, that common misconceptions of victims as permanently damaged goods and compensation seekers is damaging both to them and the family and institution of the Church; and that recovery from abuse is a complex and frequently misunderstood process. In early discussions we heard many stories of inadequate responses to disclosures in the past. And a theme emerged that many who had been abused felt they were seen as the enemy of the Church, particularly hurtful to those who despite abuse within church settings clung tenaciously to their faith.

Within the Diocese an advisory group was formed with some members who identified as survivors speaking out at training and information events. Those people who had directly experienced abuse were inspirational in their commitment to ensuring that we work collaboratively at all levels.

The complexities of creating an environment in which people can speak out, especially in faith settings, and understanding the difficulties of so doing has also been central to this work. More recently there has been proactive dissemination of the national “Hurt by Abuse” leaflet by speaking at as many masses and gatherings as possible. Evaluation of this process helped to allay fears that encouraging people to speak out would result in overwhelming numbers of referrals and an overload of complaints about clergy or demands for compensation.

Professionals working with the project did not anticipate this would happen and it didn't. People take some time to come forward even when permission or invitations are given. What it did do was to give space for those who wanted to say - usually anonymously “I'm glad my pain has been publicly acknowledged” and “Thank goodness the Church is doing something”.

In September 2013 a part time Support Facilitator was appointed for the second phase of the project. She has extensive experience in Rape Crisis services and as a counsellor working with both women and men.

15 people were identified as needing support from Hallam and the project was made available to self referrals from a neighbouring Diocese. Importantly for the project she is not acting as a therapist. Earlier consultations and our professional experience confirm that for many people the offer of counselling when they come forward is rarely taken up; frequently they are not ready for it; often it reinforces a sense of inadequacy. The emphasis of the work so far has therefore been on building capacity and resilience, “walking with” people rather than “doing to”, helping them access services which they need via a process which may empower.

The Support Facilitator describes her focus as “building relationship first and foremost, assessing needs, providing practical help and information and where necessary providing support.” One of our most valuable pieces of work was to put up a curtain rail and curtains for a man who was depressed and rarely left the house and provide a weekly bus pass to access a men's mental health group.

Other work so far has involved liaison with both Catholic and other faith providers and professional and third sector groups, development of a resource database and information pack, local leaflets and protocols, ongoing training. We are trying to develop liturgy and prayer materials for those who need them and are working with colleagues from the Scottish Safeguarding Office and some clergy on this.

Perhaps most important is our concept of big conversations. We have to model talking about abuse and face the fears and anxieties this generates. “This can be a hellish subject for many people to talk about. There are many questions that people would like to ask but dare not. We might prefer not to hear. For people who have experienced abuse, making sense of the experience can be a difficult process, which is greatly helped if we are able to listen and bear what we hear.” (Support Facilitator)

An important element of the project therefore is in raising awareness to help dispel secrecy, myths and fears. With that in mind we have hosted a series of open events attended by 90 people so far with topics ranging from Spirituality and abuse, the aftermath of male on male rape, demystifying prosecution and investigation processes.

The project is working in partnership with a local specialist provider to train some local advocates and listeners. Their expertise and support have been invaluable.

It is clear from our consultation with external providers that there is distrust of the Catholic Church. Whilst some of this is based on misunderstanding which our training tries to address; much is based on real life tragedies to which as providers of services and support they have been privy. Whilst the priority for the Hurt by Abuse Project is to maximise the opportunities for those who have been hurt to receive a compassionate and respectful service the manner in which we as a project and the broader Church approach this task may also help to change those public perceptions.

Lisa Markham, Safeguarding Co-ordinator, Diocese of Hallam

The NCSC is establishing a Survivors Advisory Board which will include victims/survivors and those who represent or offer support to survivors. This will be operational in 2015 and will be reported on more fully in next year's annual report.

Supporting the Religious in the implementation of National Safeguarding Policies & Procedures

On April 1st 2013 the new arrangements for supporting safeguarding in the Religious commenced.

The success of these arrangements is a tribute to the hard work and commitment of all those involved both in the Safeguarding Offices and in Religious Orders.

Here are the headlines:-

- 317 Religious Orders identified in England & Wales and recorded on a national database by safeguarding offices and CSAS.
- 300 signed up and aligned with a safeguarding commission based in 1 of the 22 Dioceses.
- A further 10 Orders have their own or a joint commission.
- 295 Orders have paid their annual contribution.
- "Getting to know you" meetings held between the Safeguarding Co-ordinator and the Religious in most Dioceses.
- Religious taking a place on and contributing to, the overwhelming majority of safeguarding commissions.

There is a real acceptance of a "One Church" approach to safeguarding and a level of collaboration between Religious and Dioceses in this area which is very healthy and affirming of safeguarding as ministry.

The safeguarding approach and support structure, developed over the past 10 years within the Dioceses, is now extended to provide support and confidence to the Religious in all their safeguarding responsibilities.

The arrangements have been reviewed in early 2014 with questionnaires being completed by Safeguarding Co-ordinators in liaison with their Commission Chairs and Safeguarding Representatives in liaison with their Provincials.

A summary of the positive review findings is available in Appendix 5.

TEN YEARS OF SAFEGUARDING DATA

Abuse allegation statistics for the Catholic Church in England & Wales: 2003-2012

In 2013 the NCSC commissioned an independent review of its safeguarding data, collected by the Catholic Office for the Protection of Children & Vulnerable Adults (COPCA) 2003-2007 and the Catholic Safeguarding Advisory Service (CSAS) 2008-2012.

The review commented on the purpose and beneficiaries of the data collection, analysis and publication and identified two sets of beneficiaries.

- **The Church and the wider public.**

The nature and extent of abuse within the Church, and the Church's response to it, is (and should be) a topic of major concern for the entire People of God, clergy and laity alike, as well as to the wider public.

The central collection, collation, and reporting of key statistics relating to abuse allegations and safeguarding procedures within England and Wales is thus of utmost importance.

"(The statistical section of the Annual Report) provides the public with information on key aspects of the work carried out at local level in Dioceses and Religious Congregations. It includes information on preventative work, as well as key statistics on the reports of abuse allegations..."

COPCA Annual Report 2006, p.16

This provides transparency, and evidence that safeguarding is taken seriously by the Church.

This is evidenced by the very fact that the Church in England and Wales has been collecting and publishing statistics relating to abuse allegations and safeguarding measures for 10 years.

"The Catholic Church is unique amongst faith groups in so transparently publishing this information. We sincerely believe that this has demonstrated our commitment to ensuring the Catholic Community is safe for everyone."

COPCA Annual Report 2007, p. 16

- **Professionals (researchers and practitioners)**

The publication of these statistics is of great benefit to researchers and practitioners with an interest in understanding the nature and extent, causes and contexts, of abuse within the Church (and far beyond).

Recent research highlights the prevalence and ubiquity of abuse (especially sexual abuse) within societies and organisations, secular and religious, however, all scholars agree on the paucity of usable data.

There are several reasons for this, not least the difficulties in acquiring information in the first place (given the nature of the subject).

It is also the case that large amounts of data which do already exist somewhere, are not collected, collated, and made public.

Annual collection and publication of existing information from 22 dioceses and c. 188 different religious congregations - even in summary form - is thus a significant (and very unusual) service.

• Allegation Summary

In the ten-year period 2003 to 2012, 598 allegations of abuse were reported to the statutory authorities by dioceses and religious congregations in England and Wales. Of these, 465 (77% of total) were allegations of sexual abuse. 487 allegations arose from diocesan contexts; 111 from religious contexts.

A summary of the review findings can be seen at Appendix 6.

The review made two recommendations:

1. “Action Taken”

Of all the many and complicated issues relating to clerical abuse, arguably the Church and wider public's greatest concerns relate to the ‘actions taken,’ by both the Church itself, and the statutory authorities, once a credible allegation had been made.

Currently, ‘Action Taken’ (‘Legal position’ and ‘Status of action taken within the Church’) statistics relate only to allegations reported in the previous year. (Although a separate overall count is made of laicisations).

While no doubt for good practical reasons, given the length of time such actions can take, this means that large numbers of outcomes simply fall out of sight, and never appear in the data (unless they eventually result in a laicisation).

E.g., in Annual Report 2012-13 (Table 5), ‘Summaries of Statutory Action’ are given for 2009, 2010, 2011 and 2012. In each year, between 30 and 45% of all allegations are listed as ‘Investigation initiated and in progress’.

Since outcomes are not updated year-on-year, this gives an incorrect impression. A reader not familiar with the nature of the data and how it is collected/presented would think that, say, 40% of all 2009 allegations were still ‘in progress’ in 2012-13 - when in fact, they were still ‘in progress’ in 2009-10 (presumably some or all of them have progressed further since?).

Recommendation: To find some way of keeping track of all investigations and their outcomes, either on an ongoing basis, or (if not) via a periodic update (every 5 years?) of all.

2. Difficulty of Sophisticated Analysis

Summary nature of data collection and storage means that no deep analysis of statistics is possible. E.g., We know that (say) 70% of diocesan allegations relate to sexual abuse; that 32% happened in the 1970s; and that 51% were by a priest. But there is no way of telling what proportion of 1970s allegations concern sexual abuse by priests, etc.

Collecting and storing data on the basis of individual allegations (or individual alleged abusers) has the potential to yield a huge amount of information on the nature and extent, causes and contexts, of abuse in the Church (cf. John Jay Report, The Nature and Scope of Sexual Abuse of Minors by Catholic Priests and Deacons in the United States 1950 - 2002).

Ideally, it would also be desirable to collect more data on certain topics (e.g., age and sex of alleged victims, age and sex of alleged abusers, ordination year of alleged clerical abusers, etc.)

Recommendation: So far as is practical – while recognizing considerable time and resource constraints – to explore ways in which far more of the data already known to dioceses and congregations can be collected and stored centrally, and thus made available for analysis. (E.g., one possibility might be a web-based return system, with a new record created for each allegation, and which can then be updated as and when there is progress.)

St Mary's
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Twickenham
London



School of Education
Theology & Leadership

The NCSC has accepted both of these recommendations and will amend data collection methodology to embrace the proposed changes. In 2015 it is intended that a national electronic case recording system is fully introduced which allows for greater in-depth interrogation of allegations, their management and outcomes.

It is acknowledged that outcome information regarding support and services provided for victims and survivors has not previously been collected and analysed. This is an area which the NCSC will improve upon for future data collection.

CSAS DEVELOPMENTS 2013-2014

Response to Vatican call for guidelines

In 2011 the Vatican issued guidance to all Bishops' Conferences to assist them in drawing up guidelines for dealing with cases of sexual abuse perpetrated by clergy.

The Catholic Church in England and Wales responded in 2012, reported by the NCSC in their annual report for that year. Given the robust procedures long in place within England and Wales we used the Vatican request as an opportunity to identify where improvements might be made.

Those included:-

- Developing a more pastoral response to victims (see page 6);
- Review and update our procedures for Creating a Safe Environment (completed in 2012);
- Ensuring that where a member of the clergy is subject of an allegation, they be treated justly and in accordance with both secular and Canon Law. (introduction of the Preliminary Enquiry Protocol and fact sheet for accused);
- Development of the seminary safeguarding curriculum (commenced in 2012).

Development of the Seminary Safeguarding Curriculum

Following the very positive discussions held at St Mary's College, Oscott in 2011 between the NCSC, CSAS and Seminary Rectors, CSAS developed a safeguarding curriculum, to ensure consistency of safeguarding learning across all seminaries, thereby promoting a 'one Church approach' to safeguarding.

In October 2012 Rectors were asked to nominate a representative from their seminary to join the steering group, with responsibility for the safeguarding curriculum. In addition to representatives from each seminary, two members were co-opted onto the steering group for their particular expertise: Fr Kristian Paver for his experience as a member of the NCSC and as a Canon Lawyer; Fr Gerard Byrne, Director of the St Luke's Centre in Manchester.

The initial meeting of the steering group was held on 3rd December 2012. The remit of the steering group was to explore:

1. The overall outcomes we wished to promote;
2. The learning outcomes we wished to achieve;
3. How the learning could best fit within seminary curriculum;

4. Who would facilitate the learning;
5. How to monitor effectiveness.



St Mary's College, Oscott
(Photograph reproduced with the permission of Oscott College)

Progress to date:

1. **A placement induction pack has been developed:** The placement offers students an opportunity to explore the concept of safeguarding in a safe and supportive environment. The induction pack provides basic information about the safeguarding structure within the Catholic Church, gives an overview of the various safeguarding roles and explains the processes and terminology that they may come across while on placement.

2. A number of seminarians have undertaken an eLearning programme which provides an introduction to safeguarding: This was extremely well received and ensured seminarians had the basic safeguarding knowledge required before commencing their first placement.

3. A coherent programme has been developed which includes teaching inputs, activities and exercises:

Module 1: Safeguarding as Ministry -

This module is the foundation for developing a culture of safeguarding and forms the basis of the other modules. The aim of this module is to introduce safeguarding as part of every day ministry.

Module 2: Protecting the Young and the Vulnerable - The aim of this module is to raise awareness in relation to protecting the young and the vulnerable.

Module 3: Creating a Safe Environment - The aim of this module is to raise awareness in relation to creating safer environments in the Church context.

Where are we now?

The following people from different perspectives were asked to look at the materials:

- Christiane Sanderson: Consultant to “One In Four”
- Mgr. Gordon Read: Canon Lawyer
- Susie Hayward: National Catholic Safeguarding Commission
- Bishop Drainey: Bishop in Charge of Formation within the Bishop’s Conference
- Lisa Markham: Safeguarding Co-ordinator
- Br Tom Campbell: Religious Representative (De La Salle Brothers)
- Abbot Richard Yeo: Religious Representative (Benedictines)
- Donald Findlater: Lucy Faithfull Foundation
- Canon Kieron O’Brien: Cumberlege Commission

The materials were amended following the helpful feedback from the review group. The NCSC and CSAS have met with the Seminary Rectors to discuss the introduction of the new Safeguarding Curriculum this year.

The Catholic Safeguarding Learning Programme - “Towards a Culture of Safeguarding”

A great deal of work has been undertaken over the past five years in relation to identifying and understanding the diverse learning needs, in relation to safeguarding, across the various activities and endeavours of the Catholic community in England and Wales.

CSAS has developed a two tier approach to safeguarding learning endorsed by the NCSC:

1. **Computer Assisted Learning (CAL) -** Basic safeguarding awareness;
2. **Face to Face Learning -** Role specific safeguarding awareness.

The intention is that every member of the Catholic Church (in particular those who work with the young and the vulnerable) have access to CAL, and those with a specific role in leading on safeguarding (in particular Clergy and Safeguarding Representatives) have access to training tailored to their specific safeguarding responsibilities.

We believe that the Catholic Church in England and Wales can make a significant impact on raising awareness and promoting safeguarding best practice within the Church, and take a lead on safeguarding best practice within the faith community.

Responsibility:

The Catholic Church (like all organisations) has a responsibility to ensure that those who work with the young, and those who may be vulnerable are adequately trained to carry out their ministries (The Children Act - 2004).

TIER 1: PILOT COMPUTER ASSISTED LEARNING - PARTICIPANTS COMMENTS:

“Bite size online learning sessions could well be a good refresher or highlight anything new.”

“I like the idea of the ‘CAL’ programme being made available within parishes.”

“CAL...it was easy to use and guided the user through the process. Well presented with lots of details. I use computer based learning at work and this one was better than most.”

“Online learning should be available / mandatory for all new people taking up ministry within the Church. It’s basic / informative without overloading with information.”

“CAL... must be supported by face to face development to test understanding.”

TIER 2: PILOT FACE TO FACE LEARNING - PARTICIPANTS COMMENTS:

“I got a deeper insight into the culture of safeguarding. I can see where we, as clergy, need to be challenged.”

“Was pleasantly surprised by positive approach and openness of the learning personnel. I hadn’t been looking forward to it and left feeling quite uplifted.”

“The information pack is informative and concise.”

“Looking at safeguarding as a completely different concept rather than a form filling role.”

“Whole new concept of the job!”

“The content was good and has given us ways to promote safeguarding within the parish.”

DIOCESAN AUDIT COLLATION

Between 2011 and 2013 audits of safeguarding practice were carried out by CSAS, on behalf of the NCSC, in all 22 Dioceses. The process of the audits included:-

- Pre-visit and self evaluation;
- Audit visit;
- Audit report delivered to Bishop and Commission Chair;
- Post audit action plan signed off by the Bishop and Commission Chair;
- 6 months after progress update report on action plan.

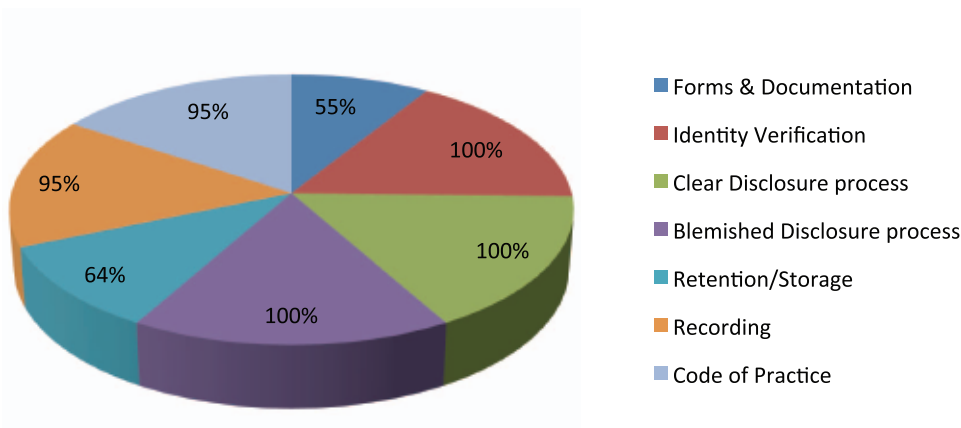
The audits themselves covered three areas:-

- Safer Recruitment;
- Induction, Supervision, Support and Training;
- Casework, Recording Practice, Governance and Accountability.

Dioceses were audited against CRB/DBS Code of Practice, Legislation and Government Guidance, National Safeguarding Procedures of the Catholic Church in England and Wales and National Standards, primarily “Towards a Culture of Safeguarding.” There were 15 performance indicators across the 3 audit areas.

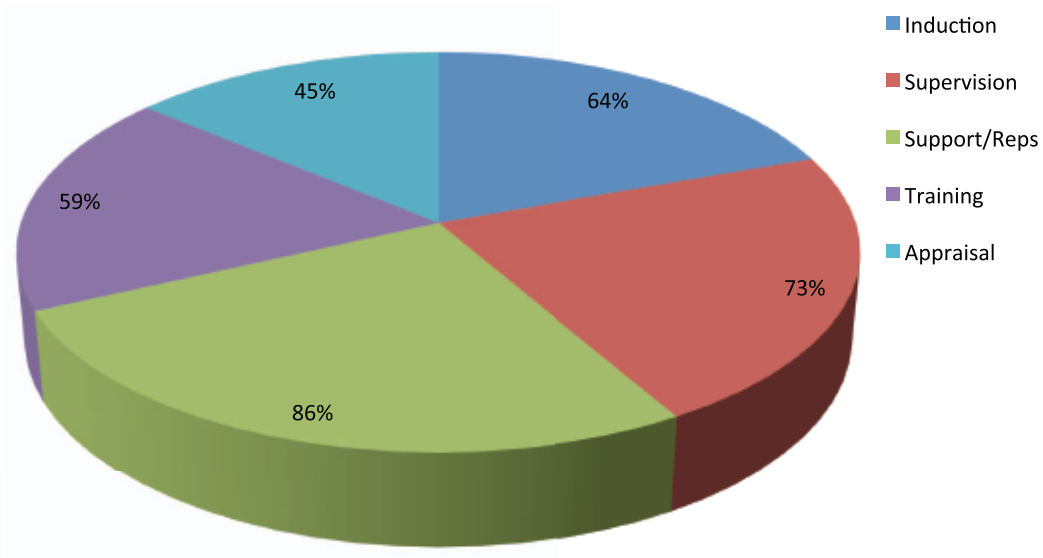
The pie charts which follow are a collated summary from findings of the audit visit and report. Action plans have subsequently been approved by the NCSC, addressing any shortfalls identified at this stage. Those action plans are monitored via CSAS as to their effectiveness.

Safer Recruitment Compliance - 7 Areas assessed



The major area of shortfall in this aspect was the inadequate notification of the Rehabilitation of Offenders Act within recruitment documentation, as required by the CRB/DBS Code of Practice. This has subsequently been remedied in all Dioceses.

Induction, Supervision, Support & Training - 5 areas assessed

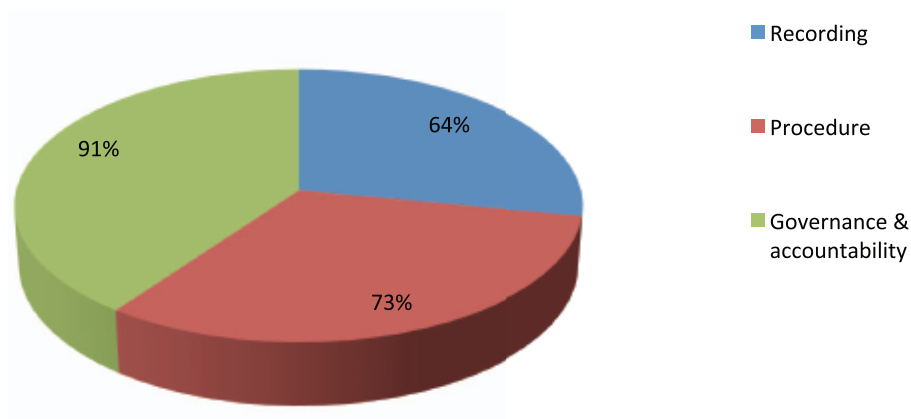


Appraisal is a relatively new concept within the institution of the Church though is gaining currency. The NCSC view it as an important element for staff development in those working in safeguarding and continuous improvement and continue to encourage its introduction

Shortfalls identified within “Training” concern consistency of planning, content and delivery as well as monitoring of its uptake and impact.

CSAS has developed a national two tiered safeguarding learning programme as the foundation for safeguarding learning. This has been endorsed by the NCSC and is currently being introduced nationally (see page 13).

Casework & Recording Practice - 3 areas assessed



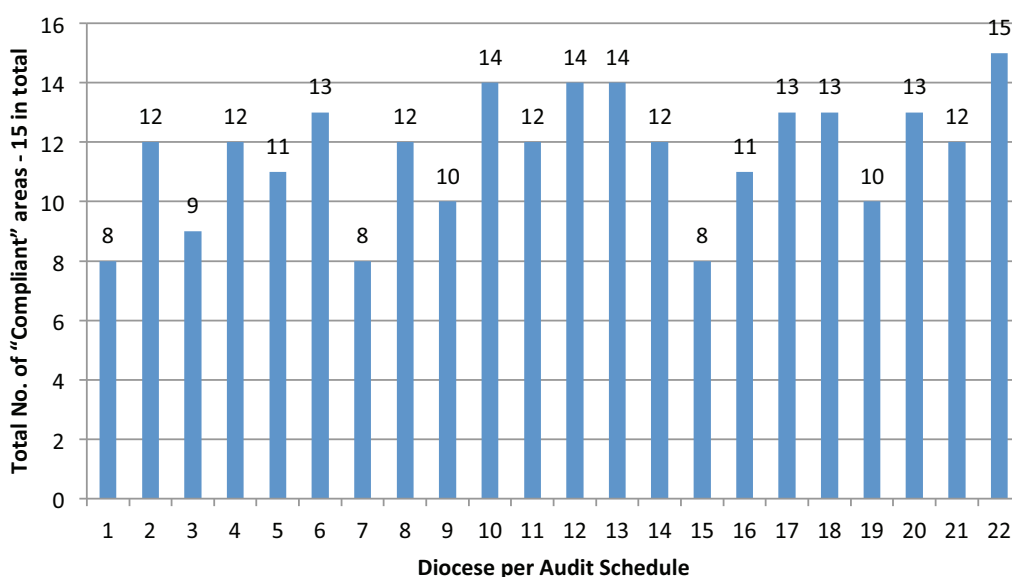
Procedural lack of compliance was largely confined to three areas:

- Inconsistent compliance with timescales for reporting;
- Undertaking internal enquiries following completion of statutory enquiries as opposed to commissioning an independent Preliminary Enquiry.
- Inconsistent use of Covenants of Care.

Work is underway reviewing and updating national guidance on the Preliminary Enquiry Protocol following a development day convened by the NCSC in September 2013.

The NCSC is considering a thematic audit and review of the use of Covenants of Care in order to be better informed as to how to achieve improved consistency and effectiveness. Covenants of Care are drawn up either following an allegation against a person working within the Church pending completion of an investigation, or where a person is being released from Prison, wishing to worship in a Catholic community and is considered to represent a risk by Police, Probation or Prison Services.

Compliance per Diocese - across 3 categories of Audit



The NCSC is able to monitor how performance progress is being made or maintained post audit through their regular "Link Person" visits.

Following each audit a report was sent to the Bishop and Chair of the Safeguarding Commission detailing the findings and listing improvement suggestions on requirements. The Bishop and Chairs in liaison then returned an action plan to the NCSC indicating how they proposed to remedy any aspects of safeguarding work which required improvements. These action plans were scrutinised and approved by the NCSC who also requested a six month follow up report as to progress.

SAFEGUARDING DEVELOPMENTS IN DIOCESES, PARISHES AND RELIGIOUS CONGREGATIONS 2013-2014

Training, development and delivery

The ever increasing knowledge and understanding about safeguarding in all its guises has been an area reported on for many years. This serves to illustrate the importance of training and awareness raising throughout the whole of our Catholic community. This includes group leaders, helpers, parish representatives, clergy, religious and safeguarding staff. To borrow a phrase enshrined in Government guidance and legislation on the subject however, “safeguarding is everybody’s business”. As a consequence the NCSC have recently adopted a 2 tiered training strategy which includes Computer Assisted Learning which is intended to be made available to all within our parishes, schools, congregations etc. (See page 13) We will report further on this development next year having had an opportunity to evaluate its introduction.

Once in place this training strategy will enhance and complement the broad range of training already being made available in our Dioceses.

In 2013 492 training events were held across England and Wales. These were attended by members of the Religious, Priests, Safeguarding Representatives, Commission members, Parish volunteers, retreat centre workers, victims and survivors, youth workers, finance mentors, pilgrimage leaders and helpers and care home workers.

With such a diverse list of attendees across the events it is no surprise that the subjects and content were equally diverse.

The variety of training delivered embraced internet safety; responding to victims; managing offenders; personal safety; elder abuse; child exploitation; DBS process; Covenants of Care; Domestic Abuse. This list is by no means exhaustive.

All of the above complemented the Basic Awareness and Safeguarding as Ministry training available in most Dioceses and a growing number of Religious Orders.

The development of our understanding and the dynamic nature of this area of ministry is perhaps best represented in the increasing numbers of Dioceses offering training and awareness raising around Internet Safety and Social Networking. In 2013 these included Arundel & Brighton; Cardiff; Brentwood; Westminster; Wrexham; Portsmouth; Hexham & Newcastle; Plymouth; Hallam and Middlesbrough.

Integration & Collaboration

Whilst undoubtedly much has been done over the past 10 years to develop and maintain parishes and Dioceses as inclusive communities of welcome and safety, the Catholic Church in England and Wales is conscious of its position in society. Indeed Pope Benedict stated to the Bishops on his visit to England in 2010.

“You have publicly acknowledged your deep regret over what has happened, and the often inadequate ways it was addressed in the past. Your growing awareness of the extent of child abuse in society, its devastating effects, and the need to provide proper victim support should serve as an incentive to share the lessons you have learned with the wider community. Indeed, what better way could there be of making reparation for these sins than by reaching out, in a humble spirit of compassion, towards children who continue to suffer abuse elsewhere? Our duty of care towards the young demands nothing less.”

(Pope Benedict, Oscott College, 19th September 2010)

It is encouraging therefore that there are many examples of excellent practice demonstrating a collaborative approach to safeguarding.

ARCHDIOCESE OF CARDIFF

Liaison with the United States Conference of Bishops Safeguarding Team relating to Facebook issues concerning a clergy member in the USA and Church in Wales choir members. The links also involved the local Bishop in the USA and contact with a USA Deputy District Attorney for advice and guidance and the Church in Wales safeguarding staff.

This was an example of working collaboratively with another country to ensure safeguarding has a “One Church” approach not just in the UK but across international boundaries.

DIOCESE OF HEXHAM & NEWCASTLE

Increased support for persons within the Church suffering from domestic abuse issues: Following the 5 very successful awareness raising sessions held in collaboration with Victim Support and other Church departments during 2012, which were attended by 77 members of clergy and 110 parish reps, 2013 has seen an increase in referrals for support. Although the concerns about abuse and neglect which have been raised with the Safeguarding Department are not within a Church setting, they have been against parishioners who are often vulnerable adults and reported by clergy and visiting volunteers. Liaison with statutory authorities and/or other relevant charitable agencies has resulted in a positive outcome in several cases. This is a growing area of our work and is viewed as gospel values in action.

DIOCESE OF NORTHAMPTON

In delivering a training day in Northampton on “Internet Safety” and “Working with Sexual Offenders,” the Safeguarding Co-ordinator worked alongside a DCI from the Major Crime & Homicide Unit as well as a DS from CID.

DIOCESE OF SALFORD

Salford Safeguarding Office has developed positive working relationships with HMP Manchester (“Strangeways”) as well as with Greater Manchester Probation Service and has delivered training inside the prison to prison service staff.

DIOCESE OF PLYMOUTH

On an ecumenical front we are extending the work that we do with the South West Ecumenical Forum to enable better working with Local Safeguarding Children’s Board. We continue to support cross faith working in the Peninsular.

Maintaining Safe Environments

“When Church activities are organised well, with regard to the safety and wellbeing of all, we reduce the risk of avoidable harm to all participants and create spaces of true welcome in which relationships which are respectful and enriching can develop.”

(National Safeguarding Procedures, www.csasprocedures.uk.net)

Achieving this aspiration in our parishes depends to a great extent on three fundamental factors:-

- The quality of collaborative safeguarding ministry between the Parish Priest and his Representative or Representatives;
- The generous commitment of time and energy from those Representatives;
- The robust application of safer recruitment approaches to all those in ministry with our young or vulnerable.

2013 has been a challenging year for our Safeguarding Representatives. We reported last year that the passing of the Protection of Freedoms Act 2012 brought with it some quite complex challenges in terms of the transition from the former CRB checks to the new DBS process. This has had the effect of maintaining the bureaucracy of the previous system, whilst reducing the guidance, prescription and support available to those utilising it.

The impact on Parish Representatives cannot be over emphasised and we must therefore applaud the fact that over 94% of our parishes have at least one Representative in post (See Appendix 4, Table 1).

The changeover has also resulted in a significant decrease in checks completed (See Appendix 4, Table 2). This reflects the national picture in other organisations and faith groups. We have noticed in the first part of 2014 that numbers are more consistent with previous years as those in our parishes, care homes, congregations etc who manage the safer recruitment process become more familiar with the new systems.

In 2014 we plan to pilot the introduction of EBulk, an electronic online method for accessing DBS checks. Experience in other organisations already using this approach indicate a significant reduction in form filling and time spent on the process, not to mention savings on postage costs. We will report further on this next year.

Appendix 1

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.
- Will 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
- Will set the strategic work programme of the CSAS in consultation with CBCEW and CoR.

Membership

Danny Sullivan

Danny comes from a background in education and justice. He was Director of Education for the Diocese of Oxford with oversight of 280 schools in nine Local Authorities. Danny was a senior civil servant in the Ministry of Justice working closely with judges and magistrates in London's courts. He reported directly to Ministers. Danny recently retired as a Hampshire magistrate sitting in the family

and criminal courts. Danny has published in the field of children's spirituality and was co-founder of The International Journal of Children's Spirituality. A member of The Thomas Merton Society of Great Britain and Ireland Danny is a former chair of the society and edited its journal for seven years. He is married to Cathy who trains nurses at Southampton University and their three adult children work in the NHS or related health fields.

The Rt Rev Declan Lang
(until June 2014)

Bishop Lang is a vice chair of the NCSC, appointed by the Bishops of England and Wales. He was ordained a Priest in 1975 and Bishop of Clifton in 2001. He was a member of the Cumberlege Commission. Bishop Lang is also chairman of the International Committee of the Bishops' Conference of England and Wales.

Sister Jane Bertelsen, FMDM
(until June 2014)

Sister Jane is a vice chair of the NCSC, appointed by the Conference of Religious. She joined the Franciscan Missionaries of the Divine Motherhood in 1976; she was missioned to New Zealand and then to Australia where she was involved in education and parish ministry. Jane returned to England in 2002. Sister Jane has recently been elected to serve as Congregational Leader. She has been involved with Safeguarding work within the Church for over fifteen years.

Denise Moultrie

Denise was appointed Lay member in July 2012 and Lay vice chair in March 2013. She has a career spanning 25 years with children and young people in local authority social care and the third sector. Denise has worked in children's residential care, youth justice and has extensive experience of young people who sexually harm others through her management of a specialist Barnardo's Service. Denise is an Area Manager with the Care and Social Services Inspectorate for Wales. She has an MA (Hons) Psychology, Diploma in Social Work and an MSc Social Science Research.

The Rt Rev John Arnold

Bishop Arnold was ordained by Cardinal Basil Hume as a deacon in November 1982, and a priest in July 1983. He was ordained Bishop and appointed as an Auxiliary Bishop of the Diocese of Westminster on 3rd February 2006. He is assigned the titular see of Lindisfarne and has responsibility for the pastoral care of

the deaneries of Barnet, Brent, Enfield, Haringey, and Harrow. Bishop Arnold was a member of the Cumberlege Commission.

Father Matthew Blake, OCD
(until March 2014)

Father Matthew joined the Carmelite Order in 1981, after some time working in the insurance industry. He has held a variety of leadership roles within the Carmelite Order, his main focus of ministry being retreats and spiritual guidance. He works with COR in the area of Safeguarding. He is also a trustee of a Charity that works with women who are victims of trafficking and prostitution.

Brother James Boner, OFM Cap
(from April 2014)

Brother James represents the Conference of Religious of which he is the General Secretary.

The General Secretary leads the administrative office of the COR, which, under the direction of the Executive, provides support and advisory services to members, relevant to their contemporary needs.

James was appointed General Secretary in February 2014 and is accountable for COR's Strategic planning and implementation as well as maintaining and enhancing member services. He brings with him a wealth of experience working in and with religious orders and communities from his vocation as a Capuchin Franciscan. Joining in 1982, he rose to become the Provincial Minister in 2005, leading them for the maximum six year term before taking a sabbatical. This was spent undertaking a Masters in Consulting & Coaching for Change with HEC, Paris and Said Business School, Oxford University, where he graduated with Honours.

During his many years service, he has accumulated a wealth of invaluable experience engaging with international religious and lay communities from his role as Head of the Capuchins in GB and

his Vice Presidency of the Northern European Council of religious. He has designed and spearheaded the successful implementation of major change programmes for Not-for-Profit organisations.

Since 2012, James has been the Provincial Bursar for the Capuchins as well as remaining the Chair of Governors for St Fidelis Primary School in Kent.

James is an engineering graduate of Stow College, Glasgow as well as the University of Ottawa, where he gained a Masters in Canon Law. He is also qualified in Theology, Humanities, Psychology, Law and Philosophy. James enjoys skiing, international travel and is a keen follower of the arts.

Valerie Brasse
(until December 2013)

Valerie worked for nearly 20 years in a number of children's health and social services posts in the Department of Health and was seconded to the Victoria Climbié enquiry as its social care adviser. She was secretary/adviser to the Cumberlege Commission. Until 2012 she was a non executive Board member of the Independent Safeguarding Authority and an independent member of the Metropolitan Police Authority where she took a lead scrutiny role in matters relating to safeguarding and domestic and sexual violence. More recently Valerie sat on the London Borough of Croydon's Safeguarding Adults Board and currently sits on the London Crown Prosecution Service Scrutiny and Involvement Panel. Valerie has a Ph.D in economics.

Kevin Caffrey
(until June 2013)

Kevin retired from the post of Chief Executive of the Father Hudson's Society in the Archdiocese of Birmingham in November 2011. He has since been appointed as Trustee and subsequently as

Chairman to Father Hudson's Society and also Trustee of an Adoption Agency called Family Society (Adoption Focus). He has held a number of roles in social work and was previously Area Director of Social Services for Derbyshire. He has many years of experience in child and adult protection services. He was a founder member of the Safeguarding Commission of the Archdiocese of Birmingham and retired as chairman in July 2013. His interest in Safeguarding is maintained through his role as Parish Safeguarding Representative and in June 2013 he was awarded the MBE for his services to Social Care.

Philip Dand

Philip is a qualified Social Worker with 38 years experience in the field. Specialising in work with adults with learning disability for much of that time with experience in managing social work services for people with a physical disability or sensory loss. He has also managed Occupational Therapy Services offering equipment and adaptations to disabled people. He has held joint appointments with health and local authority with respect to services for people with a learning difficulty. For the last 4 years he has been the Adult Safeguarding Manager for an inner city metropolitan borough. He was been the Chair of the North West Commission for Safeguarding in Religious Orders and now chairs the Safeguarding Commission for Orders in Education

The Rt Rev Peter Doyle
(until June 2014)

Bishop Doyle was ordained a priest in 1968 and held a number of posts as assistant and then parish priest in the Diocese of Portsmouth. He was Cathedral Administrator and held a variety of diocesan posts. He was ordained Bishop of Northampton in 2005.

Dr Lorna M Duggan

BSc (Hons) MB ChB FRCPsych

Dr Duggan was appointed to the NCSC in July 2012. She joined the Portsmouth Commission in 2000 and has been the Chair since 2007. As a Consultant Forensic Psychiatrist in Developmental Disabilities working in a secure psychiatric hospital, she works with both the perpetrators and victims of abuse and all her patients are vulnerable adults. In her current clinical role she liaises with the local safeguarding vulnerable adults team, local safeguarding children boards, police, probation, courts, Ministry of Justice and MAPPA. At a parish level Dr Duggan is a member of the safeguarding team.

Elizabeth Hayes

(until November 2013)

Having read Social Sciences at the University of Durham, Elizabeth went on to qualify as a Probation Officer at the University of Edinburgh. She has had a career over 25 years in the Criminal Justice system and allied fields, working in clinical, training, research & development and management roles. Most recently, 2004-2010, Elizabeth has worked at the Ministry of Justice as national head of sex offender treatment for the Probation Service for England and Wales.

Susie Hayward

(until June 2014)

Susie Hayward FRSA, a trained lawyer, studied theology and spirituality then did an MA in Psychology (USA) specialising in addictions and recovery HIV/AIDS and is a professionally qualified psychotherapist. She has twenty-five years' experience working in the UK, USA and Hong Kong with priests, religious and seminarians/ordinands (RC and CofE) and with survivors of domestic abuse (refuge) and sexual abuse. She worked fulltime in therapy and formation with a large religious community for five years. She currently works as a supervisor/psychotherapist and mentor. She has been a member of the NCSC for four years.

Peter Houghton

Peter has over 35 years local authority experience. On leaving University he worked in a number of children's homes before qualifying as a social worker in 1981. Subsequently he went on to work in a variety of operational and managerial roles in relation to vulnerable children and adult services. Peter has specialised in managing safeguarding and frontline social work services as well as specialist residential, youth justice, asylum and homelessness services. In addition to his operational responsibilities his particular areas of experience include service transformation, project/change management, commissioning and audit work. Prior to retirement in June 2012 he was Assistant Director for Children's Social Care in an inner London borough and now works part time as an independent management consultant.

Brother Aidan Kilty

(until June 2014)

Brother Aidan has been the Provincial of the De La Salle Brothers since April 2008. He taught for many years in England before spending 10 years based in Rome undertaking international formation responsibilities for his Congregation, particularly in Africa and Asia. Before returning to the UK in 2008 he was based in Singapore as formation co-ordinator for his Congregation's Asia-Pacific region.

Rev Dr Brendan Killeen

Father Brendan was appointed to the NCSC in July 2012. He trained for the priesthood at Oscott College in Birmingham. He was ordained a priest for the Diocese of Northampton in 1993. He is presently parish priest of two parishes as well as the local dean. He is the Judicial Vicar for Northampton Diocese. He also teaches canon law at Heythrop College which is part of London University and obtained a Doctorate in 2005, specialising in the history of the canon law of marriage. He also teaches at St Mary's College Twickenham and has published works on canon law.

Christopher Pearson
(from April 2014)

Chris has 35 years experience as a Social Worker and worked as an Approved Social Worker for 14 years. He has extensive senior management experience in Local Authority in Mental Health and in Safeguarding vulnerable adults. He has been involved in reviewing national safeguarding policies in Wales. He has 20 years experience as a member of a Diocesan Safeguarding Commission. He retired in 2013 but returned to work part-time for a Local Authority to develop and set up a joint Safeguarding team for children and adults and develop actions plans from serious case reviews for adults.

He is currently working part-time for a Health Authority as a Best Interest Assessor for Deprivation of Liberty Safeguards and is a member of the National Panel for Approved Clinicians for Wales.

John Rogers - Co-opted member

John is the General Manager of the Catholic Church Insurance Association (CCIA). Founded in 1997, CCIA is the operating arm of the Insurance Committee of the Roman Catholic Dioceses of England, Wales and Scotland, which Committee is the consultative body on insurance issues to both the Bishops' Conference of England and Wales, and the Bishops' Conference of Scotland. A Law graduate and a Fellow of the Chartered Insurance Institute, John has previously held senior posts in Royal & Sun Alliance, Municipal Mutual and Zurich insurance companies

Dr Dianne Swiers
(from August 2013)

Dr Dianne Swiers retired from her post as Deputy Director of Nursing in an NHS Trust in 2012 following a career which spanned 35 years. Dianne's responsibilities included child protection and adult safeguarding within hospital and community settings. Dianne has also worked as an external professional advisor to the Health Service Ombudsman and as a consultant to NHS Trusts, Primary Care Trusts and HM Prison Service. Following her degree in nursing, Dianne went on to take a Masters degree in Law and a Post Graduate Certificate in Education. Dianne is a Doctor of the University of York. Dianne has volunteered as Chair of Governors at two schools and is currently Chair of the Diocese of Middlesbrough's Safeguarding Commission.

Rose Anderson

Rose is the Secretary to the NCSC.

As a qualified nurse she held a variety of posts at senior levels in NHS acute hospital services. She retired from the NHS in 2005 and since then has held a number of posts in the Church, including part time Diocesan Safeguarding Officer and Administrative support to the Cumberlege Review. She was also a member of the Health Care Reference Group of the CBCEW until December 2013 during which time she organised the Faith in Health Conferences in 2008 and 2010. AS part of her role as secretary to the NCSC she assisted in the organisation of the 2011 Anglophone Safeguarding Conference in Rome. Rose is a trustee and former co-chair of the Abaseen Foundation, a charity supporting healthcare and education in Pakistan.

Appendix 2

Terms of Reference

November 2012 (amended Jan 2013)

1. Background

- 1.1 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.
- 1.2 The NCSC whilst mandated by the Church acts as an independent body which sets the standards for safeguarding arrangements for children and adults at risk in the Catholic Church in England and Wales, and oversees their implementation on behalf of the Bishops Conference and the Conference of Religious.

2. Membership of the NCSC

- 2.1 The Chair of the Commission will be a lay person of seniority and with real credibility appointed by the Conference of Bishops (CBCEW) and Conference of Religious (CoR).
- 2.2 There will be three vice chairs, one an appointed member of the CBCEW one an appointed member of the CoR and the third a lay member of the NCSC appointed by the NCSC members.
- 2.3 The membership will include both lay and clerical representation:
 - Three Bishops (one as vice chair) of which one should be a member of the Department of Christian Responsibility and Citizenship (CRC) with an oversight of the Catholic Safeguarding Advisory Service (CSAS).
 - Three representatives of CoR (one as vice chair), one of whom will be invited to join the department of CRC.
 - Three lay chairs of Commissions - two Diocesan based and one from the Independent Religious Commissions - elected from within their number to represent them.
 - Four additional lay members with relevant experience and knowledge.
 - One Canon Lawyer who is a Parish Priest.
 - Additional members may be co-opted from time to time based on their particular expertise.
- 2.4 Members of the Commission will be appointed by the Chair and at least 2 of the Vice Chairs. This will be carried out in an open and transparent process, including external advertisements.
- 2.5 Members chosen will represent a wide range of skills and experience, including safeguarding children and adults at risk, law and employment matters.
- 2.6 Members will be appointed to terms of 3 years on a rolling programme for the purposes of succession planning, and will normally serve no more than 2 terms.

3 Meetings

- 3.1 Meetings of the full Commission will be held at least quarterly.
- 3.2 The meetings will be quorate with one half of the members present.
- 3.3 The Agendas and minutes of the meetings will be published on the website, with the use of confidential annexes where appropriate.

The Director of the Catholic Safeguarding Advisory Service (CSAS) will be in attendance at NCSC meetings and provide expert safeguarding advice.

4 Activities of the NCSC

- 4.1 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 Bishops and Religious Leaders to account for the delivery of those standards.
- 4.2 The NCSC will make annual reports to the CBCEW and CoR about its progress in ensuring compliance with National policies and the implementation of its own aims and objectives which will be set annually following completion of the recommendations set out by the Cumberlege Commission. These reports will be open documents with the use of confidential annexes where appropriate.
- 4.3 The NCSC will, 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.
- 4.4 The NCSC will 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.
- 4.5 In addition the NCSC will set the strategic work programme of the CSAS in consultation with CBCEW and CoR.

5 Administration

- 5.1 Secretarial Support will be by a Secretary, appointed by the Chair and at least two of the Vice Chairs, who will be responsible for arranging meetings, attending meetings, taking and typing minutes, writing draft papers and collating final papers, placing orders, arranging for payment of invoices. The secretary will also act as web manager for the NCSC website and be the central point of contact for all NCSC business.

6 Finance

- 6.1 The NCSC will be funded by the CBCEW and CoR. The NCSC will develop an annual budget for agreement with the CBCEW prior to the beginning of each financial year.
- 6.2 The accounts will be held with the Catholic Trust for England and Wales.
- 6.3 The NCSC will be directly involved in the formulation and negotiation of the CSAS budget each year through the membership of the Chair and at least two of the Vice-Chairs on the CSAS Management Committee which is responsible for preparing the budget. The NCSC will also make a statement each year to both the Bishops Conference and CoR, prior to the Bishops consideration of the proposed CSAS budget, as to whether or not the NCSC considers the budget being presented is adequate for the tasks entrusted to CSAS.

Revised Jan 2013 and approved by CBCEW and CoR.

Appendix 3

Catholic Safeguarding Advisory Service (CSAS)

CSAS Director

Adrian Child

Adrian has over 30 years social work experience in the Local Authority sector.

He has worked in a variety of settings and roles incorporating Residential Care, Social Work with Children and Families, Operational and Strategic Management.

He worked at COPCA for 2 years as Assistant Director and then Acting Director and was appointed to the role of first CSAS Director in July 2008.

National Learning & Development Adviser

Carol Parry

Carol has 30 years of experience of working in children's services in both statutory and voluntary sectors. This has involved community social work, therapeutic work with children and families following sexual abuse, and many years of experience as a Senior Child Mental Health Practitioner within the health service. Carol has been involved in the development and delivery of training for front line staff and her previous post was Trainer with the Social Research Unit (Dartington).

Project Manager

Angela Byrne

Angela joined CSAS in 2008 after gaining a wealth of administrative experience within the education and banking sectors. In October 2012 Angela took on the role of Acting PA for maternity cover. In January 2014 she became Project Manager, coordinating the IT

Development Project which is set to improve standards in safeguarding throughout the Catholic Church in England and Wales. Angela also works part-time for The Royal College of Psychiatrists.

Executive Assistant to the Director & Office Manager

Claire Saltmarshe

Claire has a degree in Theology & Sociology. She worked for COPCA for 5 years building an extensive understanding of the Catholic Church and establishing networks to assist her in her administrative responsibilities. She has also managed some major projects including the highly successful National Conferences. She has been Executive Assistant to the Director of CSAS since July 2008.

Business Support Administrator

Sophie Robbins

(Left role February 2014)

Sophie has a degree in Business Administration. Since leaving University she has gained over 10 years administration experience with the civil service and charity organisations. She worked for COPCA as Team Secretary for 2 ½ years prior to appointment with CSAS in July 2008. Sophie balances working at CSAS with a successful career as a Group Exercise Fitness Instructor.

Safeguarding Systems Adviser

Sally Robinson

(Left role April 2014)

Sally has in excess of 20 years business administration/support experience. She has worked in various sectors including local authority; commercial and charitable organisations. Sally worked at COPCA for over 3 years as Business Manager and was appointed Safeguarding Systems Adviser in July 2008. Her role delivers advice and guidance regarding Safer Recruitment practices within the Catholic Church (including the use of Disclosures).

Temporary Staff

In 2013-2014 CSAS had three members of staff on maternity leave at various times. Consequently we employed a succession of committed and efficient temporary staff.

Stella Byrne; Sarah Milford; Georgia Dickinson; Hannah Guscoth.

Following the departures of Sophie Robbins and Sally Robinson we currently have excellent support from **Jacqueline Hunt** and **Rachel Victoria Smith**.

Appendix 4

Table 1

Safeguarding Representatives

Diocesan Returns	2013	2012	2011	2010	2009
No. of Parishes	2368	2394	2391	2469	2488
No. of Reps in post	2242	2306	2298	2378	2392
No. of parishes without Rep	126	88	93	91	83
% of parishes without Parish Rep	5.32%				

Major changes by the Coalition Government to the CRB/DBS Service have put considerable pressure on Parish Representatives which may go some way to explain the 1% increase in the number of parishes without a Representative.

Table 2

DBS Checks Initiated

	2013	2012	2011
DBS Checks initiated by Dioceses & Independent Religious Commissions	10768	15244	14931

Numbers of CRB/DBS Checks each year over the past 5 years have been relatively stable. 2013 represents a significant drop. This is due to many unheralded changes being made by the Government to the System. Early indicators so far in 2014 suggest the previous annual figure will be realised in this current year.

Table 3

Covenants of Care

	Subject to Covenant of care in 2013	Total number of Covenants of care in place as at 31/12/13	Subject to Covenant of care in 2012	Total number of Covenants of care in place as at 31/12/12	Subject to Covenant of care in 2011	Total number of Covenants of care in place as at 31/12/11	Subject to Covenant of care in 2010	Total number of Covenants of care in place as at 31/12/10
Diocesan & Independent Religious Commissions Returns	96	384	96	327	83	302	71	266

Covenants of Care are drawn up either following an allegation against an individual working within the Church pending completion of an investigation by the statutory authorities in liaison with the Church, or where a person with a history of offending against the young or vulnerable, wishes to worship in a Catholic community, and is considered by the Police and Probation Services to represent a possible risk.

Numbers of new Covenants signed each year remain relatively static but total numbers of Covenants in place continue to rise.

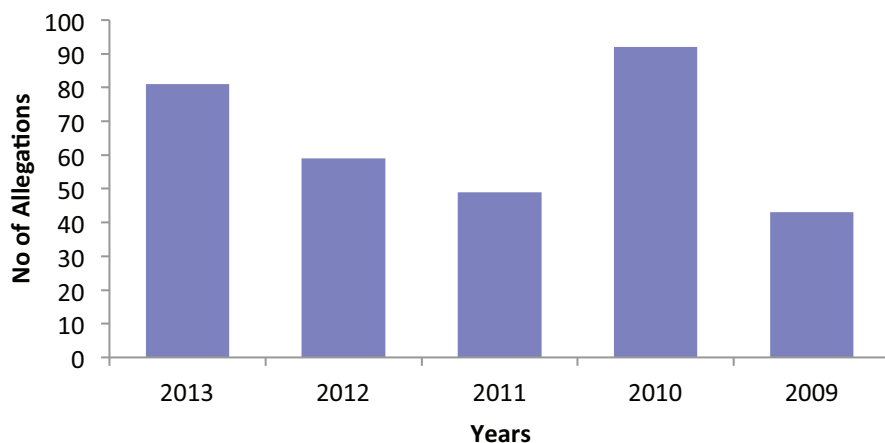
Table 4

2013 Child Protection Allegations of abuse

	Child related allegations in 2013	Child related allegations in 2012	Child related allegations in 2011	Child related allegations in 2010	Child related allegations in 2009
Diocesan & Independent Religious Commissions	81	59	49	92	43

Figure 1

Child Protection Allegations in 2013 compared to previous years



2013 Vulnerable Allegations of abuse

There were 15 vulnerable adult related allegations in 2013.

Laicisations

There have been 52 laicisations completed since 2001.

Appendix 5

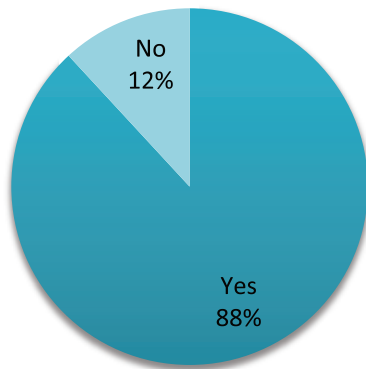
Supporting Safeguarding in the Religious Review

As part of the implementation of new support arrangements for safeguarding in the Religious, a review was undertaken in early 2014. Two separate questionnaires were sent out. One to Religious Orders, the second to Safeguarding Co-ordinators and Chairs of Commissions.

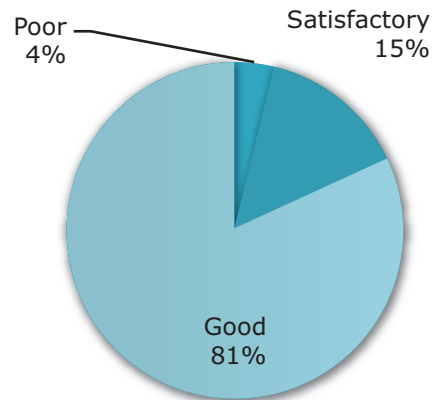
Below is a summary of the findings.

Responses from Religious Orders – 160 received

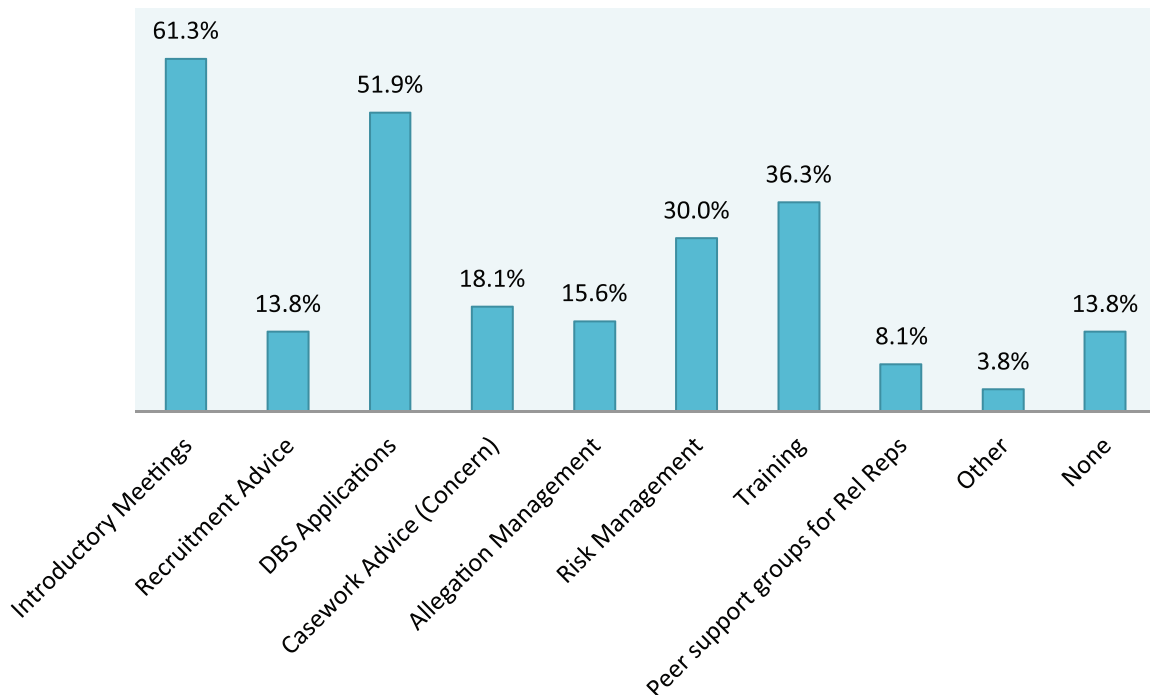
Have you had any contact with the Safeguarding Co-ordinator from the Commission that you are aligned to?



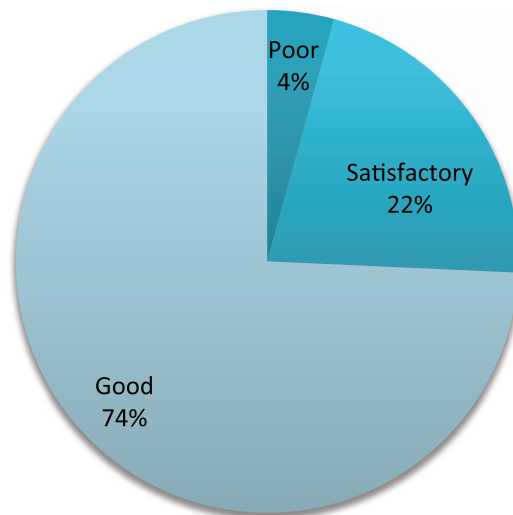
How would you rate the contact with the Safeguarding Co-ordinator from the Commission you are aligned to?



Have you received any services form the Safeguarding Office?

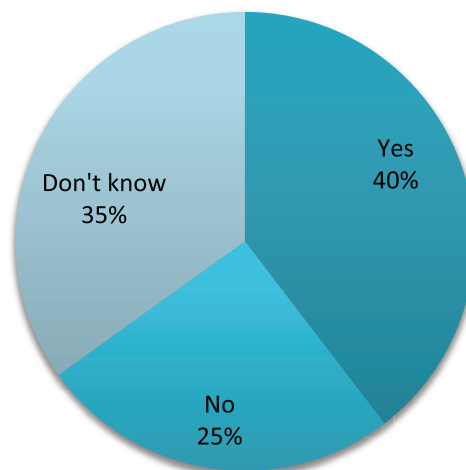


How would you rate the service you received from the Safeguarding Office?



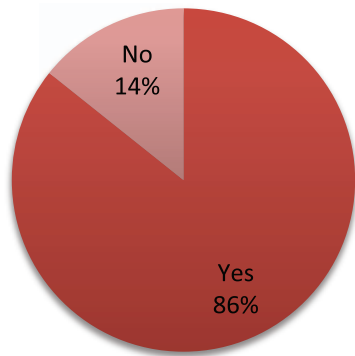
- 95% feel confident that the Safeguarding Office is sympathetic to the needs and circumstances of the Religious.
- 94% feel confident that the Safeguarding Commission is sympathetic to the needs and circumstances of the Religious.

Do you feel you can contribute to the Commission if you wished to?

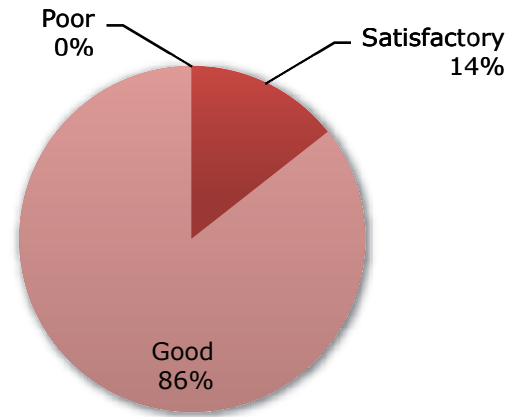


This possibly indicates that the new arrangements have not yet become fully embedded which will eventually allow full contributions from the Religious.

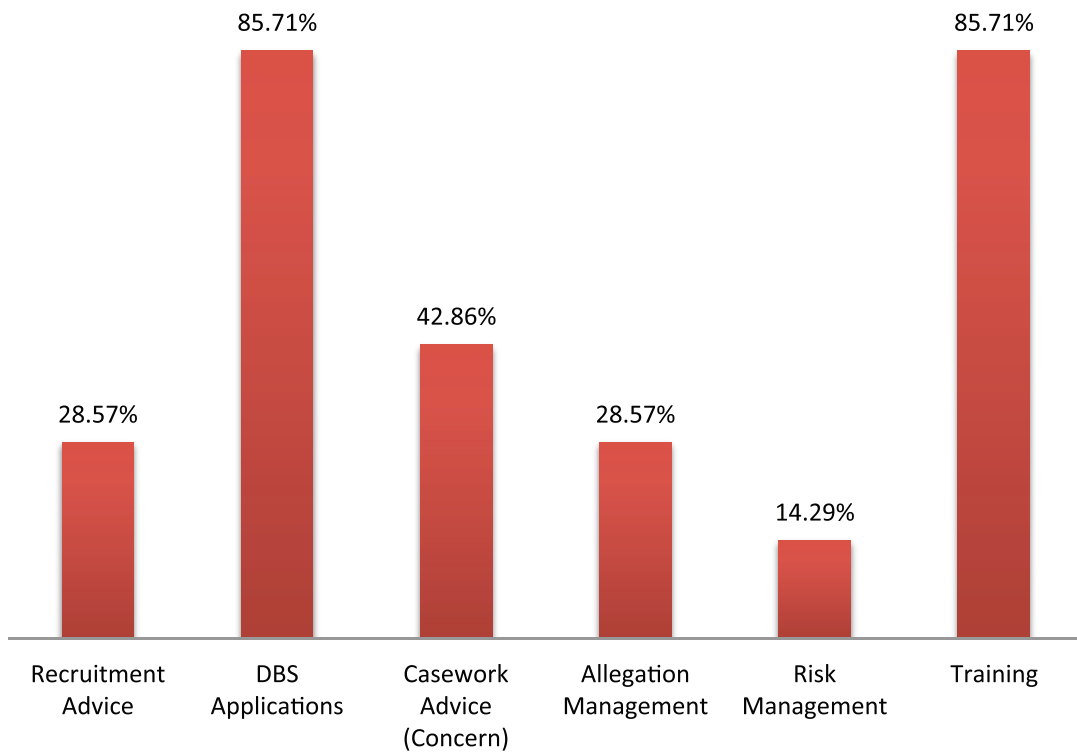
Have you had contact with CSAS?



How would you rate the service you received?



Have you received any services from CSAS?

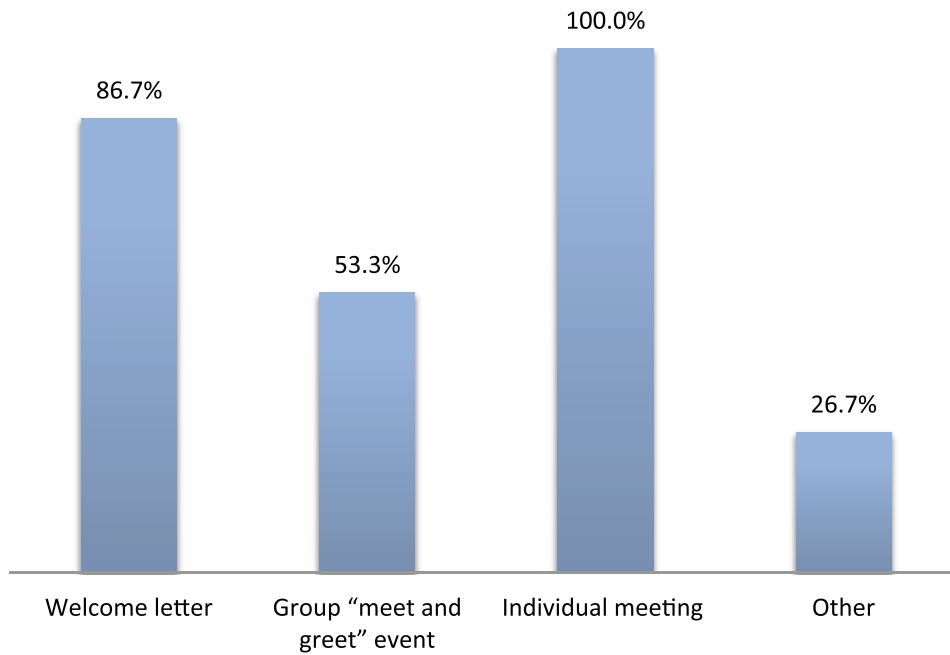


Responses from Safeguarding Co-ordinators - 17 received

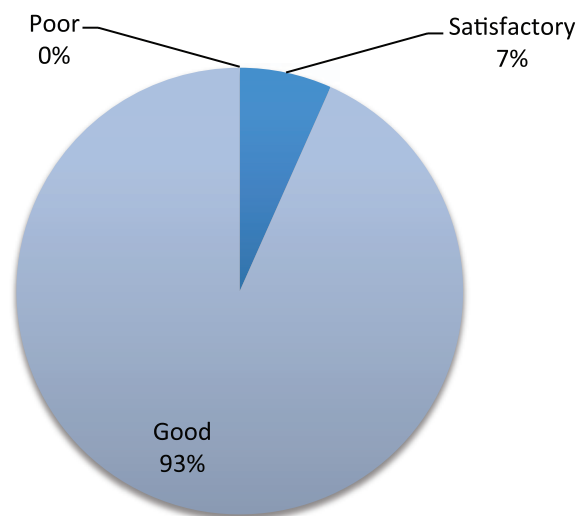
- 100% had made contact with Orders aligned to the respective Safeguarding Commission.

This took a variety of forms.

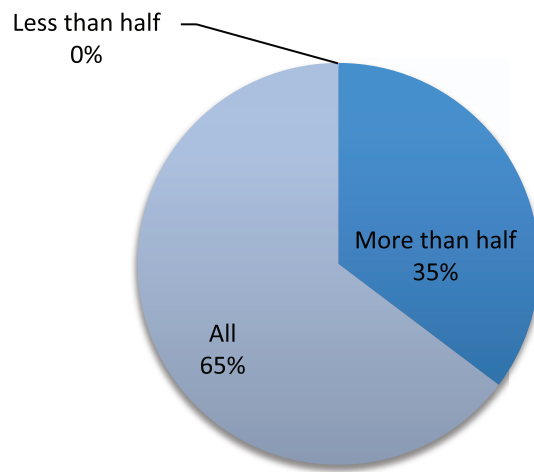
What was the nature of that contact?



Where you have made contact, how would you rate the response?



What proportion of Orders with whom you have been in contact have actively responded?



- Over 80% reported that a member or members of the Religious were on the Safeguarding Commission.
- 65% stated they felt that the Safeguarding Office and Commission had sufficient understanding of the needs and circumstances of the Religious.

Appendix 6

10 Years of Allegation Statistics 2003-2012

Figure 1

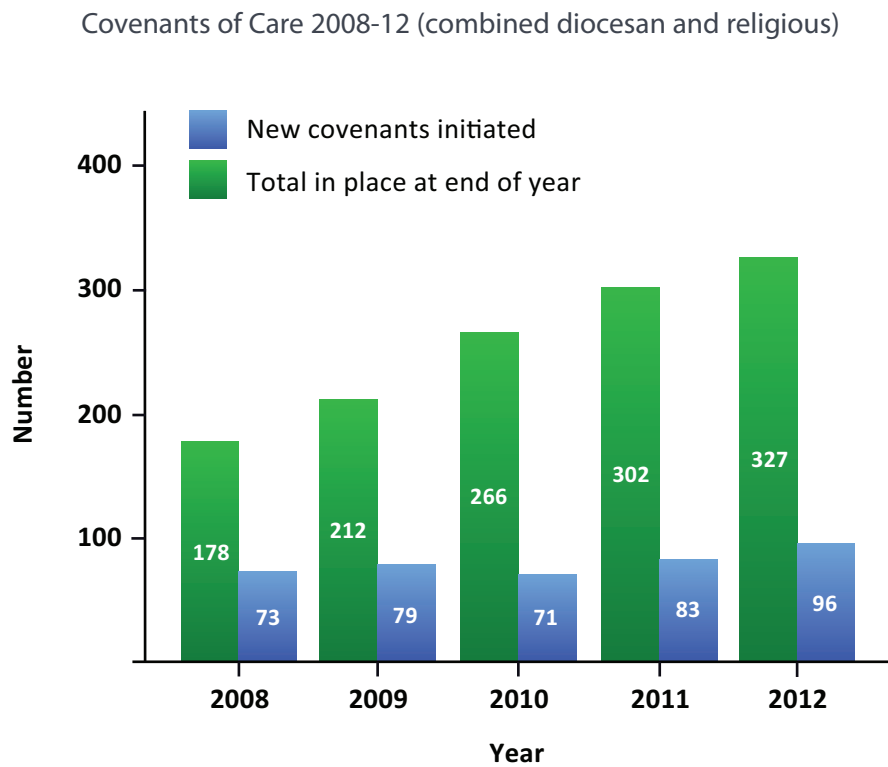


Figure 2

Annual numbers of allegations reported to statutory authorities 2003-12

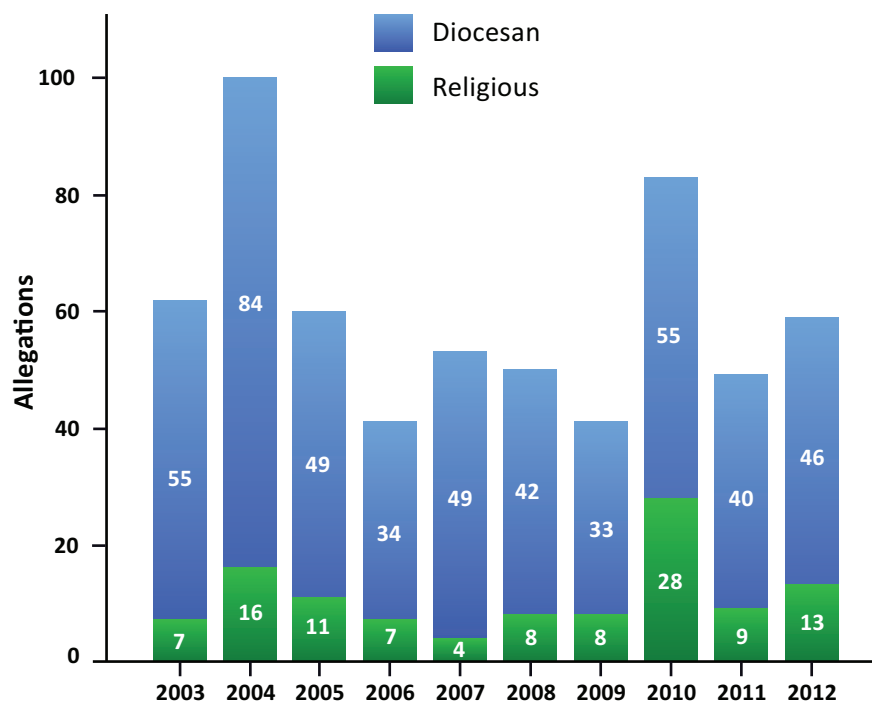
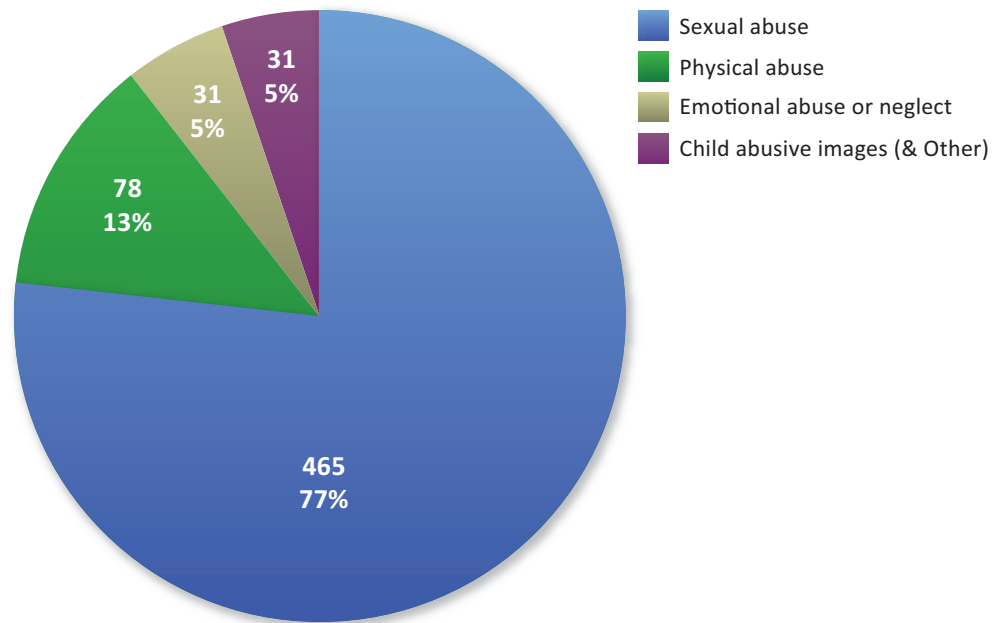


Figure 3

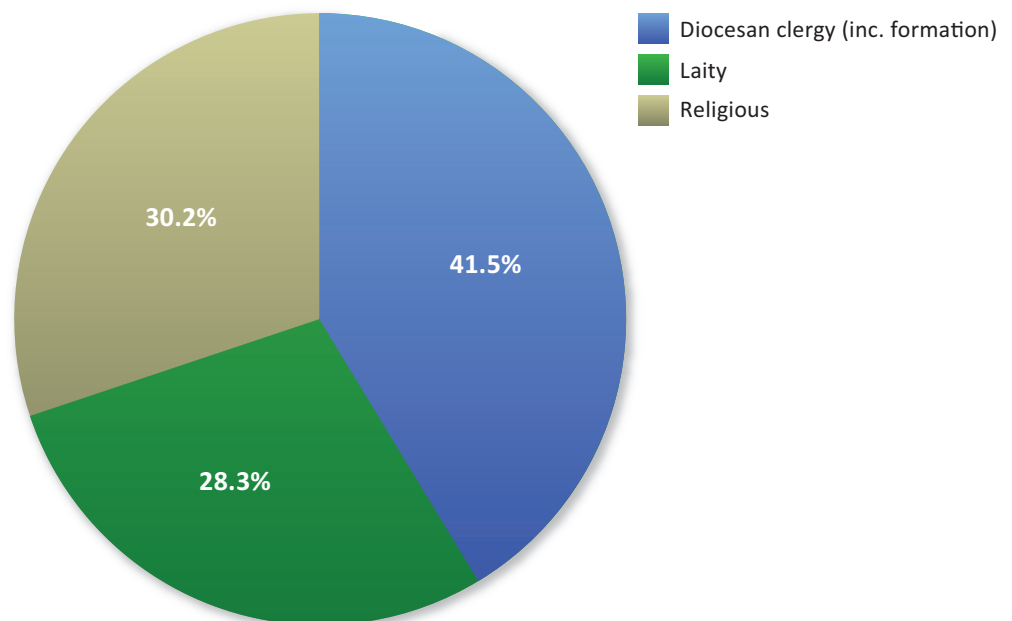
Total abuse allegations by type (diocesan and religious combined) 2003 - 2012



NB: In 2003 data 'Other' category included 'child abusive images', from 2004 onwards, separate 'Child abusive images' and 'Other' categories. However, since no records of 'Other' allegations collected 2005 - 2012, in the above graph 'Child abusive' and 'Other' have been subsumed into a single category.

Figure 4

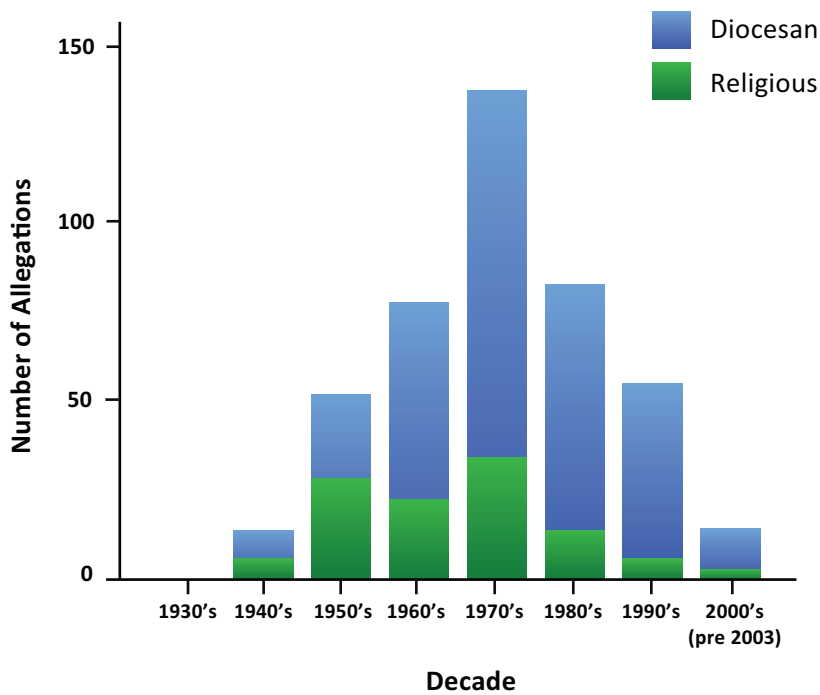
Total abuse allegations by ecclesial context of alleged abuser (diocesan and religious combined) 2004 - 2012



NB: 'Other' category (5 cases overall) excluded from graph

Figure 5

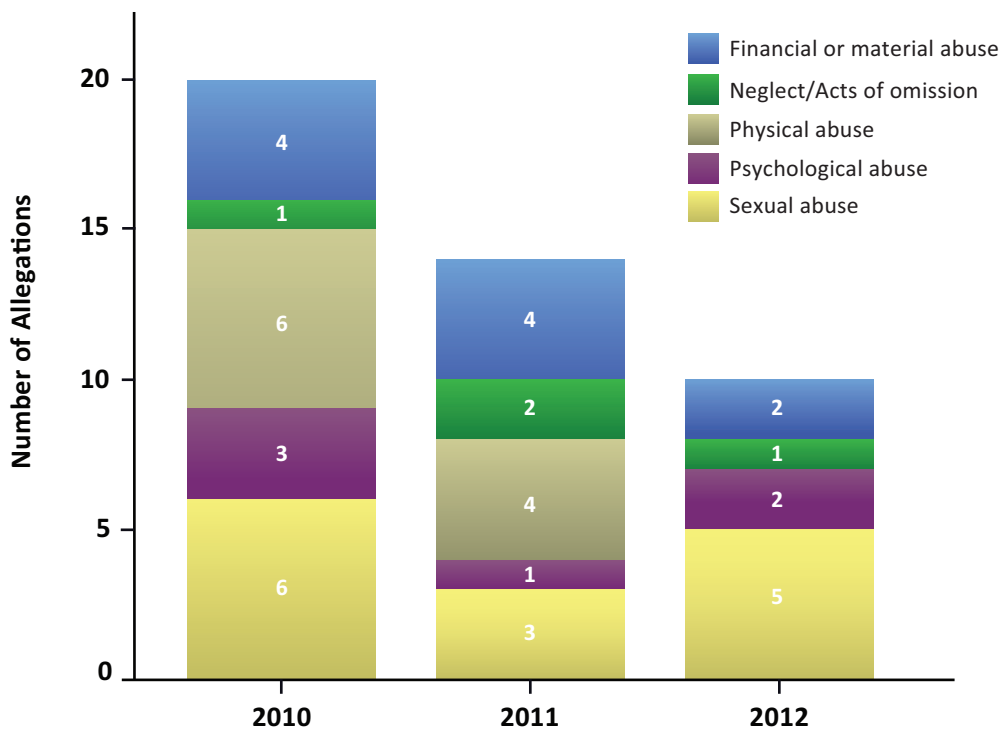
Decade-by-decade breakdown of 'historical allegations' (i.e. pre-foundation of COPCA in 2003), reported between 2003 and 2012



NB: The above graph includes only allegations reported to the statutory authorities from 2003 onwards.

Figure 6

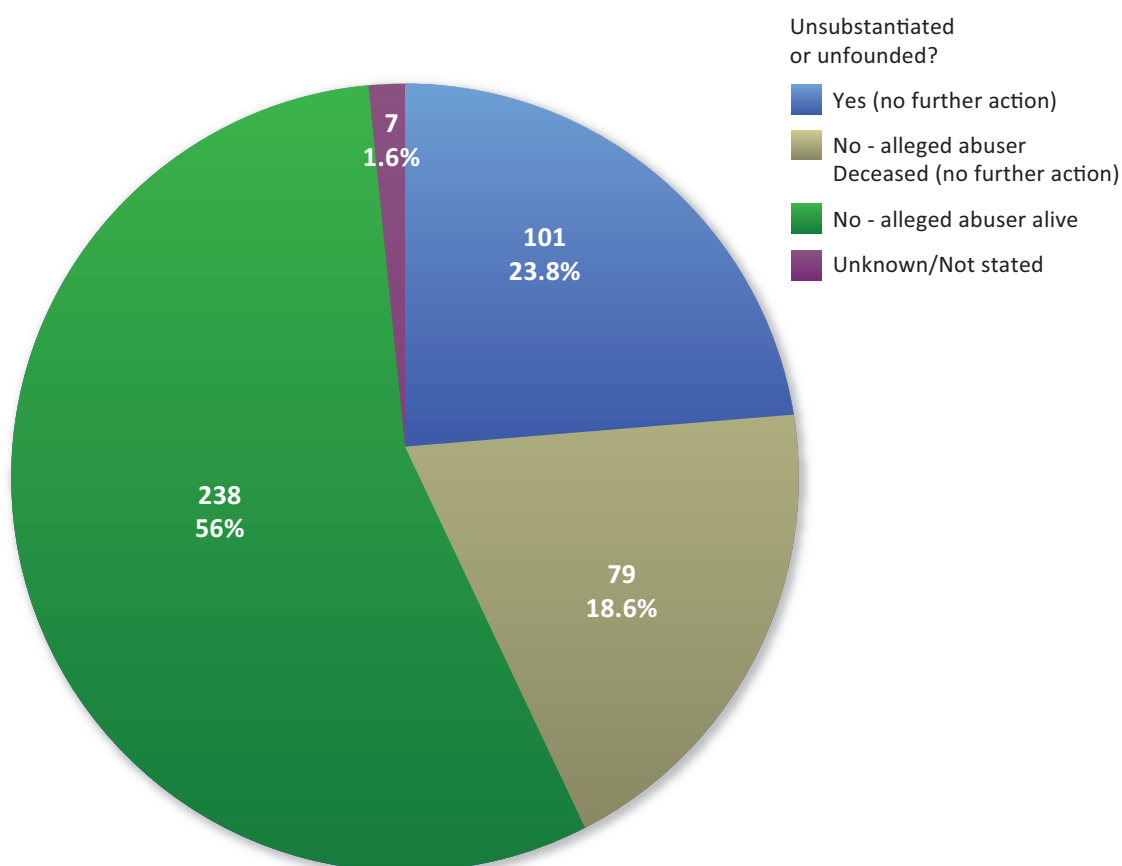
Allegations of abuse against vulnerable adults by type of abuse (diocesan and religious combined) 2010-2012



NB: Data only collected from 2010 onwards.

Figure 7

Initial outcomes of allegations reported to statutory authorities 2003 - 2012



NB: Based on retrospective audit of 425 diocesan allegations, 2003 - 2012, conducted by CSAS in 2014

Table 1

Non unsubstantiated allegations concerning living alleged offenders		238 (100%)
Withdrawn from ministry?		203 (85.3%)
Statutory authority 'outcomes'	i) Prosecuted?	79 (33.2%)
	ii) <i>If yes to i),</i> court appearance?	73 (30.7%)
	iii) <i>If yes to ii),</i> convicted?	53 (22.3%)
	iv) <i>If yes to iii),</i> sentenced?	51 (21.4%)
	a) Dismissed from post (non-clergy)?	46 (19.3%)
	b) Considered for laicisation (clergy)?	77 (32.4%)
	c) <i>If yes to b),</i> pursued?	44 (18.5%)

* NB: Percentages do not total 100, since more than one category can (and often does) apply to each allegation.

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