



**NCSC**

National Catholic  
Safeguarding Commission

# Annual Report

2016  
–  
2017

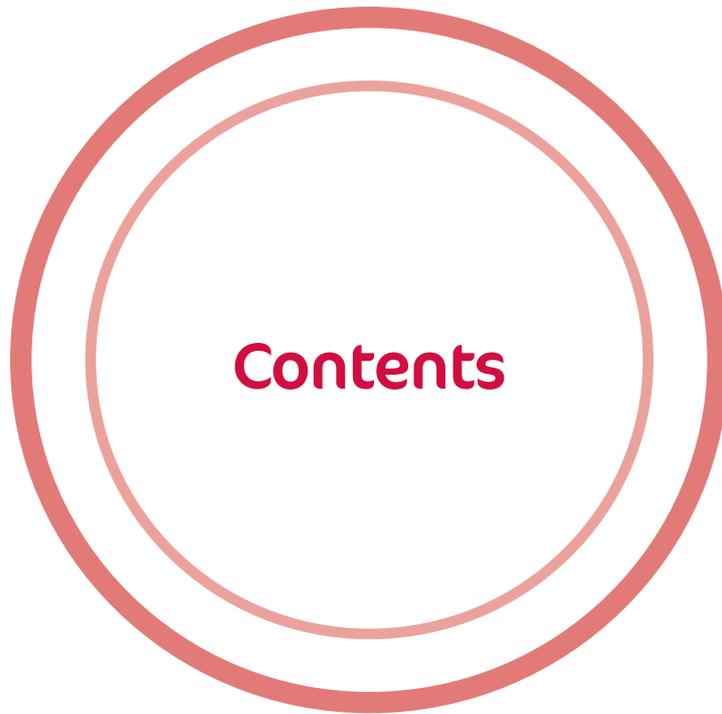


# Active Listening

Active listening can act as a **catalyst** to support the rebuilding of **confidence** and **independence**, allowing victims to take back **control** and **overcome the obstacles** that they face as a survivor of abuse.

Each victim is an **individual**, and the process to guide and support them should be **clear**, yet **flexible** according to their **unique** needs.

*Empathetic  
Approachable  
Reflective  
Patient  
Trustworthy*



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2

# Active, *empathetic,* Listening

An empathetic listener shows **genuine** empathy and **concern** for what the other person has to say.



**Safeguarding is everyone's business and it is not just a procedural process or duty. It must be at the centre of the Church's mission, that sees in action that victims and survivors of abuse are at the heart of what we do.**



Chris Pearson  
Chair NCSC

# 1

**Section one**  
Foreword by  
Chris Pearson

# Foreword

by Chris Pearson  
Chair NCSC

**The publication of the Annual Report has been brought forward this year from October to May 2017 to coincide with the collection of data information by CSAS.**

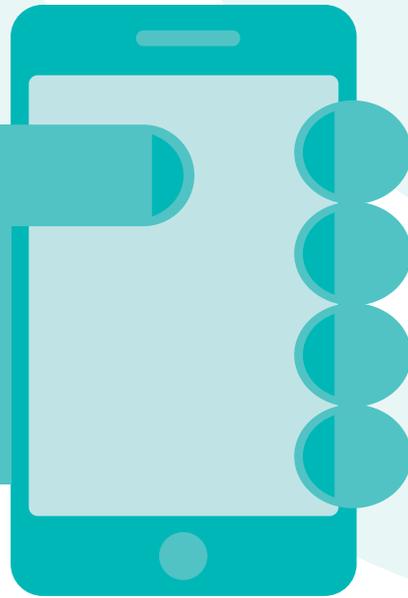
This effectively means that data covers a 12 month period but the reporting of developments only relates to a six month period. Next year's Annual Report will be fully aligned for the 12 month reporting period.

Good progress has been made in a number of areas even though only six months have passed since the last report.



## National Pastoral Support Service

The Bishops' Conference for England and Wales and the Congregation of Religious have reaffirmed their commitment to the proposal for a national pastoral support service.



**T**his scheme is to be shaped by the work and experiences of the Hallam Diocese, "Hurt by Abuse Project". The project involved setting up a telephone helpline for victims and survivors of abuse who wanted to make contact with the Church but found it difficult to do so.

The experience of victims and survivors is that taking those first steps to come forward to report abuse, to ask for help and support is often the hardest thing to do. 'Listening' and 'giving hope' at difficult times are the key messages that the pastoral support service aims to give as a response to victims and survivors of abuse when they first make contact.

The Survivor Advisory Panel (SAP) has continued to go from strength to strength in its membership and work plans to influence and advise on the work of the NCSC. The work of the SAP is highlighted in this report by their chair, Dave Marshall QPM.

Complacency is the enemy of safeguarding. All those involved in safeguarding are tasked to ensure that complacency never happens; we constantly have to be open to challenging others and being challenged ourselves.

There is never a point of saying we have achieved all that is necessary. This report is about safeguarding in England and Wales but that does not stop us learning collectively from others, including from Australia's Royal Commission into child sexual abuse, the Historical Institutional Abuse Inquiry in Northern Ireland and especially from the emerging Independent Inquiry into Child Sexual Abuse for England and Wales.



I take this opportunity to thank all those involved in safeguarding at all levels, those in parishes and religious orders, safeguarding staff and commission members, CSAS staff and my colleagues on the NCSC for their commitment and work over the past year.

**Chris Pearson, Chair**

National Catholic  
Safeguarding Commission

# Active, *approachable,* Listening

An approachable listener makes the other person feel **supported** and conveys **confidence** in them through creating a **safe** and **trusting** environment for open discussion.



# 2

## Section two

NCSC developments  
2016 - 2017

“

**Victims and survivors of abuse should be treated with justice, mercy and compassion and the provision of a pastoral support service must have a theology of justice at its heart.**

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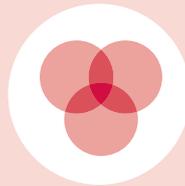
# NCSC developments 2016 – 2017

## The NCSC has three key priorities:



1

Developing a more appropriate response to survivors



2

Promoting the 'One Church' approach to safeguarding



3

Monitoring safeguarding in practice

## 1. Developing a more appropriate response to survivors

### **National Pastoral Support Service:**

A NCSC working party has determined that the pastoral support service will be available to victims and survivors through the provision of a telephone helpline commissioned from an external provider. A telephone helpline with a specific telephone number is the best way for people to make contact and feel safe to do so. A telephone helpline managed by an independent provider who is experienced in working with and listening to victims and survivors of abuse

can assist in overcoming barriers.

The helpline is not separate to the Church's pastoral commitment to taking ownership and responsibility for the provision of support to victims and survivors. Rather, provision of a helpline through an independent provider recognises that some victims and survivors do not want to have direct contact with the Church.

The helpline is the first step in the journey to work alongside the existing ways in which victims and survivors are supported by the Church's safeguarding arrangements.

The key objectives of the scheme are;

- Victims and survivors of abuse should be treated with justice, mercy and compassion and the provision of a pastoral support service must have a theology of justice at its heart.
- A pastoral support provision which enables and complements existing safeguarding arrangements, but facilitated externally to help overcome potential barriers to supporting individuals.
- A unified 'One Church' approach that gives a consistent response to those who need pastoral support.

The next step with this proposal is to finalise the tendering proposals for submission to the Bishops' Conference and Congregation of Religious later in the year.

## 2. Promoting the 'One Church' approach to safeguarding

The NCSC's prime concern is to protect children and adults at risk from abuse and to respond to and support victims and survivors of abuse.

The NCSC acknowledges that the Church has not always responded appropriately in the past and upholds the need for transparency and openness in all that we do.

Via a review of the NCSC Communication Strategy, we have renewed our commitment to ensuring the work we undertake is communicated (either directly or via the Catholic Safeguarding Advisory Service – CSAS) within the Catholic Church, to statutory authorities and to the wider public.



**The Church upholds the need for transparency and openness in all that we do.**



To achieve this objective, some key activities will take place in the coming year.

- The content and presentation of information on the NCSC website is being reviewed with a view to ensuring that Catholic safeguarding has greater prominence, that there is greater consistency of information on Catholic safeguarding pages across the Church in England and Wales and that relevant information is available to a range of audiences.
- The NCSC will produce a leaflet publicising its work and that of the safeguarding commissions. This will in particular focus on the use of safeguarding plans. We will also produce a leaflet to support bishops and religious leaders in making a pastoral response to victims and survivors of abuse.
- The full review of all policies and procedures by the Catholic Safeguarding Advisory Service (CSAS) is underway and will be more fully reported on later in this report.

### 3. Monitoring safeguarding in practice

Since our last report we have further developed our Quality Assurance Framework (QAF) and are in the process of consulting with stakeholders within the Church.

The QAF is intended as a tool to support safeguarding commissions in their reflection on and examination of the quality, standards and delivery of all aspects of safeguarding work, and to identify areas of good practice, areas for development and areas for improvement. This also represents an opportunity for commissions to share good practice and creative solutions.

It is recognised within the QAF that each level of the safeguarding structure can contribute towards minimising risk and promoting wellbeing. The experience of key stakeholders, including those providing services and those using services, are therefore essential sources of information in determining what outcomes have been achieved and whether services have been effective.

CSAS has completed all but one of the audits of the religious commissions and has undertaken one bespoke audit of a diocese. Audit activity going forward will be structured and delivered within the Quality Assurance Framework.

We have reviewed our annual reporting dataset and in 2018 will be reporting on some additional areas, such as the gender of victims and survivors and the age at which abuse was suffered.

#### Extending links

- The chair of the NCSC is a member of the Church of England Safeguarding Board. This provides opportunities to share good practice and consider ways in which we can work collaboratively in shared learning and developments.
- The Chair of the NCSC and Director of CSAS have responded to contact by the Australian Royal Commission into child sexual abuse. This enabled us to share our knowledge and experience in the development of our current safeguarding policies and procedures and how they assist and promote good safeguarding practice.

Find out more

[www.catholicsafeguarding.org.uk](http://www.catholicsafeguarding.org.uk)  
[www.salforddiocese.net](http://www.salforddiocese.net)

The Diocesan  
Safeguarding  
Coordinator can  
be contacted on:  
0161 817 2206

Your Safeguarding  
Representatives are:

Dawn Lindeman  
0161 817 2206

## Your Safeguarding Representatives

Safeguarding Representatives  
have special responsibility for  
promoting good and safe practices  
in all activities involving children,  
young people and adults at risk.



### NCSC Safeguarding Representative Posters

“Knowing how to listen is an immense grace,  
it is a gift which we need to ask for and then  
make every effort to practice.”

Pope Francis, World Communication Day 2016



# Active, reflective, Listening

A reflective listener is **sensitive** to the individual's feelings at the appropriate time, with **careful tone of voice** and choice words to convey this to them.



The SAP members have a breadth of experience in relation to the issues impacting on survivors of abuse, from both a professional and personal perspective.



# 3

## Section three Survivor Advisory Panel



**T**he primary function of the SAP is to ensure that the NCSC receives appropriate and timely information and advice from a survivor perspective to inform its work regarding safeguarding policies, procedures and practices within the Catholic Church of England and Wales.

In line with this and in support of the NCSC priority 'Developing a more appropriate response to survivors', the SAP endeavour to provide the NCSC with:

- Advice/recommendations on matters relevant to victims/survivors.
- Knowledge/insight into experience of abuse.
- Positive contributions to improve responses regarding victim disclosures and Church support.
- Input to inform and influence work – including identifying previously unidentified areas/topics for attention.
- Input on the NCSC media and communications strategy.

### SAP membership and meetings

The SAP currently has 8 members of the maximum permitted 12, a secretary and in addition a link member from both the NCSC and CSAS. The chair also attends the NCSC meetings. Since the SAP's inaugural meeting in February 2016 it has had six meetings, with four meetings planned to be held each year.

The SAP members have a breadth of experience in relation to the issues impacting on survivors of abuse from both a professional and personal perspective.

Full details are listed on the SAP page of the NCSC website.



## SAP work plan

- Communication strategy not only with the NCSC and CSAS but to the wider Church and survivor community.
- Survivor research – looking at ways of reviewing if things are changing in relation to the experience of survivors in the Church context from a non-recent and recent basis.
- Obtaining additional views of survivors – looking at ways of supplementing the professional knowledge and personal experience of the SAP to obtain a wider spectrum of views and learning.
- Managing/supporting survivors and offenders worshipping in the same Church.
- Managing concerns/disclosures of victims /survivors when they do not reach the threshold for action by statutory agencies.
- Managing expectations and supporting survivors awaiting the outcome of Church complaints or disciplinary or penal processes.
- Supporting survivors who want to disclose but do not want the matter reported to police or other statutory authority in line with the policies of the Church – considering exploring possible alternative options of independent advocacy, limited disclosures, use of information as intelligence as opposed to evidence and third party reporting.
- Training on the perspective of victims/survivors including their expectations/hopes and fears.

.....

This is work in progress but gives an insight into the areas in which the SAP is hoping to positively contribute so as to develop a more appropriate response to survivors.



**The SAP plans to supplement the professional knowledge and personal experience of its membership, to obtain a wider spectrum of views and learning.**



“

**Safeguarding Representatives in dioceses and religious orders are often at the forefront of safer recruitment practice and are frequently the point of contact if someone has a concern.**

”

# 4

## Section four

### CSAS developments 2016 – 2017



# CSAS developments 2016 – 2017

**W**hereas the NCSC is responsible for setting the strategic direction of the Church's safeguarding policies, the Catholic Safeguarding Advisory Service (CSAS) is responsible for driving and supporting improvements in practice.

The primary role of CSAS is one of co-ordination, advice and support to the Catholic Church in England and Wales in respect of safeguarding children, young people and adults at risk.

Recommendation 16 of the Cumberlege Commission report 'Safeguarding with Confidence' (2007) sets out the responsibilities of CSAS, which include:

- Provision of advice to the Church about safeguarding issues.
- Overseeing and co-ordinating safeguarding training within the Church.
- Development, implementation and review of policies and procedures.
- Co-ordination of investigations and reviews.
- Being the point of liaison with other national stakeholders concerned with safeguarding.

## Provision of advice and support

CSAS provides support and advice on a daily basis to a wide range of members of the Catholic Church. This includes: religious congregations and orders, diocesan offices, Catholic organisations, members of the public, other faith organisations and professionals. Advice might relate to specific cases, safer recruitment and DBS processing, the application of policies and procedures or general safeguarding matters.

Increasingly, support and advice has been given to Catholic organisations about safer recruitment processes and translating national safeguarding policies and procedures into local practices for hosting safer events such as retreats and pilgrimages.

## Oversight and co-ordination of safeguarding training within the Church

The National Safeguarding Training Programme continues to be rolled out, with the expectation that it is undertaken by all clergy and Safeguarding Representatives.

The Seminary Safeguarding Curriculum continues to be implemented across the six seminaries, co-delivered by Safeguarding Co-ordinators and a member of clergy within the seminary.

During 2017, CSAS will work with seminary rectors and those delivering the training to develop a model for evaluation.

As at the 31 December 2016, the safeguarding e-learning package, launched by the Catholic Church in England and Wales in July 2015 and made available to every member of the Catholic community free of charge, had 4339 registrations across the suite of modules which include Child Protection, Child Protection in Education, Child Exploitation & Online Safety, Child Protection Refresher, Safeguarding Adults and Mental Capacity.

Uptake of the modules is encouraged within dioceses and religious congregations via newsletters, Ad-Clerum and websites. Some innovative practice in bringing people together to learn as a group has been demonstrated in different areas with positive feedback received about the process.

## Development, implementation and review of policies and procedures

In November 2016, the Catholic Bishops of England and Wales approved the revisions to a suite of policies and procedures relating to the management of allegations, action to be taken when statutory processes have concluded but concerns remain and the management of risk using safeguarding plans.

A range of supporting information, guidance and standards have also been developed. The policies and procedures in relation to testimonials of suitability, the commissioning of independent investigators and risk assessors is underway, as is a review of all of our policies and procedures that relate to creating a safer environment within the Catholic Church in England in Wales.

## Co-ordinate investigations and reviews

The Preliminary Enquiry Protocol and National Review Procedures have been reviewed and are incorporated into the overall policies and procedures concerning the management of allegations and concerns within the Catholic Church in England and Wales. CSAS is working ecumenically with other Christian denominations on the review and development of a framework for assessors and investigators that can be commissioned when required.



## Quality assurance

Audits have been undertaken in one diocese and with three religious safeguarding commissions. Three of the four reports have been presented and accepted by the respective commissions.

In each audit, there was evidence of good casework practice, implementation of national policies and procedures and good inter-agency representation on the commissions bringing a wealth of experience and knowledge from health, social care, probation and police services.

Lay membership on the commissions was also well evidenced.

CSAS has been leading on the development of a Quality Assurance Framework for use both with and by safeguarding commissions that prioritises six key areas:

- Prevention of harm and promotion of wellbeing – creating safer environments, communications, safer recruitment, movement of clergy and religious.
- Management of safeguarding concerns and allegations.
- Risk identification, assessment and management.

- Response of the Church to victims, survivors and others affected by abuse within the Church.
- Management and care of individuals accused or convicted of abuse.
- Supervision and support of safeguarding roles.

## DBS and e-bulk

During 2016, CSAS and its agents across the dioceses and religious congregations in England and Wales, processed 14,909 DBS disclosure applications. This is a 16% increase on the number processed during 2015.

E-bulk is now in use across all dioceses and care homes and CSAS is grateful for the hard work of all those working on behalf of the registered body to ensure that recruitment processes follow national procedures. Disclosures are appropriately applied for where roles are eligible and processes for addressing blemished disclosures are implemented to ensure that appropriate actions are taken to protect children and adults from harm.



## The Independent Inquiry into child sexual abuse

The Independent Inquiry into the nature and extent of, and institutional responses to, child sexual abuse, established on 15th March 2015 by the Home Secretary for England and Wales has seen some internal changes this year including the appointment of a new Chair, Professor Jay.

As one of a number of non-statutory institutions subject to this Inquiry, a significant amount of CSAS' time and resources has been put into responding to requests for information from the Inquiry including the provision of policies and procedures, data used for annual reports and case records. CSAS has collated and aggregated data spanning 45 years from dioceses and religious orders. This is being independently analysed with a view to publication later this year.

The Catholic Council for the Independent Inquiry, jointly created by the Catholic Bishops' Conference of England and Wales and the Conference of Religious to oversee the Church's engagement with the Inquiry, has continued to oversee the response being made across the Church.

## Study days for Church leaders

The Chair of the NCSC and the Director of CSAS delivered a study day for bishops during November 2016 focusing on adults at risk. Kathy Perrin from the Catholic Church Insurance Agency (CCIA) delivered a session focusing on making a pastoral response to victims and survivors. A similar event is planned for religious leaders during June 2017.



**From  
darkness,  
into light.**



## Biennial Conference

Following the success of the 2015 biennial conference "From darkness into light – how the Church is responding to the abuse crisis", plans were in hand for 2017. However, this has been deferred to 2018 to ensure that our resources are appropriately targeted on our core responsibilities as well as ensuring a professional and timely engagement with the Independent Inquiry.



### NCSC Safeguarding Alpha Cards

**“Listening means paying attention,  
wanting to understand, to value,  
to respect and to ponder what the  
other person says”**

Pope Francis, World Communication Day 2016

# Active, patient, Listening

A patient listener **doesn't hurry** people, but asks good questions to **guide** the sharing whilst maintaining an **open mind** to what's being communicated.





A very significant part of the work is concerned with training and awareness raising which serves the important purpose of reducing anxiety and encouraging people to feel confident about referring matters to the team.

– Archdiocese of Birmingham



# 5

## Section five

Safeguarding developments in dioceses, parishes and religious congregations 2016 – 2017

## Safeguarding developments in dioceses, parishes & religious congregations 2016 – 2017

The following section highlights a range of work and examples of good practice across the Church.

Dioceses and religious congregations delivered 478 training events during 2016 to Church leaders, clergy, religious congregations, chaplains, seminary students, commission members, employees, trustees, governors, teachers, retreat centre teams, parish volunteers, pilgrimage volunteers, catholic organisations, Parish Safeguarding Representatives, youth groups and parishioners.



The training delivered included:

- Safeguarding basic awareness
- National training modules for clergy and Safeguarding Representatives
- Safeguarding for religious congregations
- Parish Safeguarding Representative induction/role
- Commission member induction
- Responding to allegations and concerns
- Personal safety
- Confessional practice
- Use of information technology/internet safety
- Independent Inquiry
- Safeguarding policies
- E-bulk and DBS
- External speaker – The sexual abuse of minors by clergy: the effects of this crisis on non-offending Catholic Priests in England and Wales
- Safer recruitment
- ‘Stop it Now’
- Adults at risk/vulnerable adults
- Understanding capacity
- Safeguarding practice for youth
- Integrity in ministry
- Modern slavery
- Domestic abuse
- SAFESYS and PAMIS overview
- Grooming/disclosure/covenants of care
- Creating a safer environment
- Statutory agency requirements /referral procedures
- E-learning modules

## Communicating and embedding a culture of safeguarding across the Church

Safeguarding is about protecting people's health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect. The following are examples of practice across England and Wales.

The safeguarding team in the **Archdiocese of Birmingham** places great emphasis on providing a warm and friendly response to everyone.

"This is a key element in encouraging people to see safeguarding as something positive and as an integral part of the work and the mission of the Church. Over the past year we have had a lot of positive feedback on this point."

A bi-monthly newsletter is forwarded to all parish Safeguarding Representatives in the **Archdiocese of Cardiff**.

"There is close liaison across the diocese with the St Vincent de Paul Society, particularly in relation to special projects which include Home Office approved premises, hostel accommodation for adults suffering long-term unemployment, mental ill health and homelessness, children's residential camp at Holy Island. Training (both face to face and registration for e-learning) is provided for staff and volunteers and there is an excellent working relationship for safe recruitment, referral of concerns and risk assessment."

### Hexham and Newcastle Diocese

"We celebrated safeguarding Sunday again (biennial event) – an opportunity to raise the profile of safeguarding in the diocese. The theme for the Bishop's pastoral letter this time was modern slavery. He illustrated it with a real example of a Nottingham case. He also promised training across the diocese to help

raise awareness of Modern Slavery. The first event attracted over 100 people."

### Diocese of Nottingham

The **Diocese of East Anglia** held two human trafficking day events with representatives from the police and other stakeholders.

Parish Representatives have demonstrated their ability to recognise concerns and to pass on these concerns to the relevant people, enabling effective safeguarding structures in the **Northampton Diocese**.

In the **Diocese of Salford**, the safeguarding team has attended Dean's meetings to discuss clergy Safer Working Practices. The diocese has also ensured distribution of the new parish posters and Alpha Cards.

The **Plymouth Diocese** is developing the role of specialist Safeguarding Representatives alongside the role of parish Safeguarding Representatives. These specialist Safeguarding Representatives will work and oversee safeguarding for annual events and special interest groups.

"We have a representative who works with the annual youth summer camp, we are recruiting a representative to work with the revamped Diocesan youth pilgrimage and we are recruiting a number of representatives to work with the Kerala Community within the diocese."

### Plymouth Diocese

The **Diocese of Wrexham** has interactive and accessible safeguarding information on its diocesan website, has produced and distributed multi-lingual safeguarding posters and has a quarterly news bulletin that is distributed to all parishes (safeguarding updates and useful contact numbers).

**The experience of abuse can have profound effects upon victims and survivors. The following are examples of how the Church is addressing the provision of pastoral support to those who have been harmed by abuse.**

“For many years now the Archdiocese has emphasised the importance of attempting to meet the spiritual needs of those who approach us. The publicity that has been in the public eye around abuse in all sorts of settings seems to have resulted in more people wanting to speak to us about their experience and seeking some sort of spiritual solace.”

**Archdiocese of Birmingham**

The **Diocese of Leeds** has used different methods to engage with and help people who continue to be at risk but as adults with capacity, are refusing formal support. These forms of support have included using a ‘Keeping in Touch’ plan and gaining consent from an adult to share basic information with designated others who could then assist with the “minimum of fuss” should the need arise.

“As part of our ongoing work and commitment to victims and survivors we organised a one day strategy development day which was attended by victims/survivors and victims/survivors charities to look at how we set priorities around supporting individuals who have been abused, action we need to develop services for victims and how we best support both the needs and expectations of individuals.”

**Diocese of Plymouth**

“We have begun discussion with Survivors Manchester to look at how best to support the victims/survivors throughout the diocese.”

**Diocese of Salford**

The **Society of Jesus** is developing its work to reach out to victims and survivors, meeting with individuals and providing pastoral support. The Society of Jesus is keen to identify survivors of abuse that occurred in the past and have a project group to explore the best methods to do this.

**The operation of safer recruitment processes is extremely important to ensure that robust checks are undertaken when people are appointed to positions within the Church.**

The **Archdiocese of Birmingham** is making progress with implementation of the online DBS process.

“We are convinced that this will be of benefit to the Church but it is very important to enthuse all representatives about this system. In future some of our existing representatives will cease to be ID verifiers; we are putting a great deal of effort into retaining them and encouraging everyone to see safeguarding in a much wider way than simply the completion of forms.”

Both **Clifton** and **Wrexham Dioceses** are undertaking a programme of DBS renewals for everybody who has a disclosure which is over 3 years old.

In the **Diocese of East Anglia**, Deanery DBS e-bulk training was undertaken with input from a police officer who is an expert at scrutinising common forms of ID.

Those in key safeguarding roles within the Church require adequate training and support to enable them to carry out their work confidently and competently.

Training and support is provided using a range of different methods demonstrated by the examples below.

In the **Archdiocese of Birmingham** a very significant part of the work is concerned with training and awareness raising which serves the important purpose of reducing anxiety and encouraging people to feel confident about referring matters to the team. Particular emphasis is placed on ensuring that sessions are up to date and linked to the life of the Church.

The **Archdiocese of Liverpool** has been responsive to requests for specific training in addition to the national training programme. Local parish based, small group training, specific to the needs of the local community and voluntary groups, has been provided by the **Wrexham Diocese**.

The **Portsmouth Diocese** continues to mandate safeguarding training to all involved in ministry with vulnerable groups, and all clergy and all new Safeguarding Representatives receive 1:1 training before commencing their ministry.

“Training provided to the Bishop and Priests regarding The Sexual Abuse of Minors by Clergy: The effects of this crisis on non-offending Catholic Priests in England & Wales was excellent and very well received.”

#### **Diocese of Brentwood**

An annual safeguarding conference for all Safeguarding Representatives, volunteers and clergy with the Bishop and excellent guest speakers attending proved popular and useful (as indicated by the “excellent” rating on evaluation forms) in the **Diocese of East Anglia**.

The Diocese of **East Anglia** also provided assistance to a neighbouring diocese throughout 2016. The **Salford Diocese** also held a one day safeguarding conference which was attended by more than 80 parish and religious Safeguarding Representatives.

In the **Diocese of Hexham and Newcastle** the Educare e-learning package was discussed first by the Prevention & Training Sub-committee, then agreed by the Safeguarding Commission as being a demonstrable minimum standard for all parish and local Safeguarding Representatives to achieve. The requirement is outlined at induction sessions for any newly recruited representatives.

“For existing post holders, who may have had some difficulties with technology, facilitated group sessions were arranged using the IT suites in local Catholic schools. A letter of congratulations and thanks is sent by the Bishop upon completion of the two required programmes and representatives are encouraged to promote registration for the e-learning in their own parish or group setting.”

The **Archdiocese of Liverpool** sent a questionnaire to Safeguarding Representatives asking if their needs were being met by the Safeguarding Team.

“We hold Parish Representative support meetings once a quarter in different locations around the diocese so that the Parish Representatives have an opportunity to raise issues and network with their colleagues.”

#### **Clifton Diocese**

In the **Diocese of East Anglia**, Parish Volunteers and Representatives are playing an increasing role in identifying and reporting abuse, and have the confidence to refer these matters to the Safeguarding Co-ordinator.

“We have been committed in safeguarding to support the volunteer and paid safeguarding leads within our parishes and aligned religious orders as follows:

- Development of a safeguarding resource centre for safeguarding leads in parishes and religious organisations. This goes live in spring 2017.
- Quarterly safeguarding newsletter.
- Progression of the recruitment of a paid person within the central safeguarding team to support safeguarding personnel within the parishes and religious orders. The person’s responsibilities will include:
  - Implementation of the National Safeguarding Policies of the Catholic Church on behalf of the bishops and trustees of the Archdiocese of Westminster.
  - Provide support, development and engagement.
  - Compliance of allegations work carried out by safeguarding personnel.”

#### Archdiocese of Westminster

**Multi-agency working and the sharing of information is an important and regular feature of our work in safeguarding.**

In addition to the usual engagement with statutory authorities in the management of concerns, allegations and risk, some dioceses have participated in multi-agency safeguarding conferences and contributed to joint training with local authorities and worked with statutory agencies to develop clear guidance for volunteers.

**Sharing best practice and learning from others.**

The **Cardiff Archdiocese** Safeguarding Co-ordinator has joined the new Action Group for the Lucy Faithfull Foundation and is a member of their steering group. The Safeguarding Co-ordinator also attended the cross party group on ‘Preventing Child Sexual Abuse’ held at the Welsh Assembly Government during November 2016 and chaired by the Assembly Member for Newport West. This links the work of the Lucy Faithfull ‘Stop it Now’ programme, The Survivors Trust and NSPCC Cymru/Wales. The Safeguarding Co-ordinator also attended the day conference in Cardiff organised by Action on Elder Abuse during November 2016.

**Taking a robust approach to managing risk whilst enabling and supporting people to practise their faith is a key principle of our approach to safeguarding.**

In the **Cardiff Archdiocese**, pre-release prison visits and Liaison with Police PNN/Probation and prison chaplains, to manage offenders who were subsequently subject to ongoing Covenants of Care, was a major focus of risk management in 2016.



**Parish Representatives have demonstrated their ability to recognise concerns and pass on these concerns to relevant people.**



Good governance is essential for ensuring that safeguarding actions have a positive impact on individuals who need protection and support and more widely on the mission of the Church.

In the **Archdiocese of Cardiff**, an annual 'parish audit' is carried out to ascertain accurate records of volunteers working in parishes and the religious congregations aligned to Cardiff Archdiocese for safeguarding.

The **Diocese of East Anglia** has highlighted its good cross-representation of parish and religious Safeguarding Representatives, effective cross-representation from all Diocesan counties on the safeguarding commission and enthusiasm and commitment to safeguarding by Bishop Alan Hopes.

Similarly the **Diocese of Northampton** highlights the promotion of safeguarding and support provided by Bishop Peter Doyle.

#### **The Independent Inquiry into Child Sexual Abuse**

The Safeguarding Co-ordinators for **Ampleforth Abbey**, **Buckfast Abbey** and the **Archdiocese of Birmingham** have made significant contributions to the provision of information that has been requested by the Independent Inquiry in respect of the case studies into the **English Benedictine Congregation** and **Archdiocese of Birmingham**. This has been a resource intensive and demanding undertaking and has been approached with a commitment to transparency and co-operation with the Inquiry.

## **Ongoing and future developments 2016-2017**

The priorities for the year ahead are as follows:

### **NCSC**

- Implementation of the Quality Assurance Framework
- Commissioning and implementation of the Pastoral Support Service
- Further development of 'One Church' communication materials
- Updating of the NCSC website

### **CSAS**

- Continuing to support the Catholic Council for the Independent Inquiry into Child Sexual Abuse and development of the prevalence data collection exercise
- Ongoing review of all policies and procedures
- Working with the NCSC to implement the Quality Assurance Framework
- Working with the NCSC to develop 'One Church' communication materials
- Developing a process for evaluation of the safeguarding components of the seminary curriculum
- Reviewing pilot areas using the electronic data and case recording systems
- Reviewing the National clergy training
- Launching the new CSAS website

# Active, trustworthy Listening

A trustworthy listener knows how to treat what is shared with **confidentiality**. They are **trustworthy** and **sensitive** with information and **never look to use anything that is shared for any purpose other than good**.



# 6

## Section six

### Appendix One

### National Catholic Safeguarding Commission (NCSC)

“

**Good progress has been made in a number of areas even though only six months have passed since the last report.**

Chris Pearson,  
Chair NCSC

”

## NATIONAL CATHOLIC SAFEGUARDING COMMISSION (NCSC)

The National Catholic Safeguarding Commission (NCSC) was mandated by the Catholic Bishops' Conference of England and Wales (CBCEW) and the Conference of religious (COR) 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 Catholic Safeguarding Advisory Service (CSAS) to undertake thematic investigations to assist in ensuring compliance with nationally agreed policies and in making reports to the CBCEW and CoR.
- 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.
- Set the strategic work programme of the CSAS in consultation with CBCEW and CoR.

Biographies of current members can be found on the NCSC website:

[www.catholicsafeguarding.org.uk/who\\_we\\_are.htm](http://www.catholicsafeguarding.org.uk/who_we_are.htm)

## Current membership

### National Catholic Safeguarding Commission

**Chris Pearson**

(from November 2015) (Chair)

**The Rt Rev Marcus Stock**

(from November 2014) (Vice Chair)

**Sr Lyndsay Spendelow RSM**

(from March 2015) (Vice Chair)

**Rachel O'Driscoll**

(from March 2016) (Lay Vice Chair)

**Brother James Boner, OFM Cap**

**The Rt Rev Mark Davies**

**Peter Houghton**

**Stephen Spear**

(from June 2016)

**Rev Dr Brendan Killeen**

**Elizabeth Manero**

(from June 2016)

**Sr Philomena McCluskey FMSJ MBE**

**Mr Mick Walker**

(from January 2017) (Co-opted member  
[Safeguarding Co-ordinator])

**Dr Dianne Swiers**

(from January 2017) (Co-opted Chair  
[Diocesan Safeguarding])

**Bernadette Speakman**

(from July 2016) (Secretary)

**Dr Lindsay Voss**

(from May 2015)

**Kathy Perrin**

(Co-opted member CCIA)

### Survivor Advisory Panel for National Catholic Safeguarding Commission (SAP)

**Dave Marshall, QPM**

(from December 2015) (Chair)

**Andrew Browne**

(from December 2015)

**Anthony Griffin**

(from December 2015)

**Pana Modi**

(from December 2015)

**Marie Grant**

(from August 2016)

**Dr Lindsay Voss**

(from December 2015) (NCSC Link Member)

**Jocelyn Jones**

(from August 2016)

**Maxine Leigh**

(from December 2015)

**Frances Healey**

(from October 2016)

# 7

## Section seven Appendix Two The CSAS Team

“

**CSAS provides support and advice on a daily basis to a wide range of members of the Catholic Church.**

”

## Current

**Dr Colette Limbrick**  
Director

**Shauna McAllister**  
Safeguarding Adviser

**Amy Roberts**  
PA to Director and Office Manager

**Toby Amos**  
DBS and e-bulk Administrator

**Alicia Maddix**  
Administrator

**Lysette Kabana**  
Administrator

## Staff who left during the year

**Jaqueline Hunt**

**David Heller**

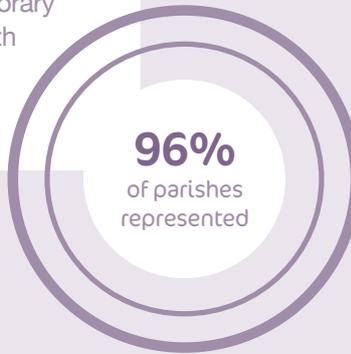
**Sinead Egan**

“

**Safeguarding Representatives in dioceses and religious orders are often at the forefront of safer recruitment practice and are frequently the point of contact if someone has a concern.**

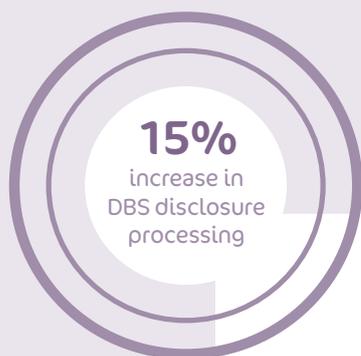
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As at the end of December 2016, we had fewer than 4% of parishes without a Safeguarding Representative in post, which represents a 22% decrease in vacancies compared to the previous year. In most instances, parishes with temporary vacancies make arrangements for cover with neighbouring parishes.



**Table 1**  
**Safeguarding Representatives**

Diocesan Returns	2016	2015	2014	2013	2012	2011
No. of parishes	2294	2341	2383	2441	2394	2391
No. of parishes with Parish Representative in post	2207	2227	2276	2305	2306	2298
No. of parishes without Parish Representative	87	114	107	136	88	93
% of parishes without Parish Representative	3.79%	4.87%	4.49%	5.57%	3.68%	3.89%



**DBS processing is one element of the Church's safer recruitment processes.** This year, the CSAS Registered Body processed 14,909 DBS disclosure requests, representing a 15% increase on last year and a 28% increase on the number processed during 2014. The majority of these are initiated by Safeguarding Representatives across England and Wales and submitted via e-bulk.

As a percentage of all disclosures in 2014, 1.86% of disclosures were returned with relevant information about the applicant. In 2015, this reduced to 1.52% being returned disclosing relevant information and in 2016 this further reduced to 1.36% being returned disclosing relevant information about the applicant. One explanation for this consistent reduction is that implementation of the Church's safer recruitment processes, of which DBS processing is a part, contribute to the appropriate screening out of some applicants.

**Table 2**  
**DBS disclosures initiated**

Diocesan Returns	2016	2015	2014
DBS disclosures initiated by dioceses & independent religious commissions	14809	12853	11585
Number of disclosure certificates returned without disclosure information	14705	12664	11370
Number of disclosure certificates returned containing disclosure information	204	195	215
% of disclosure certificates containing disclosure information	1.38%	1.52%	1.86%

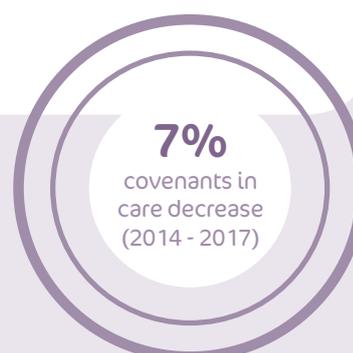
**Safeguarding Representatives, members of the clergy and religious and partners from statutory agencies work collaboratively to ensure that those about whom there are concerns or who have been convicted of relevant offences against children or adults, are supervised and supported using ‘covenants of care’.**

These are agreements that are informed by a process of identifying risks or potential risks and seek to hold the person to account, help them model safe behaviours, develop supportive relationships and develop skills and strategies to reduce risk and keep themselves and others safe. Additionally, the agreement seeks to identify and address support needs. During 2017, covenants of care will be replaced by safeguarding plans.

**Table 3**  
**Covenants of Care**

Year	New covenants of care	Total number in place
2016	88	428
2015	92	423
2014	104	462
2013	96	384
2012	96	327
2011	83	302

**There has been a 1% increase in the total number of covenants of care in place compared to 2015 but a 4% decrease in new covenants of care being put in place.** This decrease is consistent with the decrease seen the previous year. Since the peak in 2014, there has been an overall 7% decrease in the total number of covenants in care in place and a decrease of 15% in respect of new covenants of care. In 2018 we will be reporting on reasons underlying the discharge of covenants of care during the year.



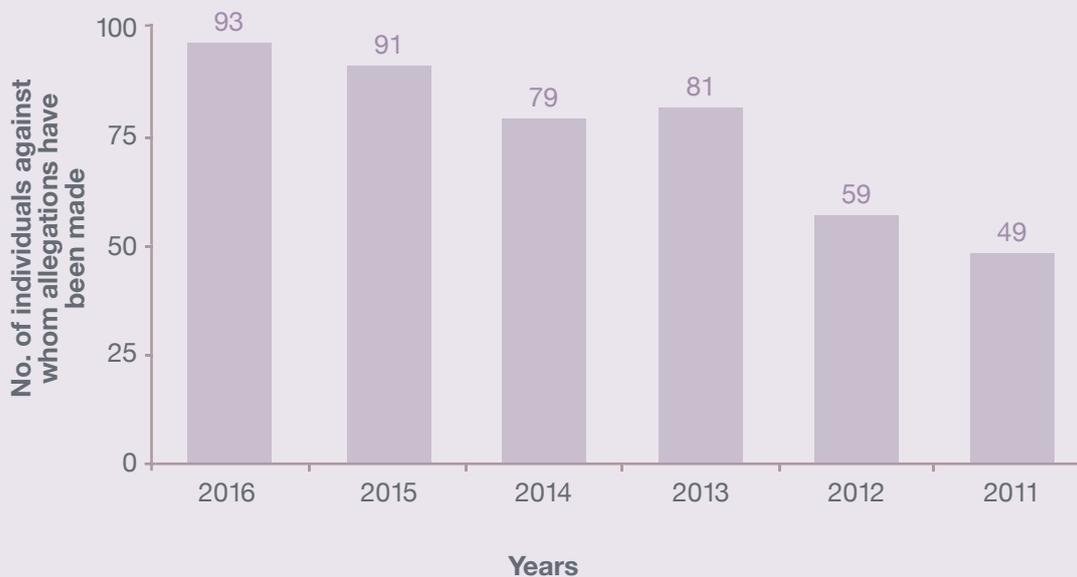
**During the past year, there has been an increase of 2% in the number of individuals against whom child safeguarding allegations have been made.**

In respect of 93 individuals against whom allegations were made, 122 children made a total of 145 allegations. In 9 cases, there were between 3 and 6 children involved and in some cases the exact number of children involved could be more but could not be identified e.g. in cases involving abusive images of children.

In some cases, a child made a number of allegations involving different types of abuse.

### Chart 1

**Child safeguarding allegations in 2016 compared to previous years**



**In rank order, the highest numbers of allegations made during 2016 were against Religious Priests, Secular/Diocesan Priests, volunteers and parishioners. Last year, the highest numbers of allegations were against Secular/Diocesan priests, volunteers and parishioners.**

The trend this year is the same as last year with the highest number of known allegations made relating to sexual abuse, followed by physical abuse, emotional abuse, child abuse images and neglect.

**Table 4****Child protection allegations of abuse by role of abuser and type of abuse**

Role	Sexual Abuse	Physical Abuse	Emotional Abuse	Neglect	Child Abuse Images	Not Known	Total
Secular/Diocesan Priest(s)	29	2	1	0	3	0	<b>35</b>
Religious Priest(s)	28	6	3	0	1	0	<b>38</b>
Transitional & Permanent Deacons	2	2	0	0	0	0	<b>4</b>
Secular/Diocesan Priest/Religious Clerical Student(s)	3	0	0	0	1	0	<b>4</b>
Male religious	10	0	0	0	0	0	<b>10</b>
Female religious	3	4	3	2	0	0	<b>12</b>
Religious In Formation	1	0	0	0	0	0	<b>1</b>
Unspecified religious	0	0	0	0	0	0	<b>0</b>
Volunteer(s)	13	1	5	0	1	1	<b>21</b>
Employee(s)	2	0	0	0	0	0	<b>2</b>
Parishioner(s)	11	0	0	1	4	1	<b>17</b>
No role within the Church	0	0	0	0	0	0	<b>0</b>
Unknown	0	0	0	0	0	1	<b>1</b>
<b>Total</b>	<b>102</b>	<b>15</b>	<b>12</b>	<b>3</b>	<b>10</b>	<b>3</b>	<b>145</b>

**Table 5****Date when abuse first occurred by type and total number of victims/survivors**

An individual might have suffered abuse in more than one category.

	Victim/ Survivor Total	Sexual Abuse	Physical Abuse	Emotional Abuse	Neglect	Child Abuse Images	Not Known
2016	30 <sup>1</sup>	16	1	5	1	7	1
2015	0	0	0	0	0	0	0
2014	1	0	0	0	0	0	1
2013	0	0	0	0	0	0	0
2012	0	0	0	0	0	0	0
2011	1	0	1	0	0	0	0
2010	0	0	0	0	0	0	0
2000 – 2009	7 <sup>2</sup>	5	0	0	0	2	0
1990 – 1999	9	8	2	2	0	0	0
1980 – 1989	14	14	1	0	0	0	0
1970 – 1979	28	28	2	1	0	0	0
1960 – 1969	18	17	3	2	1	0	0
1950 – 1959	6	6	2	1	0	0	0
1940 – 1949	2	2	1	1	1	0	0
1930 – 1939	0	0	0	0	0	0	0
Pre 1930	0	0	0	0	0	0	0
Not Known	6	4	0	0	0	1	1
<b>Total</b>	<b>122</b>	<b>100</b>	<b>13</b>	<b>12</b>	<b>3</b>	<b>10</b>	<b>3</b>

<sup>1</sup> 2016: includes cases involving child abuse images, exact number of victims cannot be determined.

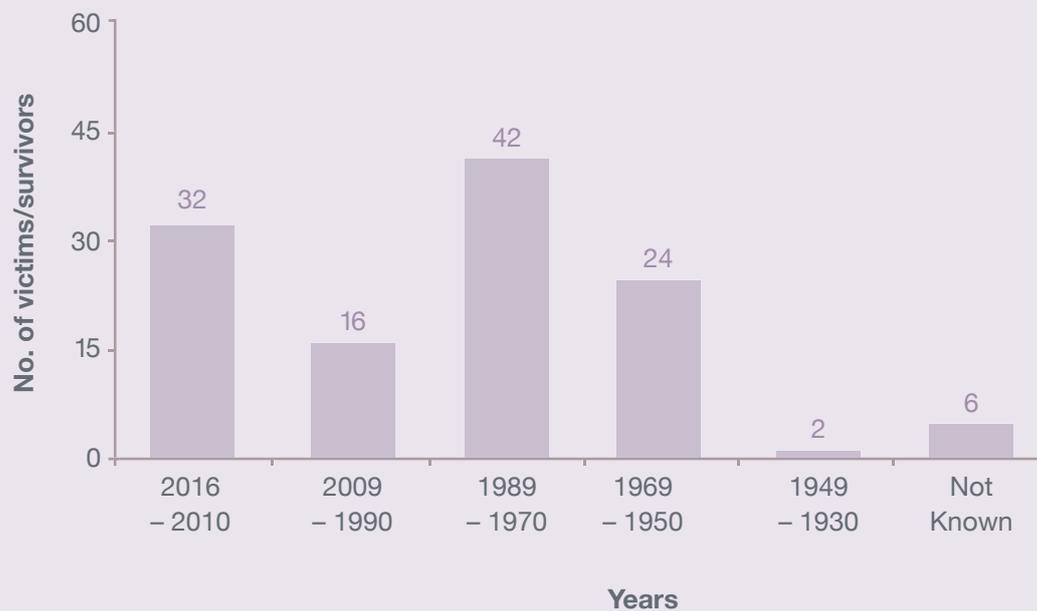
<sup>2</sup> 2000 – 2009: includes cases involving child abuse images, exact number of victims cannot be determined.

## Summary

- 25% of victims/survivors reported abuse to have first occurred during 2016.
- 7% of victims/survivors reported abuse to have occurred between 2000 and 2015.
- In 5% of cases, the date is not known.
- 57% of victims/survivors reported abuse to have first occurred between 1960 and 2000.
- 34% of victims/survivors reported abuse to have occurred between 1970 and 1989.
- 7% of victims/survivors reported abuse to have first occurred before 1960.

Chart 2

Date alleged abuse occurred by number of victims/survivors



### Chart 3

#### Allegations of abuse against adults

During the past year, there has been a 41% increase in the number of allegations of abuse against adults at risk. This is a significant departure from the 24% decrease between 2015 and 2014. The 2016 figure is a 7% increase on the 2014 figure. Next year we will be reporting in more detail on the nature of allegations against adults.



**Table 6****Allegations of abuse against adults by role of abuser**

Role	Number
Secular/Diocesan Priest(s)	8
Religious Priest(s)	0
Transitional & Permanent Deacons	0
Secular/Diocesan Priest/Religious Clerical Student(s)	0
Male religious	1
Female religious	2
Religious In Formation	0
Unspecified religious	0
Volunteer(s)	3
Employee(s)	3
Parishioner(s)	9
No Role within the Church	0
Unknown	5
<b>Total</b>	<b>31</b>

In line with last year, the highest numbers of allegations of abuse against adults were made against parishioners and Secular/Diocesan Priests.



# Notes

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