



**NCSC**

National Catholic  
Safeguarding Commission



**Annual report**  
**2015**



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**The working party on pastoral support  
for survivors has made real progress...  
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be implemented gradually  
across all our Dioceses and  
Religious Communities**



Danny Sullivan  
Chair NCSC



**Section one**  
Foreword by  
Danny Sullivan

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# Foreword

by Danny Sullivan  
Chair NCSC

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**T**his year as I look back and forward the first thing to do is pay tribute to the work of Adrian Child as Director of CSAS. Adrian steered through the work of CSAS, often in very difficult circumstances, but always with integrity and commitment. Inevitably, given the nature of abuse and safeguarding, Adrian's work was not always appreciated but as the national public enquiry begins its work on institutional abuse I am sure the Church will discover it has much to thank Adrian for in implementing national procedures and protocols. I wish Adrian's successor Colette Limbrick every success and I am confident she will prove to be an excellent appointment.

Looking ahead it is important that we see CSAS settle down in London and regain its vigour and qualities. Losing most of the staff from Birmingham has led to a very testing time indeed. Notwithstanding the challenges there is much to be positive about as we move forward. The working party on pastoral support for survivors has made real progress and based on the Hallam project we believe we have a model that can be implemented gradually across all our Dioceses and Religious

Communities. The work of the group has been enhanced by having representation of the Catholic Insurance Agencies on it alongside members of the Commission and an independent legal adviser.

This year we are launching the e-learning programme which is available free to any member of the Catholic community. It has a filmed introduction by Cardinal Nichols and I am very grateful for his support of this initiative. We also owe a great deal of thanks to Bishop Marcus of Leeds who when General Secretary of the Bishops Conference found the funding for this initiative.

Denise Moultrie, a lay member of the Commission, led a task and finish group on the sub-group of the Commission which linked with survivors. This group has proposed a new way forward which I believe has all the potential to strengthen our links with survivors and to enable their voice to be better heard.

As the public enquiry into institutional abuse becomes fully operational there will be real challenges for the Church as there will be for other institutions. I am sure the wisdom of setting up an independent

Commission and implementing national procedures and protocols will be recognised and even appreciated. I believe, however, the one area where we will be most challenged is in listening to and meeting with survivors which is not an area of consistently good practice.

Finally, this is my last annual report. My wife Cathy despite having a serious illness has been very tolerant of the time and demands of my role as Chair of the Commission. I could not have done it without her or indeed without the administrative excellence of my secretary Rose Anderson. But the Commission needs to be led now by someone with the energy and skills to see it through the public enquiry and indeed the very positive developments I have referred to.

Danny Sullivan

**Danny Sullivan, Chair**

National Catholic  
Safeguarding Commission

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## Section two

### NCSC developments 2014 – 2015



**The church has the duty to express the compassion of Jesus toward those who have suffered abuse and towards their families, which is why dioceses and religious orders should set up pastoral care programmes which include provisions for psychological assistance and pastoral care.**

**Priests and leaders of religious communities should be available to meet victims and their loved ones; such meetings are valuable opportunities for listening to those who have greatly suffered and for asking their forgiveness.**

Pope Francis in a letter to all presidents of Bishops Conferences and Superiors of Religious Orders  
February 2015





# NCSC developments 2014 – 2015

**T**hese words of Pope Francis in 2015 affirm the decision taken by the NCSC in 2010 that one of their three key priorities is to:

- Develop a more sensitive and pastoral response to the victims and survivors of abuse.

In order to successfully and effectively achieve this priority NCSC are seeking to ensure that any actions and developments are informed by victim and survivor experience and expertise.

## Survivors Advisory Panel

### Terms of Reference

#### 1 Purpose

To ensure the NCSC receives appropriate and timely information and advice from the survivor perspective that will help inform the work of the NCSC and subsequently the safeguarding policies and practices within the Catholic Church of England and Wales.

#### 2 Remit of the Survivor Advisory Panel

- Provide the NCSC with advice and recommendations on matters relevant to victims and survivors;
- Offer knowledge and insight into the experience of those who have been hurt by abuse;
- Make a positive contribution to the current agenda of the NCSC to improve responses to victim disclosures and the Church's support for those hurt by abuse;
- Inform/influence the work of the NCSC by forwarding/receiving issues for discussion or ideas for pieces of work and as per the work plan of the Panel;
- Provide input on the NCSC media and communications strategy (where appropriate) for example, the annual report, literature and co presenting with the NCSC.

### 3 Group Membership

It is important that the Panel provide a survivor perspective; to this end those who have been hurt by abuse should make up the majority membership.

Membership of the panel will be made up of individuals, who have experience of abuse, this to include:

- Direct personal experience of abuse by Catholic clergy or religious;
- Direct experience;
- A parent of a child who has been abused;
- A carer of an adult at risk who has been abused;
- A person with extensive experience of working with survivors (including a representative from a national survivor group);
- A health/social care professional with relevant knowledge and experience.

The panel will have a maximum of twelve members.

### Recruitment

The panel chairperson is currently being recruited for an initial period of two years. This is to enable them to be part of the recruitment process for panel members, appointed for three years. This recruitment is through advertisement via local and national networks, national press and survivor group networks. This is to achieve openness and transparency.

The functioning of the panel and its achievements will be evaluated towards the end of the three year pilot phase.



## Hurt by abuse – developing pastoral support

In 2013 – 2014 we reported on one aspect of the developments of the ‘Care Pathway’ model for the Church’s response to victims and survivors, the immediate support aspect.

### Encouragement – First Contact – Immediate Support – Additional Support

The report concerned the Diocese of Hallam’s “Hurt by Abuse” pilot for provision of immediate pastoral support for those impacted by abuse. The intention was that once evaluated, this pilot might act as a prototype model of support delivery on a national scale.

Overall the evaluation has demonstrated the benefits of the approach trialled in Hallam. It had a number of important messages which will inform the national process as it is developed.

These include:

- Greater levels of awareness raising and encouragement are needed for those who have been impacted by abuse to come forward;
- There is a need which to date has not been able to express itself. This need, whilst not overwhelming, does have resource implications;
- Resolutions can be achieved without recourse to litigation in a just and sensitive fashion;

- Whilst therapy and counselling have their place, other forms of support are essential such as pastoral and spiritual support.

The NCSC are currently seeking to work with a prominent national survivor support organisation with a view to establishing a partnership to roll out the support model nationally. This will provide people with confidence in the independence of the service.

The defining purpose of the scheme is: *“To enable victims and survivors to either be facilitated with or signposted to the most appropriate resource to meet their needs”*.

6 of 28



offices are utilising  
the electronic  
recording system

## Progress on Data Collection

Following the analysis of ten years of collected safeguarding data, reported fully in 2013 – 2014, the NCSC determined to oversee the introduction of a national electronic recording system and further develop the annual data set to capture improved outcome information and details of support and services provided for victims and survivors.

To be most effective the electronic recording system should be in place across all, or if not, the significant majority of safeguarding offices. At the time of publication of this report 6 of the 28 offices are utilising the system.

Work commenced in 2014 – 2015 to further develop the annual data set as described. This has been temporarily halted due primarily to the office relocation of CSAS.

## Extending Links

Since the publication of the Nolan Report in 2001 the Catholic Church in England and Wales has made great strides in developing and maintaining safe environments.

The NCSC is aware through its contacts and from media reports that many other organisations have been confronted with similar challenges around abuse of the young and vulnerable.

Given the knowledge and experience gained over the years by the NCSC and its predecessor, links have been formed to assist others in their efforts to promote wellbeing and respond appropriately to allegations and concerns of abuse.

These include:

- The chair of the NCSC being a member of the Church of England Safeguarding Board;

- Representation on the McLellan Commission addressing, issues of Safeguarding in the Catholic Church in Scotland;
- Being the elected organising body for the annual “Anglophone Conference” in Rome in 2016. This is the conference where safeguarding leads and representatives from the Conferences of Bishops of English speaking nations meet to share knowledge of how to respond to and combat abuse.

## “One Church” Communications

The NCSC have undertaken an audit of all Diocesan websites to evaluate the accessibility of safeguarding information on these sites. The audit identified inconsistencies in design, content and accessibility. Subsequently a national safeguarding communication strategy is being developed.

The intention is that if any member of the Catholic Community or wider public wishes to register a complaint, gather information, or contact safeguarding personnel, then whichever diocese or part of the country they are in, they can expect the same ease of access and consistency of content.

It is also intended to have posters displayed in every parish and Mass centre, providing local safeguarding information, but in a single recognisable format.

Over the forthcoming year information leaflets are to be developed providing advice and explanation:

- To colleague organisations about the Church use of Covenants of Care;
- To Bishops, Religious Leaders and Trustees about communication with victims and survivors.

A large, stylized number '3' is the central graphic of the page. It is composed of two overlapping, rounded shapes. The top shape is white with a blue outline, and the bottom shape is solid blue. The background is a solid blue color.

**Section three**  
CSAS developments  
2014 – 2015



**Priority must not be given to any other kind of concern, whatever its nature, such as the desire to avoid scandal, since there is absolutely no place in ministry for those who abuse minors**

Pope Francis in a letter to all Presidents of Bishops Conferences and Superiors of Religious Orders  
February 2015



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## CSAS developments 2014 – 2015

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**T**he CSAS mission for its safeguarding responsibilities is set out clearly in Recommendation 16 of the Cumberlege Commission report, “Safeguarding with Confidence” 2007.

Those responsibilities include:

- i. Provide advice
- ii. Develop learning, coordinate and deliver training
- iii. Policy development and review
- iv. Coordinate Investigations and Reviews

Between September 2014 and February 2015 the CSAS office relocated from Birmingham, its home for twelve years, to London, being located within the offices of the Conference of Bishops of England and Wales. Despite this inevitably having an impact on resources available for day to day work, CSAS was able to maintain a high standard of work, illustrated by focussing on the areas of responsibility listed here.



### i. Provide Advice

In addition to providing a primarily nine to five Monday to Friday telephone advice and support line for all safeguarding personnel, members of the Church as well as for the wider public at large, CSAS provide advice and support on specific issues to a range of individuals and groups.

- Assistance to the NCSC in developing a Survivor Advisory Panel (see page 8)
- Advice in developing a model to provide pastoral support for victims and survivors of abuse in partnership with Dioceses, Religious Orders and independent survivor support groups (see page 11)
- Assistance to all 28 safeguarding offices about interpretation and application of national safeguarding procedures.
- Recruitment advice and support to not only safeguarding offices but also groups as diverse as CAFOD; Rise Theatre; Chemin Neuf; SVP; Focolare: New Dawn; Ten Ten Theatre group; Young Christian workers etc.

### ii. Develop Learning, Coordinate and Deliver Training

Much of the past year has been dedicated to supporting the roll out of the national training modules reported on in 2013 – 2014 annual report (see page 23)

### iii. Policy Development and Review

The two major areas of development in 2014-2015 have been the introduction of eBulk and review and replacement of the “Parish Pack”

#### ■ eBulk

This is an online electronic method of completing DBS applications and receiving the results. It is managed by the DBS in partnership with the Ministry of Justice. It aims for efficiency by reducing bureaucracy and speeding up the application and response time.

CSAS are currently working with a group of seven Dioceses and a number of Religious Orders who run Care Homes as early adopters of eBulk.

This early adoption is currently being reviewed and will be rolled out nationally by the end of 2015. It is already proving to be of value.

*“As an early adopter it is clear from the outset to see potential to streamline processes, reduce bureaucracy and make overall cost savings, without any compromise to safety. It is a major step forward”*

Plymouth Safeguarding Coordinator

*“It is brilliant!”*

Nottingham Safeguarding Coordinator.

*“The speed at which DBS applications are processed now through eBulk has made the whole process easier and clearer. Many of the Safeguarding representatives in our parishes are extremely enthusiastic about eBulk, which they say makes their roles much easier.”*

Shrewsbury  
Safeguarding  
Coordinator

#### ■ Safeguarding Resource Area

Recommendation 16 of “Safeguarding with Confidence” 2007 proposed the introduction of a “Parish Pack” as a short, lay version of national safeguarding procedures, for use primarily by safeguarding representatives in the parishes and religious communities. This was developed and subsequently launched in 2008-2009 and was instantly commended as being a useful and practical tool to support local safeguarding practice. It has become apparent over the past couple of years that aspects of the “Parish Pack” are becoming outdated; such is the dynamism and pace of change in this field of endeavour.

2014-2015 has thus seen the development and launch of a replacement for the “Parish Pack”.

The development has benefitted enormously from both the experience of practitioners as well as by improvements in communications, specifically IT. What is available now to Clergy, Religious and their safeguarding reps is the online “Safeguarding Resource Area” ([www.csas.uk.net/resource-area](http://www.csas.uk.net/resource-area))

A major advantage of having this available online is that it incorporates an interactive

element. The Resource Area can be tweaked and adjusted to remedy any identified shortfalls or take advantage of improvements in knowledge, understanding and practice. It will prove to be an invaluable aid to the continued maintenance of safe environments within our Catholic Communities.

#### iv. Coordinate Investigations and Reviews

Since their development and introduction into the case management process following the adoption of “Safeguarding with Confidence” by the Bishops and Congregational Leaders in 2007, the Preliminary Enquiry and Review Protocols have become essential elements.

They have helped enforce proportionate risk assessment and management as well as assisting in finding just resolutions to complex case situations.

It has always been CSAS’s responsibility to recruit, motivate and coordinate a pool of independent persons, sufficiently skilled and experienced to be able to undertake this work.

In 2014 – 2015 there have been eight Preliminary Enquiries and two Reviews.

#### Relocation

Following the decision by the Catholic Trust of England and Wales (CaTEW) in 2014 to relocate the office of CSAS from Birmingham to London, the London office opened in October 2014 with the Birmingham office closing in February 2015.

During that period staff formerly in the Birmingham office left to be replaced by newly recruited staff in London. It is with great credit to both sets of staff that the transition was affected relatively smoothly. Inevitably some valuable knowledge and experience has been lost but with the enthusiasm of the new team coupled with the coming into post of the new Director in June 2015, this will soon build up again.

—  
**Adrian Child**  
**Director**  
**July 2008 – Feb 2015**  
—

**A**s the inaugural Director of CSAS, appointed in July 2008, I have felt extremely privileged to have played an instrumental role in shaping Safeguarding within the Catholic Church in England and Wales.

**A safeguarding vision for the Catholic Church over the next five year**

*2.32 "In moving forward and making our recommendations for change we outline our vision of the Catholic Church in England and Wales over the next five years that can truly demonstrate a renewed commitment in its approach to safeguarding children and vulnerable adults:*

- (i) First and foremost that the Church community at all levels is confident in its ability to practice fully and positively Christ's Ministry towards children, young people and vulnerable adults and to respond sensitively and compassionately to their needs and keep them safe from harm;*
- (ii) That there is a much greater acceptance and understanding of the importance of safeguarding children and vulnerable adults on the basis of shared values and common principles and policies which are implemented throughout the Church in England and Wales;*

- (iii) *That there is a clear national strategy for safeguarding children and vulnerable adults, which is owned and driven by the Bishops and Congregational Leaders with structures in place that enable regular dialogue between the Church leaders and those in the dioceses and religious congregations who are tasked with delivering the safeguarding agenda;*
- (iv) *That an effective mechanism, is in place through which to hold Church Leaders themselves, in both dioceses and religious congregations, accountable for ensuring that the safeguarding strategy and policies are implemented;*
- (v) *That all allegations against those working with children and vulnerable adults within the Church context are handled by personnel with appropriate training in managing and investigating such allegations;*
- (vi) *That victims and organisations speaking out for them perceive the Church as addressing allegations of abuse in an empathetic, compassionate and just manner and there is a universal understanding and acceptance that the act of forgiveness does not eliminate the consequences of a wrongdoing for those who abuse, and for the Church in whose name they profess to act;*
- (vii) *That accused clergy and religious are confident that the Bishops and Congregational Leaders will deal with them with respect and in a consistent manner in accordance with nationally agreed procedures, natural justice and Canon Law:*
- (viii) *That in five years the Church is judged by others including its own communities, the victims and perpetrators of abuse and their respective families, to be a beacon of excellent safeguarding practice.”*

In the intervening years I have witnessed, through the unstinting commitment of safeguarding representatives in parishes and religious communities; the ever increasing levels of expertise and professionalism of staff within the safeguarding offices, coordinators and administrators alike; the conscientious scrutiny provided to the work by the skilled volunteers and professionals who make up our safeguarding commissions; and all those priests and religious who continue to support safeguarding endeavours year on year, positive progress towards the visions set out above. It has been a pleasure in that time to have worked with and managed staff in the CSAS team who have not only been consistently professional and enthusiastic in their work but a pleasure to have known on a personal level.

I am indebted to the support, encouragement and thoughtful enquiry and direction setting received from the NCSC which from its inception in 2007 has grown in confidence and expertise.

Finally, I have witnessed at close hand the burgeoning understanding within the Church hierarchy, its Bishops and Congregational Leaders, of the importance and centrality of safeguarding within the Church in order to live the values and principles inherent in the mission of the Church and be witness to the message of the gospels. I have confidence that this vital work will continue to be so supported and will consequently continue to improve.

Finally, I wish every success to Colette Limbrick in her role as the new Director of CSAS.

Adrian Child  
 Director  
 July 2008 – February 2015

## Section four

# Safeguarding developments in dioceses, parishes & religious congregations 2014 – 2015



**Families need to know that the Church is making every effort to protect their children. They should also know that they have every right to turn to the Church with full confidence, or it is a safe and secure home.**



Pope Francis in a letter to all Presidents  
of Bishops Conference and Superiors of  
Religious Orders  
February 2015





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# Safeguarding developments in dioceses, parishes & religious congregations 2014 – 2015

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Over the years the Bishops and Religious Superiors in England and Wales have sought to ensure that the Church is a safe and secure home through a combination of safeguarding elements which together enable families to have the confidence referred to by Pope Francis in his letter to Bishops and Religious Superiors (February 2015).

These elements include:

- Creating spaces of true welcome in which relationships which are respectful and enriching can develop;
- Identifying and supporting key roles to ensure events and activities are organised well with regard to the safety and wellbeing of all and any incidents of concern are responded to in a timely, effective and robust manner;
- Having clear policies and procedures to inform and guide consistent and proportionate safeguarding practice, particularly when concerns arise.

Underpinning all of these elements is the need to raise awareness within the

Catholic community and provide training to all those involved in safeguarding roles.

## **Towards a Culture of Safeguarding: we are listening, learning, changing.**

The Church has a responsibility to ensure all those who undertake work in the name of the Church are adequately trained in safeguarding matters.

The Catholic Church is dependent on Clergy, Religious and Lay people using their skills and talents to nurture and support the Catholic community. But we all have a role to play in safeguarding and it is for this reason that CSAS has worked with Seminaries, Clergy, Religious, Safeguarding Coordinators and many others to introduce a learning package that reaches all members of the Catholic community at a level appropriate to their responsibility.

## E-learning Package

CSAS has worked with EduCare with the aim of developing a learning package to raise safeguarding awareness throughout the Catholic Community in England and Wales. The package includes the following programmes:

- Child Protection;
- Child Protection in Education;
- Child Exploitation & Online Safety;
- Child Protection Refresher;
- Safeguarding Adults;
- Mental Capacity.

This means that every member of the Catholic Community can access safeguarding learning – free of charge.

## Formation

CSAS has worked with representatives from six seminaries to develop a learning package that will equip seminarians to be competent and confident in safeguarding matters at they progress towards priesthood.

What has been achieved to date:

- A placement induction pack has been developed;
- A coherent program has been developed which includes teaching inputs, activities and exercises;
- A number of seminarians have undertaken an E-learning programme which provides an introduction to safeguarding.

## National Training

CSAS has worked with Safeguarding Coordinators, as well as representatives from Clergy and Religious, to develop a learning package aimed at raising safeguarding understanding for Priests/ Religious working in the parish and for

Safeguarding Representatives.

A number of Religious Orders and Dioceses have now undertaken the national training and the feedback has been positive and encouraging.

We have started a journey to raise awareness, understanding, competence and confidence in safeguarding matters... we are making progress... one step at a time!

Training has always been an integral part of the successful development of safeguarding within the Catholic Church. It has developed over the past few years into the multi layered resource it is today in order to meet a range of needs based upon individual, prior experience, interest and role.

In 2014/15 376 such training events were delivered. This training is largely directed at those in key roles to deliver effective safeguarding within our Catholic communities. Included amongst the attendees over the past 12 months have been Clergy, Seminarians, members of the Religious, youth group workers, safeguarding representatives from both parishes and religious communities, safeguarding commission members, pilgrimage leaders and helpers and summer camp workers.

As in previous years the range and subject matter of training on offer is impressive. Many dioceses now provide helpful studies of appropriate and inappropriate use of communication technology and e-safety as a matter of course.

Other areas covered included stalking and domestic abuse; dementia awareness; working with sexual offenders; spiritual needs of those impacted by abuse; risk management.



At least one safeguarding  
representative in over

**95%**  
of our parishes



### **Archdiocese of Birmingham**

*“Over the last year efforts have been made in the Archdiocese of Birmingham to involve as many people including Commission Members, Clergy and other interested parties to work collaboratively in the development of appropriate responses to the Spiritual Needs of those impacted by abuse. The Coordinator presented an outline of the development of this initiative at the Safeguarding Coordinators meeting where it was well received. Those present were also signposted towards a Catholic Truth Society booklet ‘Prayer in Sadness and Sorrow- The Healing Power of Lament’ by Father Robert Taylerson, a priest of the Archdiocese of Birmingham. This booklet has been widely distributed and has been found to be very helpful.”*

The Church is blessed by having committed people involved in the ministry of safeguarding in every parish, diocese and religious community. Whilst Pope Francis has long stated that it is:

*“the responsibility of diocesan bishops and major superiors to ascertain that the safety of minors and vulnerable adults is assured in parishes and other Church institutions.”*

February 2015

Our priests and religious are supported in their safeguarding ministry by key role holders, all of whom give their time and effort unstintingly, to this vital area. Commission chairs and members; safeguarding representatives; activity leaders and helpers are all key to maintaining a safe environment within the Church.

In 2014/15 we had at the time of counting, at least one safeguarding representative in over 95% of our parishes.

Furthermore we completed over eleven and a half thousand DBS checks (formerly known as CRB checks) in order to provide an additional level of confidence to members of our communities.

### **Contributing to National Safeguarding Practice**

Over the past 10 years those involved in safeguarding ministry have developed a confidence in what they do, grown from experience. Over the same period effective professional relationships have been formed between Coordinators based in our safeguarding offices and their colleagues within the Police, Probation and Prison services as well as with Children’s and Adult services. This has enabled the Church to play an increasing role in safeguarding the young and the vulnerable as part of our growing contribution to the national safeguarding agenda. One clear area of good and effective collaborative practice has been through the use of Covenants of Care.

These agreements assist individuals who have been convicted of specific offences or who have had serious concerns raised about them, to worship within the Catholic Community. This is achieved through a very clear risk management focus ensuring any risk they might pose is considered and actions agreed to minimise such risk.

# 462

covenants of care nationally



an increase of

# 78

compared to 2013/14

The numbers of these Covenants of Care have risen year on year since their introduction. There are currently 462 in place nationally, an increase of 78 compared to 2013/14.

Where a Covenant of Care is most effective is where the individual subject to it is provided with a level of ongoing support as a vital aspect of the covenant. This assists the past offender in leading an offence free life.

In addition many Safeguarding Coordinators contribute both locally and nationally to enhancing safeguarding and protecting the wellbeing of the young or of adults at risk.

### **Archdiocese of Cardiff**

*“Training was provided by the Lucy Faithfull Foundation, sponsored by the Welsh Government throughout the Diocese. The Safeguarding coordinator was invited to be a member of the Lucy Faithfull Foundation steering group. Whilst this was an initiative by the Welsh Assembly Government, the Cardiff Archdiocese Safeguarding Commission fully supported it as being good community liaison and cohesion.”*

### **Diocese of East Anglia**

*“The Safeguarding Coordinator is a member of the Cambridge Safeguarding Boards subgroup on Safer Recruitment.”*

### **Diocese of Salford**

*The first national development day for Local Authority Designated Officers (LADO) took place in the Diocese in 2014. Both the Safeguarding Coordinator and the Director of CSAS contributed to the event. A LADO from that group reciprocated by providing an input on e-safety to the national safeguarding coordinators meeting.*

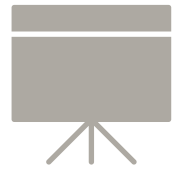
On a practical level it has been noted from the Diocese of East Anglia that:

*“Parish volunteers and representatives are playing an increasing role in identifying and reporting elder abuse, particularly financial abuse by relatives.”*

### **Diocese of Lancaster**

*“Parish visitors to the home of an adult at risk noticed a deterioration in their health and indications of possible financial and emotional abuse. They raised this with the parish safeguarding representative who in turn contacted the safeguarding office for advice. The outcome was a visit by Adult services to the vulnerable adult with parish visitor present, to assess risk and discuss offers of support.”*

**376**  
training events  
delivered during  
2014/15



## ONGOING & FUTURE DEVELOPMENTS 2015 – 2016

From work currently undertaken by the NCSC, CSAS and Safeguarding offices across England and Wales, a number of issues require ongoing development.

Additionally where potential improvements have been identified these will be achieved in 2015 – 2016 through new developments.

These include:

- Improvements in communication about safeguarding
  - Diocesan, NCSC, CSAS websites
  - Leaflets and posters;
- Audits
  - Of independent Safeguarding Commissions
  - Diocesan training plans and programmes
  - Introduction of seminary curriculum;

- Extend alignment to involve the Polish Mission;
- Complete development of a national Safeguarding Data Set;
- Extend the usage of electronic data and case recording systems;
- Review and update Safer Recruitment and Preliminary Enquiry policies;
- Fully establish the Survivor Advisory Panel;
- Commence roll out of Pastoral Support Model;
- Fully implement use of eBulk for DBS processing.

Progress on all of the above will be reported upon in next year's annual report.



**Section five**

Appendix one –  
National Catholic Safeguarding  
Commission (NCSC)

## 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.

## Current membership

Danny Sullivan (Chair)

The Rt Rev Marcus Stock (from November 2014) (Vice Chair)

Sr Lyndsay Spendelow RSM (from March 2015) (Vice Chair)

Christopher Pearson (from April 2014) (Vice Chair)

The Rt Rev John Arnold

Brother James Boner, OFM Cap (from April 2014)

Philip Dand

The Rt Rev Mark Davies (from June 2014)

Peter Houghton

Rev Dr Brendan Killeen

Sr Philomena McCluskey FMSJ MBE (from July 2014)

Denise Moultrie

Rachel O'Driscoll (from April 2014)

Dr Dianne Swiers

John Rogers (Co-opted member)

Rose Anderson (Secretary)

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)

## Members who left during the year

Sister Jane Bertelsen, FMDM (until June 2014)

The Rt Rev Kieran Conry

The Rt Rev Peter Doyle (until June 2014)

Dr Lorna M Duggan BSc (Hons) MB ChB FRCPsych (until December 2014)

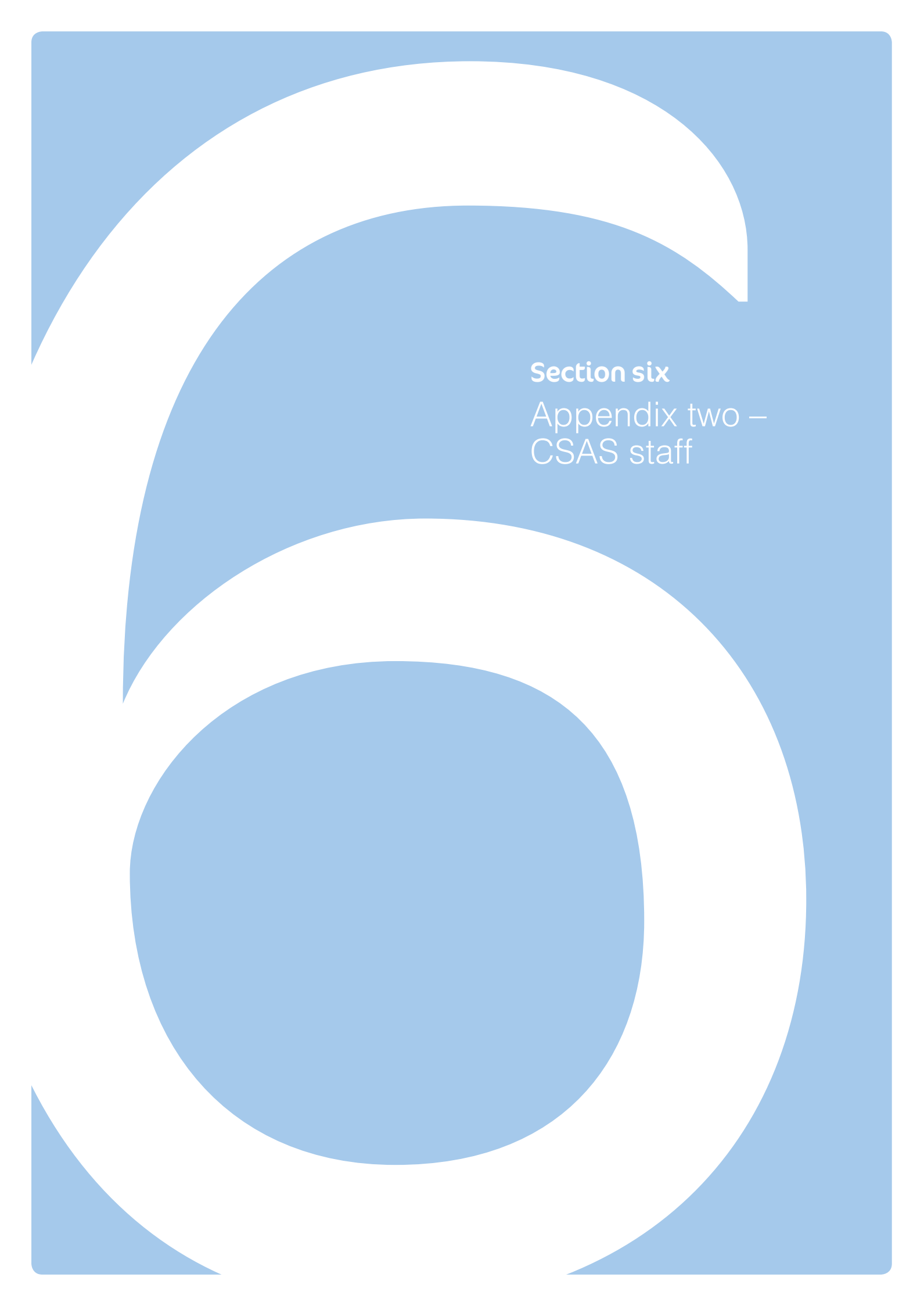
Susie Hayward (until June 2014)

Sr Raymunda Jordan OP

Brother Aidan Kilty (until June 2014)

The Rt Rev Declan Lang (until June 2014)

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**Section six**  
Appendix two –  
CSAS staff

## Current

**Colette Limbrick** Director (from June 2015)

**Carol Parry** National Learning and Development Adviser/ Interim Director

**Jacqueline Hunt** e-Bulk Technical Coordinator

**Angela Byrne** Project Manager (Currently on Maternity Leave)

**Jo Utteridge** PA to Director and Office Manager (from August 2014)

**Frankie Thomas** Administrator (from August 2014)

**Amy Roberts** Administrator (from April 2015)

## Staff who left during the year

**Adrian Child** Director (to February 2015)

**Claire Saltmarshe** PA to Director and Office Manager (to October 2014)

**Rachel Victoria Smith** Administrator (to August 2014)

**Sue Graves** Administrator (to February 2015)

**Sheila Kumar** Administrator (from June 2015)

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**Section seven**

Appendix three –  
Safeguarding data

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

<b>Diocesan Returns</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>
No. of Parishes	2383	2441	2394	2391	2469
No. of Parishes with Safeguarding Rep in post	2276	2305	2306	2298	2378
No. of parishes without Safeguarding Rep	107	136	88	93	91
% of parishes without Safeguarding Rep	4.49%				

Following a year of working with the changes to DBS services introduced by the Coalition Government in 2013-2014 it is reassuring to note that the proportion of parishes without a safeguarding representative has fallen to its previous low of under 5%.

**Table 2****DBS Checks Initiated**

<b>Diocesan Returns</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>
DBS Checks initiated by Dioceses & Independent Religious Commissions	11585	10768	15244	14931

There has been a small increase in the number of DBS checks initiated following last year's significant reduction. With eBulk now in place and continuing to be rolled out throughout 2015 we anticipate a further increase next year.

1.85% of the checks initiated contained information about offences.

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

	Diocesan & Independent Religious Commissions Returns
Subject to Covenant of Care in 2014	104
Total number of Covenants of Care in place as at 31/12/14	462
Subject to Covenant of Care in 2013	96
Total number of Covenants of Care in place as at 31/12/13	384
Subject to Covenant of Care in 2012	96
Total number of Covenants of Care in place as at 31/12/12	327
Subject to Covenant of Care in 2011	83
Total number of Covenants of Care in place as at 31/12/11	302
Subject to Covenant of Care in 2010	71
Total number of Covenants of Care in place as at 31/12/10	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.

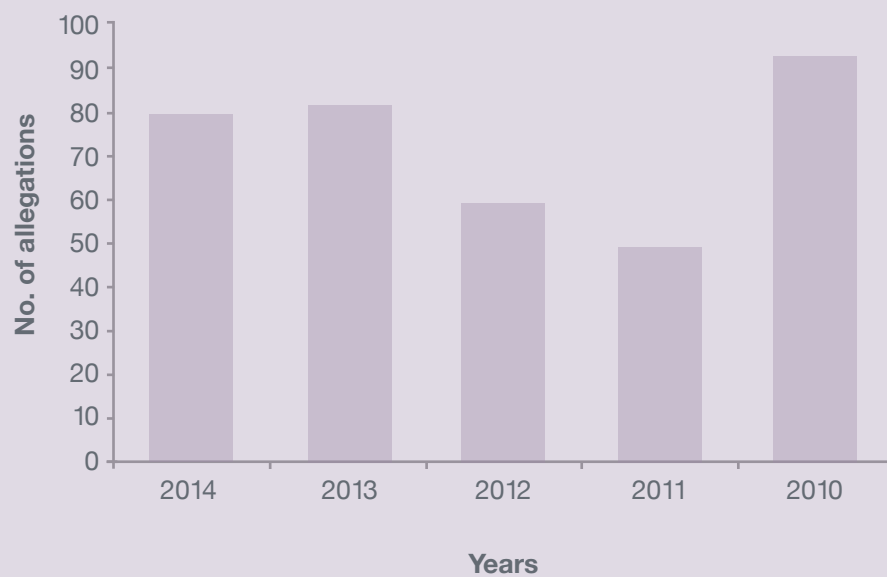
**Table 4**

**2014 Child Protection Allegations of abuse**

	<b>Diocesan &amp; Independent Religious Commissions</b>
Child related allegations in 2014	79
Child related allegations in 2013	81
Child related allegations in 2012	59
Child related allegations in 2011	49
Child related allegations in 2010	92
Child related allegations in 2009	43

**Figure 1**

**Child Protection Allegations in 2014 compared to previous years**



**Vulnerable Adult Allegations**

There were 29 vulnerable adult related allegations in 2014. This compared with 15 in 2013. This may reflect increasing awareness of concern relating to adults at risk.

**Laicisations**

There have been 55 laicisations completed since 2001.

**Table 5****Child Protection Allegations of abuse by role of abuser and type of abuse**

Diocesan Returns	Sexual Abuse	Physical Abuse	Emotional Abuse	Neglect	Child abusive images	Total
Secular/Diocesan Priest(s)	16	3			4	<b>23</b>
Religious Priest(s)	11	1	1		3	<b>16</b>
Transitional & Permanent Deacons	2					<b>2</b>
Secular/Diocesan Priest/Religious Clerical Student(s)	1	1	1			<b>3</b>
Male Religious	9	1	2			<b>12</b>
Female Religious	1	3	1			<b>5</b>
Religious In Formation	1					<b>1</b>
Unspecified Religious						<b>0</b>
Volunteer(s)	10	3	2		2	<b>17</b>
Employee(s)	6	2	2			<b>10</b>
Parishioner(s)	3	2	1		2	<b>8</b>
<b>Total</b>	<b>60</b>	<b>16</b>	<b>10</b>	<b>0</b>	<b>11</b>	<b>97</b>

There were 79 allegations of abuse against children in 2014.

This involved 118 victims and 83 abusers. However there are a number of cases involving images of child abuse where the number of victims is not known so the overall number of victims is likely to be much higher.

**National Catholic Safeguarding Commission (NCSC)**

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