



DIOCESE OF ELPHIN
THREE YEAR STRATEGIC SAFEGUARDING PLAN
2024-2027



A Safe and Welcoming Church Safeguarding Children Policy and Standards for the Catholic Church in Ireland, 2024. There are three core standards to the Church's Safeguarding Children Policy (the three standards are linked, and no standard is more important than another).

- Leadership, Governance and Accountability
- Nurturing a Culture of Safeguarding
- Responding Pastorally and Reporting According to Civil and Canon Law

Standard	Specific Objective	Action	Responsibility	Implementation Date	Review Date	Comment
<p>Nurturing a culture of Safeguarding</p>	<p>The Diocese of Elphin will follow effective practice guidelines and legislative requirements in the recruitment of all Church personnel and in assessing their suitability to work with children in the Diocese.</p>	<p>All staff, clergy, and volunteers i.e., those individuals identified through the audit as having regular ministry with children should go through the safe recruitment procedures as stated in standard 1 S1 A and S1B of NBSCCCI guidance.</p>	<p>Safeguarding committee. Director of Safeguarding/ Parish Priests/ Co-ordinators of group activities.</p>	<p>June 2024</p>	<p>08/01/2025 08/01/2026 06/01/2027</p>	<p>To Date all Diocesan, Clergy, staff have come through the safe recruitment process. All Clergy in Diocese were re-vetted in late 2021/ early 2022. All visiting Clergy / incoming clergy are vetted and come through the safe recruitment process before taking up a position in the Diocese. Re-Vetting of all Elphin clergy and staff will start in November 2024 We follow NBSCCCI procedures for visiting Clergy.</p>
	<p>The Diocese of Elphin will implement effective practice on the expected standards of adults' behavior towards children in Diocese</p>	<p>All adults working with children in Diocese should receive training in Code of Behaviour. See standard S3 A and S3 B1.2 of NBSCCCI guidance.</p>	<p>Safeguarding Committee/ Director of Safeguarding / Trainers</p>	<p>June 2024</p>	<p>08/01/2025 08/01/2026 06/01/2027</p>	<p>On-going. All staff, Clergy and volunteers receive training and are directed to the safeguarding.ie website Induction Safeguarding Training is compulsory for overseas Priests.</p>

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Nurturing a culture of Safeguarding (continued)	The Diocese of Elphin will implement effective practice in encouraging children's positive behavior.	All children taking part in ministry in the Diocese of Elphin should receive positive encouragement and children should be encouraged to take part in drawing up their own code of behaviour. See standard S3.A and S3. B1.2 of NBSCCCI guidance.	Director of Safeguarding/ Safeguarding Committee/ Volunteers	June 2024	08/01/2025 08/01/2026 06/01/2027	On-going Communication, Safeguarding Newsletters Information Leaflets, Safeguarding Agreement, Induction and information meetings and Training. Newsletter Autumn 2024
	The Church body implements effective practice in safe care for all children, including those with specific needs	The Diocese should provide opportunities for an inclusive environment for children and develop procedures for participation of children with Specific needs. See Standard S8.A of NBSCCCI guidance.	Director/ Safeguarding Committee	June 2024	08/01/2025 08/01/2026 06/01/2027	On-going Supportive work at training and on-going support from the safeguarding office
	The Diocese of Elphin will ensure the safe use of Church property by external groups complies with effective child safeguarding practice.	See guidance (Standard S6.Aand S6.B. of NBSCCCI guidance) and form (SG-07) on use of Church property by external groups and available on the website. Included as part of Training.	Director/ Safeguarding Committee/ Trainers and Parishes.	June 2024	08/01/2025 08/01/2026 06/01/2027	On-going. Supportive work at training and on support visits. Discussed and reviewed at Support visits from 2024-2027

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Nurturing a culture of Safeguarding (continued)	The Diocese of Elphin has clearly written whistle-blowing procedures that support and assist Church personnel to raise concerns about possible dangerous or unethical conduct by others towards children involved in Church activities.	Whistle-blowing Policy Standard S9 A of NBSCCCI guidance. Included as part of Training delivered by Diocese of Elphin.	Director/ Safeguarding Committee/ Trainers.	June 2024	08/01/2025 08/01/2026 06/01/2027	On-going Supportive work at training.
	The Diocese of Elphin will follow the complaints procedure regarding safeguarding concerns that are not allegations of abuse.	Complaints Procedures Standard S9.B of NBSCCCI guidance. Included as part of Training delivered by the Diocese.	Director/ Safeguarding Committee/ Trainers.	June 2024	08/01/2025 08/01/2026 06/01/2027	On-going Supportive work at training and the safeguarding office.
	The Diocese of Elphin will implement effective practice for Church personnel on assessment of hazards when working with children	See standard S5.A of NBSCCCI guidance and form SG-06 on hazards assessment of activities with children. This is included as part of Training delivered by the Diocese.	Director of Safeguarding/ Safeguarding Committee/ Trainers/ Parishes / Parish and Diocesan groups.	June 2024	08/01/2025 08/01/2026 06/01/2027	On-going Supportive work at training , support visits and from the safeguarding office.

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Nurturing a culture of Safeguarding (continued)	The Diocese of Elphin will implement effective practice for the appropriate use of information technology, including social media by Church personnel and by children.	Guidance on the use of technology. See standard S7.A, B and E of NBSCCCI guidance.	Director of Safeguarding / Safeguarding committee.	June 2024	08/01/2025 08/01/2026 06/01/2027	On-going Supportive work at training and from the safeguarding office. Annual Newsletter
	The Diocese of Elphin has responsibility for ensuring that all clerics/religious, who are members of the Church body and are ministering in an external Church body, agree to follow effective safeguarding practice.	Safe Recruitment/ Vetting and Training. See standard S6.F of NBSCCCI guidance.	Bishop/ Director of Safeguarding / Safeguarding Committee	June 2024	08/01/2025 08/01/2026 06/01/2027	On-going Work with Diocesan office to ensure compliance.

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<p>Nurturing a culture of Safeguarding (continued)</p>	<p>The Diocese of Elphin provides children who access Church-related activities and their parents with information, advice, and support on keeping children safe, and involves them in Church safeguarding training initiatives wherever possible and appropriate.</p>	<p>The Diocese of Elphin follow the guidance on standard S2.C of the NBSCCCI. We have produced information Leaflets for children and their parents. We produce a yearly Safeguarding Newsletter and refer all parents to the Diocesan website and Safeguarding.ie where they can access all relevant information. Training happens at Parish level for children’s activities in the Diocese.</p>	<p>Director of Safeguarding/ Safeguarding Committee/</p>	<p>June 2024</p>	<p>Reviewed regularly at safeguarding meetings.</p>	<p>On-going Information Leaflets Newsletters Safeguarding Agreement for children Website details Social media</p>

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Responding Pastorally and Reporting according to Civil and Canon law.	The Diocese of Elphin will follow Child Safeguarding procedures and provide access to the personnel to implement them, if suspicions, concerns, knowledge or allegations are received about an abuse of a child.	See Standard R1.A and B of NBSCCCI guidance Training for key personnel is offered frequently.	Bishop, Director of Safeguarding/ Safeguarding Committee/ DLP'S, Advisor, Support Person.	June 2024	Reviewed regularly at safeguarding meetings.	On-going Formal and in-formal Contact with TUSLA All personnel attend regular training.
	The Diocese of Elphin records all suspicions, concerns, knowledge or allegations and action taken which complies with Data Protection Legislation, statutory compliance on confidentiality and storage of information.	See Standard R3.A of NBSCCCI guidance on retention and storage of records. and Data Protection Legislation 2018.	Bishop/DLP's, Director of Safeguarding/ Safeguarding Committee	June 2024	Reviewed regularly at safeguarding meetings.	On-going

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Responding Pastorally and Reporting according to Civil and Canon law. (continued)	The Diocese of Elphin shares information about child safeguarding concerns, suspicions, knowledge, or allegations with those who need to know, to keep children safe.	See Standard R3.B, of NBSCCCI guidance.	DLP'S	June 2024	Reviewed regularly at safeguarding meetings.	On a need-to-know basis. On-going
	The Diocese of Elphin offers appropriate pastoral care and support to the complainant, which recognises their unique needs.	See Standard R4.A and C, R5.A and B & R6 of NBSCCCI guidance.	Bishop/DLP/Support Person	June 2024	Reviewed regularly at safeguarding meetings.	On-going
	The Diocese of Elphin has access to appropriately trained personnel –lay, religious or clergy- whose clearly defined roles are to listen to and represent the needs of the complainant	Support Person will continue to attend NBSCCCI Training to keep themselves up to date on their specific role.	Director of Safeguarding /Safeguarding Committee/Support Person.	June 2024	Reviewed regularly at meetings.	There is a Support Person in place in the Diocese. On-going

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Responding Pastorally and Reporting according to Civil and Canon law. (continued)	<p>The Diocese of Elphin works in co-operation with relevant organisations and seeks specialist advice from the statutory child protection services when necessary.</p>	<p>The Diocese will continue to correspond with the Duty Social Work Team in Tusla. The Diocese will continue to build up relationships with Towards Healing in support of Victims. The diocese will participate in various groups/forums established for the purpose of updating ourselves on developments and shared advice.</p>	<p>Bishop/ Director of Safeguarding/ DLP's</p>	<p>June 2024</p>	<p>Reviewed regularly at safeguarding meetings.</p>	<p>On-going communication with Duty Social Work Team. Have built up a good relationship with the team in Sligo. Contact with Towards Healing on a case-by-case basis. Regular contact with other DLP'S at Training and DLP network group, On-going</p>
	<p>The Diocese of Elphin has access to appropriately trained personnel – lay, religious or clergy – who's clearly defined roles are to listen to and represent the pastoral needs of the respondent. This is done in consultation with the respondent.</p>	<p>The Advisor appointed by the Diocese will continue to attend NBSCCCI Training to keep themselves up to date on their specific role.</p>	<p>Bishop/Advisor /Director of Safeguarding/ DLP'S</p>	<p>June 2024</p>	<p>Reviewed regularly at safeguarding meetings.</p>	<p>There is an Advisor in place in the Diocese. On-going</p>

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Responding Pastorally and Reporting according to Civil and Canon law. (continued)	The Diocese of Elphin has arrangements in place to inform the respondent that an allegation has been received about them and has a procedure for deciding whether an interim management plan needs to be put in place for the respondent.	The Diocese of Elphin follows the NBSCCCI Guidance, Standard R8.A and B	Bishop/DLP'S/ Advisor/	June 2024	Reviewed regularly at safeguarding meetings.	On-going.
	When statutory authority investigations and assessments have been completed, the Diocese of Elphin resumes the preliminary investigation/collecting the proofs as provided for in Canon 1717 (1)-(3) (cleric) and Canon 695 (non-ordained religious).	The Diocese of Elphin follows the NBSCCCI Guidance Standard 4 R9.A and B or R10 A or R 11.A	Bishop/DLP'S/ (NCMG if required)	June 2024	Reviewed regularly at safeguarding meetings.	On-going

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Responding Pastorally and Reporting according to Civil and Canon law. (continued)	The Diocese of Elphin has in place suitable arrangements for the monitoring of a respondent, where there is a case to answer, until (and if) the Church authority no longer has responsibility for monitoring the respondent.	The Diocese of Elphin follows the NBSCCCI Standard R11.B. The Diocese of Elphin ensure that monitoring /management plans are in place.	Bishop/DLP'S/	June 2024	Reviewed regularly at safeguarding meetings.	On-going Monitoring in place for specific respondents. Regular visits in place in line with specific management plans and notes on each visit are added to their case file.

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Leadership , Governance and Accountability	The Diocese of Elphin conducts an annual training-needs analysis that identifies all Church personnel who require training and develops a training plan based on this.	Parish Self –Audits are sent out every year and when we collate the information on these forms, we can compile lists of people who need to be trained. This is then included in the Training Plan for that particular year, repeated and updated every year.	Director of Safeguarding/ Safeguarding Committee/ Registered Trainers	June 2024	Reviewed regularly at safeguarding meetings and post annual Audits.	On-going Training Plan 2024-2025 Training Plan 2025-2026 Training Plan 2026-2027
	The Diocese of Elphin ensures delivery at a local level of basic training programmes that are identified and approved by the National Board, as outlined in the National Board’s Training Strategy, where this has been identified as necessary through the annual training-needs analysis.	Parish Self –Audits are sent out every year and when we collate the information on these forms, we can compile lists of people who need to be trained. This is then included in the Training Plan for that particular year, repeated and updated every year	Director of Safeguarding/ Safeguarding Committee/ Registered Trainers	June 2024	Reviewed regularly at safeguarding meetings.	On-going

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Leadership , Governance and Accountability (Continued)	The Diocese of Elphin ensures that Church personnel who have specific child safeguarding responsibilities have appropriate, role-specific training that is identified and approved by the NBSCCCI, as outlined in the National Board's Training Strategy.	The Diocese of Elphin will attend Training provided by the NBSCCCI and any other training that is relevant to Safeguarding Roles and structures. These Training Programmes are covered in our Training plan for 2024-2025	Bishop/ Director of Safeguarding/ Safeguarding Committee/ Registered Trainers/DLP/ Advisor/ Support Person	June 2024	Reviewed regularly at safeguarding meetings.	On-going. Diocese of Elphin attended all of trainings facilitated by the NBSCCCI over the last few years
	The Diocese of Elphin facilitates the provision of an appropriate level of support to all involved with the Church in relation to their responsibilities to safeguard children.	The Diocese of Elphin follow standard L1.A ,B ,C and D. of NBSCCCI guidance. NBSCCCI and Diocesan Website, Annual In-Service Training for Priests and LSR's, Safeguarding and NBSCCCI Training, Diocesan Newsletters, Safeguarding Notices, Information Leaflets and Publications. Diocese of Elphin Safeguarding Office, Staff have access to supervision if required.	Bishop/ Director of Safeguarding/ Safeguarding Committee	June 2024	Reviewed regularly at safeguarding meetings.	On-going Support Visits Communications Letters Emails Publications Safeguarding Office

Standard	Specific Objective	Action	Responsibility	Implementation Date	Review Date	Comment
Leadership , Governance and Accountability (Continued)	The Diocese of Elphin has a written plan, which details how the Church's child safeguarding message will be communicated	See Standard L1,A of NBSCCCI guidance. Communications Plan for the Diocese of Elphin 2021-2024and 2024-2027	Director of Safeguarding/ Safeguarding Committee	June 2024	Reviewed regularly at safeguarding meetings.	On-going
	The Diocese of Elphin takes responsibility to ensure that the induction of all personnel – lay, religious or clergy – includes training in the Church's child safeguarding policy and procedures.	See Standard L4.A and B of NBSCCCI guidance. See Elphin Diocese Training Plan for 2024-2025, 2025-2026 and 2026-2027	Director of Safeguarding/ Safeguarding Committee/ Registered Trainers.	June 2024	Reviewed regularly at safeguarding meetings.	On-going Two accredited Trainers in the Diocese of Elphin
	The Diocese of Elphin makes information regarding how to safeguard children available to all.	NBSCCCI website, Diocesan Website, social media, Safeguarding Checklist for Parishes Brochure Information Leaflets, Safeguarding Notices Celebret Notices, Safeguarding Newsletters Feedback sought and contact encouraged from parents on website and on leaflets.	Director of Safeguarding / Safeguarding Committee	June 2024	Reviewed regularly at safeguarding meetings.	On-going Change of notice when personnel change. Contact details on the website updated in line with personnel change.

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Leadership , Governance and Accountability (Continued)	The Diocese of Elphin ensures that it communicates the Church’s child safeguarding message to people whose first language is not English, as well as to people who have specific needs.	Up-date safeguarding with the new policy statement in all the different languages.	Director of Safeguarding / Safeguarding Committee	June 2024	Reviewed regularly at safeguarding meetings.	On-going. Safeguarding Notices with QR code in different languages on our website
	The Diocese of Elphin will produce a three-year child safeguarding plan that: <ul style="list-style-type: none"> • Outlines the actions that will be taken to keep children safe. • Identifies who is responsible for implementing these actions. • Specifies the time frame within which actions are completed. • Identifies the resources to ensure that the plan’s objectives are realised. 	3-year Strategic Safeguarding Plan	Bishop/ Director of Safeguarding/ Safeguarding Committee	June 2024	Reviewed regularly at safeguarding meetings.	On-going Reviewed yearly and following annual audits.

Standard	Specific Objective	Action	Responsibility	Implementation Date	Review Date	Comment
Leadership , Governance and Accountability (Continued)	The Diocese of Elphin establishes links with other local organisations to promote a safe and caring community for children and to share best child safeguarding practice.	Diocese of Elphin attend many Community activities and participate in many relevant groups.	Bishop/ Director of Safeguarding / Safeguarding Committee	June 2024	Reviewed regularly at safeguarding meetings.	On-going.
	The Diocese of Elphin will: <ul style="list-style-type: none"> • Put in place arrangements to ensure and evaluate its compliance with the safeguarding standards at a local level. • Produce a report on the level of compliance established through this audit exercise. • Notify the National Board in writing of the completion of this annual audit report 	The Diocese of Elphin will follow standard L2.C and D of the NBSCCCI guidance . Conduct the Annual Self-Audit for Parishes and report by Bishop Kevin to the NBSCCCI. Parish Support Visit once a year to each Parish in the Diocese by the Director of Safeguarding.	Bishop/ Director of Safeguarding / Safeguarding Committee	June 2024	Reviewed regularly at safeguarding meetings.	Parish Support Visits Annually. Annual self-audit by parishes every year . Report to the Safeguarding Committee on completion of the Annual self-audit by parishes. Yearly report by Bishop Kevin to NBSCCCI on completion of the Annual self-audit by parishes.

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Leadership , Governance and Accountability (Continued	The Diocese of Elphin will invite the National Board to carry out an independent review of its safeguarding practice in relation to the applicable indicators of the seven safeguarding standards, in accordance with standard terms of reference at a frequency agreed with the National Board.	Prepare for Audit by the NBSCCCI.	Bishop Kevin and Director of Safeguarding	Outstanding	Reviewed at safeguarding meetings.	Completed in March 2023.

What resources are needed to carry out the child safeguarding plan?

Bishop
Director of Safeguarding
NBSCCCI
Safeguarding Committee
Parish Structures: Parish Priests/Priests/ Safeguarding Representatives/Volunteers
2 DLP'S
2 NBSCCCI Trainers
An Advisor
A Support Person
Contact with the Duty social work team in Tusla
NCMC
Safeguarding Budget
Safeguarding budget to meet the Training Plan
Safeguarding budget for Safeguarding Personnel (inclusive of DLP work and monitoring)
Safeguarding budget to meet communications Plan
W.P. Vetting Service (Inc. Employment of Staff, Services)
W.P. Bishops
W.P Directors of Safeguarding Group
NBSCCCI Website
Diocesan Website
Communication
Safeguarding Publications
Safeguarding Budget for Support Organisations e.g., Towards Healing, Towards Peace

DOCUMENT SIGNATURE _____

TITLE _____

REVIEW DATE _____

SIGNED _____

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