



NCSC

National Catholic
Safeguarding Commission

Annual Report
2011 - 2012

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Foreword

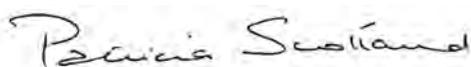
Rt Honourable the Baroness Scotland of Asthal, QC

Chair of the Commission March – December 2011

I am pleased to be able to introduce the 2011/2012 Annual report from the NCSC. During my brief time as Chair of the Commission I was able to see the commitment of the Church to continue to develop and improve the pastoral care of the victims and survivors of abuse and that the care of survivors is seen as a priority for all. The Bishops, in their November statement, said “The care of survivors remains a priority for all of us.” The report shows that this continues to be the focus of our work.

I would like to thank the members of the NCSC for their continuing efforts in this work and the Director and staff of CSAS for the support they give to the Commission.

I was delighted to hear that Danny Sullivan had been appointed as Chair this year and wish him every success.



Rt Hon. the Baroness Scotland of Asthal QC
Chair
National Catholic Safeguarding Commission
(until December 2011)

Danny Sullivan

Chair of the Commission March 2012 onwards

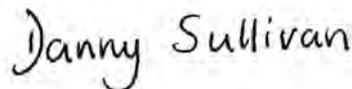
In presenting the Commission’s Annual Report to you, relatively new to my role as Chair of the Commission, I would like to thank Baroness Scotland for her contribution during her period as Chair of the Commission and offer a particular thank you to Bishop Declan Lang and Sister Jane Bertelsen who, as Vice Chairs, covered the work of chair until my permanent appointment was made. I am also appreciative of the commitment and work undertaken by all of the members of the Commission. In particular I would like to pay tribute to Terry Grange who worked tirelessly as a member of the Cumberlege Commission and then as a member of the NCSC from November 2010 until he resigned in February 2012. Sadly, Terry died in May and we will miss his presence and commitment to our work.

It is important to recognise that our Annual Report reflects the committed work of the CSAS (Catholic Safeguarding Advisory Service) team and indeed the immense contribution to the work of safeguarding by diocesan and parish teams. It is important that we affirm and value that day to day commitment to protecting children, young people and vulnerable adults.

Whilst good progress has been made in developing effective safeguarding processes and procedures we need to acknowledge that much remains to be done if we are to persuade those who have experienced abuse in a church setting that they are truly listened to and understood. Key to this is a One Church approach which means all of us recognising that the starting point for addressing issues of abuse is the heart of the Gospel message.

Safeguarding is not a single issue to be addressed and sorted. It is integral to ministry within the Church and to our service of the Gospel. It is demanding and challenging. But as Thomas Merton, the Cistercian monk and writer, pointed out to a friend who was despairing of the challenges in his life, when things are really tough you have to return to the value, the rightness and the truth of what you are about. That way you work less and less for an idea and much more for individual people.

At the Commission we remain robustly committed to our work in safeguarding the individual rights of children, young people and vulnerable adults.



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

NCSC DEVELOPMENTS 2011-2012

In 2010-2011 we reported that our focus for the coming year would be to:-

- Develop a more sensitive and pastoral response to the victims and survivors of abuse;
- Ensure that Safeguarding standards are maintained throughout the Church;
- Seek solutions to support the Religious in their safeguarding endeavours.

Progress has been made in all three areas as follows.

Responding to Victims & Survivors

It has been acknowledged in the past that the Church response to victims and survivors of abuse has not always been sensitive and nationally, has lacked consistency.

To resolve this the NCSC and CSAS have been mandated by the Conferences of Bishops and of Religious, to develop and implement a more just approach to bring about healing and, where possible, reconciliation.

Dialogue with survivors, their representative support organisations and others have continued throughout 2011-2012 with mixed results.

Agreement was reached with those organisations the NCSC/CSAS are in discussion with about developing a “Care Pathway” approach to responding to survivors. From this we produced a draft set of guidelines titled “Towards Healing” which met with broad acceptance from a range of interested groups including survivors support groups, safeguarding professionals, insurers legal advisors.

This document was presented to the Conference of Bishops in November 2011 where the following statement was subsequently issued:-

Working with Survivors and “Towards Healing”

“Survivors of abuse who come to the Church for pastoral help rightly expect to be welcomed and listened to, and to be understood and supported. As Bishops, we acknowledge this has not been adequately developed as an integral part of our safeguarding work.

At our meeting we received a verbal report from the National Catholic Safeguarding Commission (NCSC), an independent body which we established to monitor and audit the compliance of the Church with safeguarding procedures. We are very grateful to the NCSC and our agency, the Catholic Safeguarding Advisory Service, for the continuing discussions which have been taking place with a number of survivor organisations.

Listening to that experience, and learning from each other’s work with survivors, we seek to fulfil the injunction of Pope Benedict on his visit to the United Kingdom last year. He said “Our first interest is for the victims: how can we repair the damage done? ...What can we do to help them overcome this trauma, to regain their life and rediscover confidence in the message of Christ? Care, commitment to victims is the first priority, with material, psychological, spiritual aid”.

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

Shortly after publication of this statement, the Trustees of the Diocese of Portsmouth lodged a legal appeal in a safeguarding case in which they were involved. The fact of that appeal and comments made in response to representations from a number of survivors support organisations by the Trustees appeared to run counter to the principles expressed within “Towards Healing” and indeed the sentiments expressed in the statement above released by the Bishops Conference.

As a direct consequence of this two survivors support organisations no longer felt able to actively participate in further dialogue or development of “Towards Healing.” The NCSC very much regret actions taken and comments made by the Trustees of Portsmouth Diocese and sincerely hope that the two organisations will be able to rejoin the ongoing discussions and developments in the future.

We are firmly of the belief that the continued development, approval and introduction of “Towards Healing” as a model of responding pastorally to victims and survivors is the most effective way of both preventing situations like these arising in the future and above all bringing healing and justice to those abused in a Church setting.

To this end we are continuing with the work, encouraged by the Conference of Bishops, and hopefully in continued dialogue with all interested parties.

Maintaining Safeguarding Standards

The national auditing arrangements reported last year continue to be the vehicle by which we monitor safeguarding practice in the Dioceses.

The audits are conducted on our behalf by CSAS and cover three principle areas:-

- Induction, training, support and supervision;
- Safer recruitment including CRB processes;
- Casework, governance and accountability.

Audit reports provide the Bishop and Safeguarding Commission Chair with a clear description of how safeguarding is being undertaken within the Diocese; whether it meets agreed national standards; whether it is compliant with national procedures; where improvements may be made, as well as highlighting good practice.

The Safeguarding Commission, in consultation with the Bishop then produce an action plan to either remedy any identified shortcomings or effect proposed improvements.

Both the audit report and its associated action plan are reviewed by the NCSC.

In 2011-2012 6 audits were completed with a further 5 due to take place later in 2012.

Whilst the majority of completed audits have demonstrated a familiarity and compliance with best practice and national procedure in regards to the management of allegations and risk, we believe that improvement can be made in terms of quality and consistency around training and support.

Safer recruitment practices in all audits undertaken to date have been consistently good with some examples of exemplary practice. There continue to be an impressive range and volume of training activity within the Church (see page 12) but audits have shown this is impacted upon by the size of resource within local Diocesan safeguarding teams. Levels of support offered to both Safeguarding Representatives and indeed to staff within the Safeguarding Office is also variable and largely depends upon the resource available in the Safeguarding Office. This suggests a more standardised approach to the safeguarding resources available in each Diocese is called for. (Please see “Towards a Culture of Safeguarding” page 10)

Safeguarding in the Religious

The objectives established last year in reviewing safeguarding arrangements for the Religious included:-

- Strengthening the “one Church” approach to safeguarding;
- Achieving greater consistency in risk and allegation management;
- Assisting Dioceses in gaining a better understanding of religious life;
- Enabling Religious to better access training and awareness raising;
- Ensuring all Religious Congregations are aligned to a commission.

From June 2011 a number of Task and Finish groups explored and reported on different aspects of the proposed safeguarding model. In summary the future model is that all Religious Congregations will either:-

- Align with a Safeguarding Commission and access the services of a Safeguarding Office located in one of the 22 Dioceses in England and Wales.
- Establish their own Commission and Safeguarding Office to the same standard as those within the Dioceses.
- Combine with another or other Congregations to establish a joint Commission and Safeguarding Office to the same standard as those within the Dioceses.

Alongside that work a database was established and details of all Religious Congregations operating in England and Wales were collected. This included:-

- Names and addresses of Provincials/Delegates and Safeguarding Leads;
- Number of members in active ministry;
- Nature and extent of ministries both now and over the past 50 years;
- Alignment preference for future links with Diocesan based Safeguarding Commissions.

The results of this work were discussed at three major consultation events in Ealing,

Salford and Swanwick in January and February 2012. The events attracted over 200 people, primarily from the Religious but also including Diocesan safeguarding staff and the proposals were well received.

Subsequently the proposal has been positively accepted by the Conference of Religious AGM in March and the Conference of Bishops in April.

Further consultation events are scheduled for June 2012 with the intention of meeting the implementation deadline of the end of 2012.

The NCSC has been impressed by the way many Religious Congregations have embraced this change as it lacks precedence in terms of “partnership working” with Dioceses on a national scale. Also the generosity of Bishops, Safeguarding Commissions and Offices to support the Religious in their endeavours has been welcome. In this area of activity it is tangible evidence of a real commitment to the “One Church.”

Other NCSC Developments

Whilst primarily focusing on our three strategic priorities we are pleased to be able to report on other aspects of our work in 2011-2012 which include.

- **Integrity in Ministry.**
Recommendation 2 of the Cumberlege Commission report “Safeguarding with Confidence” states:-

“The Conference of Bishops and Conference of Religious should develop Codes of Conduct for all clergy, non clergy religious and those who work in the service of the Church, including volunteers. Such Codes should not be confused with, and should be separate from, any “terms and conditions” handbook for clergy or any other group of Church workers.”

The NCSC has been actively involved with representatives from the Department for Christian Responsibility, Seminary Rectors, Canon Lawyers and others and has produced a draft document “Integrity in Ministry.” The draft document has been looked at by the Standing Committee of the Bishops Conference and various amendments have been proposed. The working group is in the process of producing a further draft intended for wide consultation. The importance of the document dictates that consultation must be active and involve dialogue with Clergy and Religious across the whole Church. It is hoped this will be introduced in 2013.

- **Preliminary Enquiries.** 6 enquiries have been completed during this period with a further 4 currently underway. 5 of these enquiries have been commissioned by the Religious, 4 from the Dioceses and 1 from the Polish Mission.

There have been no independent reviews commissioned during this period.

- **Communication.** As an aspect of reviewing how we carry out our responsibilities the NCSC determined that its primary communication links needed to be with Bishops and Commission Chairs within the Dioceses. In order to ensure that this communication works effectively we have introduced a “link member” arrangement, whereby individual NCSC members establish formal links with specific Dioceses.

This will enable NCSC link members to:-

- Meet with individual Bishops and Commission Chairs;
- Attend Safeguarding Commission meetings on a regular basis;
- Discuss safeguarding issues directly with individual Bishops and Commission Chairs;
- Establish two way communication to allow for any issues or concerns at Diocesan level to be raised within NCSC.

All of these attributes will assist the NCSC in effectively fulfilling our responsibility to ensure standards are met and policies implemented.

Response to Vatican call for producing guidelines for dealing with cases of sexual abuse of minors perpetrated by clergy

In May 2011 Cardinal Levada, Prefect of the Congregation of the Doctrine of the Faith (CDF) wrote to the President of each Bishops Conference concerning the development of guidelines for dealing with abuse.

Each Conference of Bishops was asked to submit completed guidelines to the CDF by the end of May 2012.

Alongside the request letter, a briefing paper was circulated describing briefly what aspects should be considered in developing guidelines.

This included:-

- Responding to victims of sexual abuse;
- Ensuring “safe environments” for children and young people;
- Proper discernment of vocations and healthy human and spiritual formation of candidates for priesthood;
- Responding to those accused of abuse;
- Co-operation with Civil Authorities.

The stated objective in regard to these guidelines is that they:-

“Seek to protect minors and to help victims in finding assistance and reconciliation.”

The NCSC and CSAS assisted the Conference of Bishops and of Religious in responding to this request from the Vatican. That response was submitted in May 2012 and may be found at www.csas.uk.net and www.catholicsafeguarding.org.uk

In England and Wales guidelines covering all aspects listed above have been in place for much of the past decade. Rather than simply submit these existing guidelines however we felt it was an opportunity to undertake a brief review to identify areas which allowed for improvement.

These improvement areas are clearly listed in the document but in brief are:-

- Providing a pastoral response to victims which meets their need for justice and healing without their needing recourse to litigation and prolonged court process. This work is currently underway as “Towards Healing.” (see page 4)
- Completion of the updating and implementation of “Creating a Safe Environment” National Policy to include guidance on mobile phone technology, social networking sites and internet use/misuse. This work is due for completion later in the year (see page 10).
- Further development of a more integrated seminary safeguarding curriculum as an aspect of “Human Development.” At the same time introducing systems to monitor its implementation and effectiveness.
- Providing greater clarity to those accused as to rights, responsibilities and expectations consistent with laws of natural justice.

Work has commenced on all elements of the above and will be reported on further next year.

“RESEARCH MEETS EXPERIENCE: THE IMPACT OF ABUSE” NATIONAL SAFEGUARDING CONFERENCE FOR THE CATHOLIC CHURCH IN ENGLAND & WALES



Daniel Blake, Speaker,
National Safeguarding Conference, February 2012

In February 2012, 140 people attended the 12th National Safeguarding Conference for the Catholic Church at the Hayes Conference Centre in Derbyshire. The theme for this conference was *“Research Meets Experience: The Impact of Abuse”*

Given that one of the primary strategic objectives for the NCSC is to develop a just, sensitive and pastoral response to victims and survivors of abuse, the second day of the conference focused on Survivors Issues. The day began with keynote presentations from Christiane Sanderson, Counselling Psychologist, Consultant in Child Sexual Abuse & Trustee of One in Four & Sr Jane McGinlay, Sisters of Notre Dame de Namur. Christiane presented on the impact of sexual abuse and the immediate and long term therapeutic needs of survivors; Sr Jane on the spiritual needs of survivors: some key themes from research.

Feedback from previous conferences indicated that delegates welcomed opportunities to reflect on and discuss issues presented to them. This also allows people to identify how good practice messages can best be incorporated into their own safeguarding work.

Consequently discussion groups followed these two presentations with delegates then having the opportunity to ask questions of the speakers in a panel session.

Delegates also had opportunities to participate in a range of workshops, some exploring survivors issues including working with male survivors and supporting offenders who are also victims. These were complemented by workshops looking at domestic abuse, working with vulnerable adults, the prison chaplaincy service and assessment and treatment of sex offenders.

Conference delegates enjoyed a performance from the Geese Theatre Company on Safeguarding on the Internet as well as a keynote presentation on Safeguarding Vulnerable Adults by Daniel Blake, Deputy Director of Operations, Pohwer.

Feedback from the conference was overwhelmingly positive.

“Thank you for these excellent few days.”

“It was very positive; looking to the future with hope, while addressing the problems of the present with sensitive and loving care.”

“An excellent conference – useful, helpful talks and superb workshops.”



Sr Jane McGinlay, Christiane Sanderson
& Fr Matthew Blake, Speakers,
National Safeguarding Conference,
February 2012

CSAS DEVELOPMENTS 2011-2012

Policy Reviews

On its establishment in 2008 following the Cumberlege Commission's report "Safeguarding with Confidence" one of its responsibilities is:-

"Ensuring the Church's policies on safeguarding children and vulnerable adults are kept up to date with good secular practice and are accessible to people at all levels in the Church, with an emphasis on people in parishes. This will require a better balance than has been achieved to date between the professional language and the pastoral language of the Church to communicate the importance of safeguarding. Current policies ought to be reviewed and rationalised wherever possible, taking account of experience on the ground, and short 'lay versions' produced."

To this end CSAS has recently completed a review of the national Creating a Safe Environment procedure. The revised procedure will be uploaded to the safeguarding manual later this year (www.csasprocedures.uk.net). The review group had concluded that the procedure required updating to achieve three key improvements:-

- To better support and facilitate Church ministries to ensure they are inclusive, protective and enabling. The existing procedure was felt to be too prescriptive in tone;
- To reflect the need for guidance in new areas of work. Thus they now provide advice on use of social networking sites, IT and internet use, mobile phones etc;
- To reflect a broader range of Church ministries, particularly those involving support for and visits to the vulnerable elderly.

A helpful advisory protocol for Information Sharing has been produced and can be seen at www.csasprocedures.uk.net. Its purpose is to provide practical advice to those involved in safeguarding as to how and when they may share information to better protect the young and the vulnerable, in a way which does not compromise their responsibilities under Data Protection and Human Rights legislation. Bishops were requested to sign an Information Sharing Agreement to indicate their awareness that as One Church we have obligations on occasion to share important safeguarding information. 14 Bishops have signed the Agreement to date.

Towards a Culture of Safeguarding

There are many activities being undertaken within the Catholic community, both locally and nationally, aimed at promoting a culture of safeguarding. One such activity is the National Learning Needs Analysis – a proactive and ongoing initiative aimed at understanding what needs to be done in order to ensure children, young people and vulnerable adults are safe from harm and a culture of safeguarding is promoted.

In 2010 the NCSC instigated a Review of Safeguarding Organisational Structures in order to establish a representative picture of current safeguarding in the Catholic Church in England and Wales. The Report highlighted areas of good practice and areas that required improvement or development. The Report put forward ten recommendations to help further a 'One Church' approach to safeguarding and contribute to the Church's journey towards a culture of safeguarding.

In 2011 the recommendations were explored further and standards developed. In January 2012, after comprehensive consultation, the document 'Towards a Culture of Safeguarding' was finalised and uploaded onto the NCSC website (www.catholicsafeguarding.org.uk). In addition to setting out standards, this document identifies key defining features that are required to promote a culture of safeguarding.

Work is now underway on implementing the national standards including developing a National Training Resource Pack. The pack is intended to be a helpful tool in ensuring the National Training Standards are met and will offer a structure for delivering each module. It is hoped that local trainers will bring their own knowledge, experience and skills to bear, ensuring that the training is both dynamic and original.

In 2011 CSAS organised an event at Oscott College for priests called 'Safeguarding as Ministry'. This event provided an opportunity for priests to explore the concept of safeguarding, including what is required to promote a culture of safeguarding. This event was very well received and, as a result of participant feedback, CSAS is now organising 'Safeguarding as Ministry' events for priests in each Province. These events will run over the coming eighteen months, the first having been held in Liverpool Province on 14th and 15th May 2012.



Delegates, Safeguarding as Ministry Province event, Ministeracres, Northumberland

Safer Recruitment

We have reported in previous years on our approach to safer recruitment and the

training and support initiatives in place to ensure our standards comply with legislation, codes of practice and aspire to the highest levels of good practice.

For the past couple of years we have been seeking to extend that level of support to Catholic Charities and Trusts working in the field of social welfare and thereby being involved in ministries and endeavours with the young and the vulnerable across the Catholic community and beyond.

There are now 17 such organisations with formal "umbrella body" agreements with CSAS as diverse as CAFOD, SVP, Knights of St Columba, RISE Theatre Company, Focolare, Latin Mass Society.

We continue to be one of the largest voluntary sector Registered Bodies with the CRB completing approximately 15,000 CRB checks in 2011 with an error rate significantly below the national average.

Ethnic Chaplaincies

There are many and diverse ethnic groups within the Catholic community. These vary from "recently arrived" to "long established" and enrich the body of the Church in England and Wales.

The chaplains for these groups provide support as they both integrate within the host parish or develop an informal community of worshippers, sharing a language, heritage and faith.

In recognition of the status of the chaplaincies as an integral part of the Church, and for their need to minister within the umbrella of the National Safeguarding Procedures of England and Wales, CSAS, in discussion with Bishop Hopes, Bishop for the chaplaincies, have opened a dialogue with Chaplains and their Safeguarding Representatives.

The intended outcome of this dialogue is that the ethnic chaplaincies will be able to avail themselves of safeguarding expertise and advice from the Diocesan Safeguarding Offices and will operate in this ministry, to the same standard as elsewhere in the Church.

SAFEGUARDING DEVELOPMENTS IN DIOCESES AND RELIGIOUS CONGREGATIONS 2011 – 2012

The strategic approach to safeguarding in the Catholic Church in England and Wales comes from the NCSC in consultation with the Conferences of Bishops and of the Religious. It is the NCSC who also have responsibility for monitoring its implementation and effectiveness (See Appendix 1).

Advice, support, maintenance and servicing of safeguarding work stems from CSAS (See Appendix 2).

The very essence of safeguarding within the Church however is located within every parish, every Congregation and every Diocese. Safeguarding in the Catholic Church today is a collaborative ministry with laity (volunteers, employees and parishioners) accepting their responsibilities in this area alongside members of the Clergy and of the Religious.

These responsibilities can be broadly described across three areas:-

- Training and awareness raising;
- Maintaining safe environments;
- Responding to allegations and concerns and managing risk.

Training and Awareness Raising

The importance of the role training plays in developing, promoting and maintaining safeguarding cannot be over emphasised.

The National Safeguarding Conference (see page 9) represents a coming together of the “safeguarding community” under the training umbrella.

Similarly the quarterly conferences of safeguarding staff, both Diocesan and Religious, continue to be well attended. The pivotal role training plays has resulted in the development of national standards (see page 11) and the current work underway to create an online training and development resource library.

It is when the focus moves to training activities within the Dioceses and Religious Congregations however that the range and scale can be fully appreciated.

For Parish Safeguarding Representatives alone 680 training sessions were offered attracting 6,200 attendees.

Additionally 3,000 volunteers benefited from 185 training events held across the Dioceses on a range of awareness raising issues covering child protection, abuse of vulnerable adults and domestic abuse.

What has been encouraging over the past few years has been training offered to priests as part of their ongoing formation, dedicated to safeguarding. In 2011-2012 there were 150 such events attended by 845 Clergy and Religious.

A number of Dioceses have identified Clergy safeguarding training as positive achievements in 2011 including Arundel and Brighton, Cardiff, Hexham and Newcastle, Liverpool, Salford and Southwark.

Training was also highlighted as a high priority by a significant number of Religious Congregations including the Capuchin Province of Great Britain, the Dominican Sisters of St Catherine Siena, the Sisters of Charity, of Nevers, of the Cross and Passion and of the Holy Trinity, Daughters of Charity of St Vincent de Paul.

Religious Congregations have a long tradition of both delivery and receipt of training particularly when their charisms are in the fields of Education, Health Care or Care of the Elderly.

Diocesan Safeguarding Co-ordinator develops Internet Safety Training for Diocese of Brentwood

During 2011/12 I have been able to develop a training package alongside an external trainer regarding Internet safety. This is an area commonly recognised as the biggest area of growth in terms of abuse (e.g. grooming behaviours, bullying and accessing abusive images). I am pleased to have been a member of a local LSCB sub group on 'e-safety' for some years and as a result, able to contribute to the research and delivery of training around raising awareness of the dangers and appropriate usage of the internet (this includes chat rooms, emails, internet searches and information sharing).

Two levels of training have been developed. One for parents and one for children between the ages of 8 to 11. Both offer appropriate training in terms of information shared but basically involve various ways of demonstrating how information can be unwittingly or too easily shared and then a number of rules to abide by in order to protect when using the internet. For parents, the rules are shared but also include more awareness around the scope of the internet and how children can use it (ipad, phones, Xboxes etc) and what some acronyms mean when chatting. For both types of training, I also use a number of CEOP educational short films (I have attended the relevant CEOP training through the LSCB in order to be able to do this).

What has become very obvious through this work is that in general terms, there is a limited awareness from parents and an underestimation of how much it is a part of ordinary life for children.

Domestic Abuse training run in Diocese

John Creedon, Safeguarding Co-ordinator for the Diocese of Nottingham and Pearl Clarke from the National Board of Catholic Women, led a day to raise awareness of domestic abuse at the Parish of Our Lady of Lourdes, Derby in July 2011. The parish already were supporting their local women's refuge.

Two support workers and two survivors of domestic violence came to the event, and the survivors gave their personal accounts about the reality of life for them and their children living with the daily fear of violence. People attending the event afterwards said it was electrifying to listen to these women, and the spontaneous applause when they had finished was in recognition of the courage they had shown in speaking out to others about their experience. The women themselves said afterwards that they gained strength and confidence from taking part.

It is noticeable that as safeguarding becomes more integrated within the daily life and ministry of the Church, training topics begin to reflect this both in their diversity and specific focus.

Examples of this include Birmingham Archdiocese having a day event focusing on "The Theology of Safeguarding."

Similarly Hexham & Newcastle dedicated a day to "Safeguarding as Ministry" providing time to focus on the pastoral side of the role of Safeguarding Representatives.

Maintaining Safe Environments

Safeguarding incorporates the active protection of children, young people and vulnerable adults. More than that it is about assisting people in reaching their full potential, enabling the people of God to participate fully in the life of the Church and become “fully alive.”

This aspect of safeguarding may be evidenced on an almost daily basis in our parishes and congregations.

The breadth of activities provided by so many parishes includes catechesis, sacramental preparation, social and recreational activities, pilgrimages, retreats and youth ministry. Many Religious Congregations have dedicated themselves to caring for the sick or the needy, particularly the elderly as well as educating the young. All these ministries are supplemented by a plethora of Catholic charities and organisations heavily involved in social welfare, many under the Caritas umbrella.

It is essential that parishioners and the public at large can be confident that those organising, leading and assisting with any of the above activities and events have been chosen for their suitability for the role and have been subjected to robust safer recruitment practice. This will include, where appropriate, completion of a CRB disclosure check. In 2011 approximately 15,000 of these checks were completed.

Given the international nature of the Church it is of note that Religious Congregations including Brothers of the Sacred Heart and the Religious of the Sacred Heart of Mary highlight their robust recruitment checking of members coming to England and Wales from overseas.

It is equally important that parish activities are managed safely in accordance with the Creating a Safe Environment National Procedure. For this to be achieved it requires the commitment, hard work and time from Parish Safeguarding Representatives. Over 96% of our parishes have at least one such Representative.

Responding to Allegations and Concerns and Managing Risk

In 2010 there was a significant increase in the number of allegations received and an assumption was made that this was influenced by the Papal Visit occurring that year and its attendant publicity.

In 2011 we received 49 allegations which is broadly consistent with the level of allegations from 2006-2009 inclusive.

The allegations relate to 49 abusers and 58 victims (see Appendix 3, Table 4 & Figure 1).

In 2010/2011 we were able to report, for the first time, allegations about abuse of vulnerable adults and will continue to do so into the future. Of the 14 alleged abusers of vulnerable adults 2 were Clergy, 1 Religious and 11 either Volunteers or Employees.

The proportion of allegations made against Clergy or Religious involving a child is approximately 60% of the total received in comparison to 20% approximately where the allegation concerns a vulnerable adult. Allegations made against Volunteers and Employees by comparison are 40% and 80% respectively.

The year on year increase in the number of individuals subject to a Covenant of Care has continued. At the end of 2011 it stood at 302 compared with 266 at the same point in 2010.

These Covenants are agreements articulating rights, obligations, expectations and restrictions where there are concerns about a person following an allegation or where someone is being released from prison and wishes to worship in a Catholic Church.

Over the years our Safeguarding Offices have developed closer working relationships with Probation and Prison Services in order to ensure these Covenants of Care are robust and risk is being managed appropriately.

Appendix 1

National Catholic Safeguarding Commission (NCSC)

The National Catholic Safeguarding Commission (NCSC) was mandated by the Bishops Conference and the Conference of Religious at a joint meeting in April 2008, when both conferences accepted the recommendations of the Safeguarding with Confidence Implementation Group on the implementation of the recommendations of The Cumberlege Commission.

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

The NCSC will:

- Set the standards for the safeguarding arrangements for the Catholic Church in England and Wales. It will also oversee the development and updating of national policies and hold diocesan and religious safeguarding commissions to account for the delivery of those standards.
- Make annual reports to the CBCEW and CoR about its progress in ensuring compliance with National policies and the implementation of the recommendations of The Cumberlege Commission. These reports will be open documents with the use of confidential annexes where appropriate.
- When necessary, commission the CSAS to undertake thematic investigations to assist in ensuring compliance with nationally agreed policies and in making reports to the CBCEW and CoR.
- Will produce an annual work plan. It will set up standing committees and working groups, of its members, in order to expedite its work. The Director of CSAS will be called upon to advise such committees and working groups.
- Will set the strategic work programme of the CSAS in consultation with CBCEW and CoR.

Membership

Danny Sullivan (appointed Chair - March 2012)

Danny comes from a background in education and justice. He was Director of Education for the Diocese of Oxford with oversight of 280 schools in nine Local Authorities. Danny was a senior civil servant in the Ministry of Justice working closely with judges and magistrates in London's courts. He reported directly to Ministers. Danny is a Hampshire magistrate sitting in the family and criminal courts. Danny has published in the field of children's spirituality and was co-founder of The International Journal of Children's Spirituality. A member of The Thomas Merton Society of Great Britain and Ireland Danny is a former chair of the society and edited its journal for seven years. He is married to Cathy who trains nurses at Southampton University and their three adult children work in the NHS or related health fields.

The Rt Hon. the Baroness Scotland of Asthal QC (March 2011 – December 2011)

Patricia Scotland was born in the Commonwealth of Dominica and came to England at the age of two years. She is the tenth of twelve children and grew up in Walthamstow, London. She completed her LLB (Hons) London at the age of twenty and was called to the Bar at Middle Temple at the age of twenty one.

In 1991, at the age of thirty five, she became the first black and youngest woman, ever to be appointed Queen's Counsel. She was the first black woman to be appointed an Assistant Recorder, Deputy High Court Judge, Recorder, Master of Middle Temple, Member of the House of Lords, Lord's Minister, and is the first and only woman ever to have been appointed as Attorney General for England Wales and Northern Ireland in the 700 year history of that Office.

The Rt Rev Declan Lang

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

Sister Jane Bertelsen, FMDM

Sister Jane is a vice chair of the NCSC, appointed by the Conference of Religious. She has been a member of the Franciscan Missionaries of the Divine Motherhood for over thirty years, many of them spent in New Zealand and Australia. Sister Jane is currently a member of her Congregational Leadership Team. Jane has been involved with Safeguarding work within the Church for over fifteen years.

The Rt Rev John Arnold

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

Roger Bird (July 2008 – January 2012)

Roger qualified in law and practised in family law for many years, culminating in his appointment as a Senior District Judge. Although retired from that post he does occasionally sit on a part time basis. Roger has been a member of a number of government advisory committees, including those on the Children Act 1989 and the Lord Chancellors Ancillary Relief Advisory Group. Up until January 2012, he was Chair of the Clifton Diocesan Safeguarding Commission.

Father Matthew Blake, OCD

Father Matthew joined the Carmelite Order in 1981, after some time working in the insurance industry. He has held a variety of leadership roles within the Carmelite Order, his main focus of ministry being retreats and spiritual guidance. He is a former member of the CoR Executive and is currently involved in setting up a charity working with the victims of sex trafficking and prostitution.

Valerie Brasse

Valerie worked for nearly 20 years in a number of children's health and social services posts in the Department of Health and was seconded to the Victoria Climbié enquiry as its social care adviser. She was secretary/adviser to the Cumberlege Commission, is currently a non executive Board member of the Independent Safeguarding Authority and, until January 2012, was an independent member of the Metropolitan Police Authority.

Kevin Caffrey

Kevin retired from the post of Chief Executive of the Father Hudson's Society in the Archdiocese of Birmingham in November 2011. He has since been appointed as Trustee to Father Hudson's Society and also of an Adoption Agency called Family Society (Adoption Focus). He has held a number of roles in social work and was previously Area Director of Social Services for Derbyshire. He has many years of experience in child and adult protection services. He is the Chair of the Safeguarding Commission of the Archdiocese of Birmingham.

Philip Dand

Philip is a qualified Social Worker with 38 years experience in the field. Specialising in work with adults with learning disability for much of that time with experience in managing social work services for people with a physical disability or sensory loss. He has also managed Occupational Therapy Services

offering equipment and adaptations to disabled people. He has held joint appointments with health and local authority with respect to services for people with a learning difficulty. For the last 4 years he has been the Adult Safeguarding Manager for an inner city metropolitan borough. He has been the Chair of the North West Commission for Safeguarding in Religious Orders for the last 2 years

Terence Grange (November 2010 – February 2012)

Terence Grange retired from the police service in 2007 after 36 years and a career in three police forces, in London, Avon and Somerset and finally as the Chief Constable of the Dyfed Powys Police in Wales. From 2000 to 2007 he was the lead officer for the police service in England and Wales on child abuse and the management of dangerous people. He assisted in the creation of national police policy and legislation in these areas and other issues involving violence within and outside families. He worked nationally with the Probation Service and the National Offender Management Service in creating arrangements for the monitoring of sex offenders in the community and with the Government in the recent piloting of "Sarah's Law", the notification to responsible adults of the presence of an offender close to their family. He was a member of the Cumberlege Commission.

Elizabeth Hayes

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

Susie Hayward

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

Brother Aidan Kilty

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

Father Kristian Paver

Father Kristian was ordained in 1992 and is a priest of the Diocese of Plymouth. He is qualified in many aspects of Canon Law and is Judicial Vicar for the diocese. He lectures in Canon Law at St Mary's University College, Strawberry Hill and is member of the Health Care Reference Group of the CBCEW. He represented the National Conference of Priests, the CoR and the CBCEW on the Clergy Working Group on the (then) Department of Trade and Industry, and co-authored the Directory on the Canonical Status of Clergy.

Father Kristian was a member of the Cumberlege Implementation group which advised the CBCEW and CoR following the publication of the Cumberlege Report.

Rose Anderson

Rose is the Secretary to the NCSC. As a qualified nurse, she held a variety of posts at senior level in NHS Acute Hospital services. She retired from the NHS in 2005 and since then has held a number of posts in the Church, including part time Diocesan Safeguarding Officer and Administrative Support to the Cumberlege Review. She is also a member of the Health Care Reference Group of the CBCEW and organised the "Faith in Health" Conference in 2010 as well as assisting the organisation of the 2011 Anglophone Conference.

Appendix 2

Catholic Safeguarding Advisory Service (CSAS)

CSAS is a national agency sitting within the Department of Christian Responsibility & Citizenship of the Bishops Conference. It reports and is accountable to the Bishops Conference and Conference of Religious through the NCSC.

CSAS is responsible for driving and supporting improvements in safeguarding practice by:-

- Providing advice.
- Overseeing and co-ordinating training.

- Developing policy and ensuring it is accessible and up to date.
- Identifying, disseminating and celebrating good practice.
- Liaising with national bodies involved in safeguarding including government.
- Managing the National Database.
- Being the Registered Body for CRB within the Catholic Church of England & Wales.

CSAS Team

CSAS Director

Adrian Child

Adrian has over 30 years social work experience in the Local Authority sector. He has worked in a variety of settings and roles incorporating Residential Care, Social Work with Children and Families, Operational and Strategic Management. He worked at COPCA for 2 years as Assistant Director and then Acting Director and was appointed to the role of first CSAS Director in July 2008.

National Learning & Development Adviser

Carol Parry

Carol has over 27 years experience of working in children's services in both statutory and voluntary sectors. This has involved community social work, therapeutic work with children and families following sexual abuse, and many years experience as a Senior Child Mental Health Practitioner within the health service. Over the last 8 years Carol has been involved in the development and delivery of training for front line staff and her last post was Trainer with The Social Research Unit (Dartington).

National Safeguarding Systems Adviser

Sally Robinson

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

PA to the Director

Claire Saltmarshe

Claire has a degree in Theology & Sociology. She worked for COPCA for 5 years building an extensive understanding of the Catholic Church and establishing networks to assist her in her administrative responsibilities. She has also managed some major projects including the highly successful National Conferences. She has been PA to the Director of CSAS since July 2008. She was one of the organisers for the 2011 Anglophone conference.

Team Secretary (part time)

Sophie Robbins

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

Team Secretary (part time)

Angela Byrne

Angela was awarded a First-Class Honours degree in Fine Art, following which she

has gained a wealth of administrative experience within the education and banking sectors, before joining CSAS in December 2008. A fundamental part of Angela's role is to provide project support for the CSAS team. In particular she plays a key role in the ongoing National Learning Needs Analysis. Having successfully managed the Safeguarding as Ministry 2011 event at Oscott, she now leads on organising the five province events planned for 2012/2013. Angela has contributed extensively towards the administration for developing the new organisational structures for the Religious, overseeing the Safeguarding Restructuring Events of 2012.

Appendix 3

Table 1

Safeguarding Representatives

Statistics

Diocesan Returns	2011	2010	2009	2008	2007
No. of Parishes	2391	2469	2488	2589	2593
No. of Reps in post	2298	2378	2392	2437	2494
No. of parishes without Rep	93	91	83	106	92

2011 has seen a small reduction in the number of parishes, consistent with previous years reductions. Parishes with at least one Safeguarding Representative remain at just over 96%.

Table 2

CRB Checks Initiated

	2011			2010			2009			2008			2007		
	TOTAL	Dioceses	Religious												
CRB checks initiated	14931	14014	917	15276	14419	857	15457	14447	1010	16906	15978	928	19490	18386	1104

	2011			2010			2009			2008			2007		
	TOTAL	Dioceses	Religious												
No. of blemished disclosures	69	46	23	125	70	55	104	72	32	83	68	15	103	87	16
% of total checks	0.46%	0.33%	2.51%	0.82%	0.49%	6.42%	0.67%	0.43%	3.17%	0.49%	0.43%	1.62%	0.53%	0.47%	1.45%

Safer recruitment practice is an important aspect of maintaining safety within our Catholic communities whilst supporting myriad rich and diverse activities. Though the number of “blemished” CRB disclosures remains relatively small, it reinforces the importance of the Church approach.

Table 3**Covenants of Care**

	Subject to Covenant of care in 2011	Total number of Covenants of care in place as at 31/12/11	Subject to Covenant of care in 2010	Total number of Covenants of care in place as at 31/12/10	Subject to Covenant of care in 2009	Total number of Covenants of care in place as at 31/12/09	Subject to Covenant of care in 2008	Total number of Covenants of care in place as at 31/12/08
Dioceses	80	279	65	239	75	193	69	160
Religious	3	23	6	27	4	19	4	18
Totals	83	302	71	266	79	212	73	178

Covenants of Care are drawn up either following an allegation against an individual working within the Church pending completion of a thorough investigation by the statutory authorities in liaison with the Church, or where a person is being released from prison, wishes to worship in a

Catholic community, and is considered by our colleagues in 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**2011 Child Protection Allegations of abuse by role of abuser and type of abuse**

	Sexual Abuse	Physical Abuse	Emotional Abuse	Neglect	Child Abusive Images	TOTAL
Secular / Diocesan Priest/s	11	1	0	0	0	12
Religious Priest/s	3	4	0	0	0	7
Transitional & Permanent Deacons	0	0	0	0	0	0
Secular/Diocesan Priest/Religious Clerical Student/s	1	0	0	0	0	1
Male Religious	5	1	1	0	0	7
Female Religious	0	1	0	0	0	1
Religious In Formation	0	0	0	0	0	0
Unspecified Religious	0	0	0	0	0	0
Volunteer/s	7	1	1	0	0	9
Employee/s	1	2	1	0	1	5
Parishioner/s	4	2	1	0	0	7
TOTAL	32	12	4	0	1	49

In 2011 there were 49 allegations of abuse involving a child, relating to 49 abusers and 58 victims.

This is broadly compatible with figures reported in 2005-2009 and would appear to confirm the assumption that 2010 increased level of allegations was connected to publicity surrounding the Papal visit.

26 victims allege that the abuse occurred in the 1980's or before, with 1 in the 1940's and 4 in the 1950's.

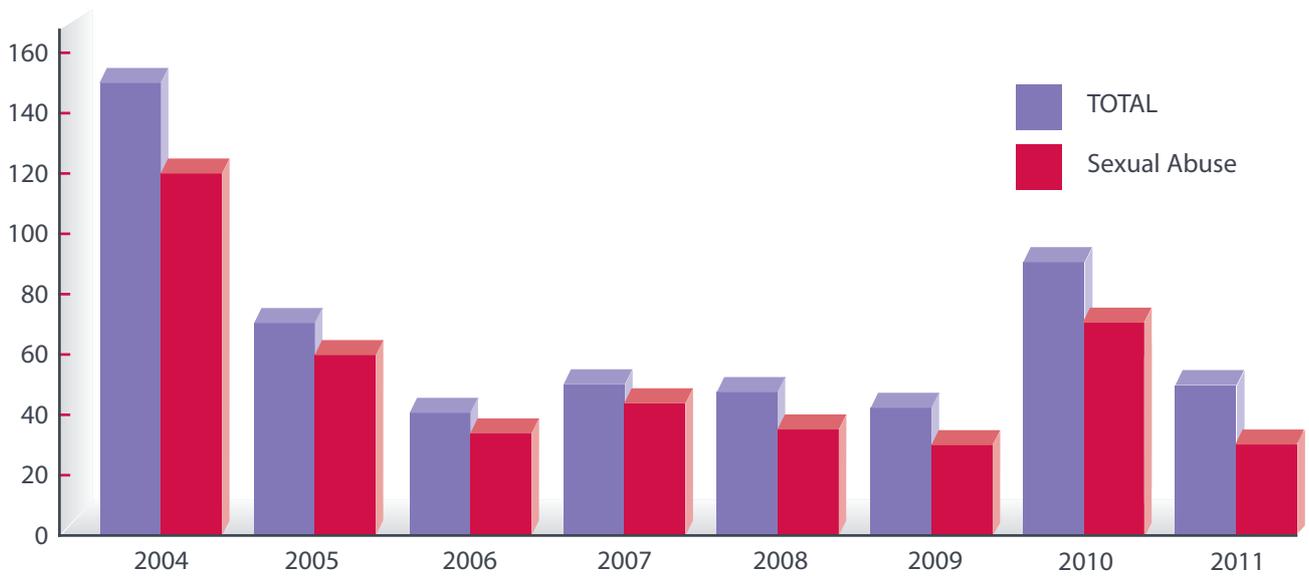
25 victims allege that the abuse occurred in 2011. This figure includes "Internet Offences" such as viewing or downloading abusive images of children.

37 victims alleged sexual abuse, 13 physical abuse, 8 emotional abuse. This represents a significant reduction in the proportion of sexual abuse allegations compared with an equally significant increase in the proportion of physical abuse allegations.

Of the 49 alleged abusers, 28 are Clergy or Religious, 9 Volunteers, 5 Employees and 7 Parishioners.

Figure 1

Allegations in 2011 compared to previous years



	2004	2005	2006	2007	2008	2009	2010	2011
Total	153	75	43	53	51	43	92	49
Sexual Abuse	121	62	36	47	38	31	71	32

Table 5

Child Protection Allegations reported in 2011 – Summary of Statutory Authority action

2011				
Summary info	TOTAL	Diocesan Returns	Religious Returns	%
Investigation initiated and in progress	18	12	6	36.73%
Statutory Authorities - No Further Action	29	26	3	59.18%
Police Caution / Warning	0	0	0	0.00%
Court Hearing	0	0	0	0.00%
Conviction	0	0	0	0.00%
Sentence	2	2	0	4.08%
Total by Role of Alleged Abuser	49	40	9	100.00%

2010				
Summary info	TOTAL	Diocesan Returns	Religious Returns	%
Investigation initiated and in progress	41	23	18	44.57%
Statutory Authorities - No Further Action	46	28	18	50.00%
Police Caution / Warning	1	0	1	1.09%
Court Hearing	2	2	0	2.17%
Conviction	0	0	0	0.00%
Sentence	2	2	0	2.17%
Total by Role of Alleged Abuser	92	55	37	100.00%

2009				
Summary info	TOTAL	Diocesan Returns	Religious Returns	%
Investigation initiated and in progress	17	12	5	39.53%
Statutory Authorities - No Further Action	24	19	5	55.81%
Police Caution / Warning	1	1	0	2.33%
Court Hearing	0	0	0	0.00%
Conviction	0	0	0	0.00%
Sentence	1	1	0	2.33%
Total by Role of Alleged Abuser	43	33	10	100.00%

2008				
Summary info	TOTAL	Diocesan Returns	Religious Returns	%
Investigation initiated and in progress	15	13	2	29.41%
Statutory Authorities - No Further Action	29	24	5	56.86%
Police Caution / Warning	1	1	0	1.96%
Court Hearing	2	2	0	3.92%
Conviction	3	3	0	5.88%
Sentence	1	0	1	1.96%
Total by Role of Alleged Abuser	51	43	8	100.00%

Table 6**Laicisation**

	Laicisations completed in 2011	Laicisations completed to date
Diocesan Returns	3	26
Religious Returns	1	16
Totals	4	42

Where an allegation of abuse results in a member of the Clergy or Religious serving a prison sentence, or where the risk they are considered to pose to members of the Church community cannot be effectively managed within the Church, permanent dismissal from the clerical or religious state is always considered.

There have been 42 such laicisations since 2001.

(NB: This includes an addition of 1 to last year's figures which was a late return.)

Table 7**2011: Allegations reported of abuse of a vulnerable adult**

Total Vulnerable Adult concerns/allegations reported to Stat Auth in 2011	Types of Abuse						Totals Reports
	Physical Abuse	Sexual Abuse	Psychological Abuse	Financial or Material Abuse	Neglect or Acts of Omission	Discriminatory Abuse	
Diocesan Returns	2	0	0	1	2	0	5
Religious Returns	2	3	1	3	0	0	9
Totals by Type of Abuse	4	3	1	4	2	0	14
%	28.57%	21.43%	7.14%	28.57%	14.29%	0.00%	100.00%

3 of the allegations relate to members of the Clergy or Religious with the remaining 11 being Employees, Volunteers or Parishioners.



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