



**NCSC**

National Catholic  
Safeguarding Commission

Annual Report  
2008 - 2009

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# Foreword by Bill Kilgallon OBE

Safeguarding with Confidence, the report of the Cumberlege Commission, was adopted by the Conference of Bishops and the Conference of Religious as the policy of the Catholic Church in England and Wales. In taking this decision the leadership of the Church re-affirmed its commitment to safeguarding children and vulnerable adults. That both conferences took the decision emphasised their commitment to a 'One Church' approach - with one set of policies adopted by the whole church.

On 1 July 2008 the new national structures recommended in Safeguarding with Confidence - the National Catholic Safeguarding Commission (NCSC) and the Catholic Safeguarding Advisory Service (CSAS) - were established. This report covers the work of these two bodies in our first year.

NCSC and CSAS replace the Catholic Office for the Protection of Children and Vulnerable Adults (COPCA) set up in 2002 following the review led by Lord Nolan. We are building on the achievements of COPCA under the leadership of the chair of its management committee Archbishop Vincent Nichols, its first director Eileen Shearer and her successor as acting director Adrian Child. The NCSC and CSAS have distinct but complementary roles as this report explains.

I take this opportunity to thank the Conference of Bishops and Conference of Religious for their support. Adrian Child was appointed Director of CSAS after national advertisement and I want to thank him and all his team for their

work over the last year. I thank my colleagues on the Commission who bring a wide range of skills and experience and are becoming a strong and committed team.

Safeguarding in the parishes, religious orders and dioceses is undertaken by hundreds of people, in a voluntary capacity, as safeguarding representatives or as members of safeguarding commissions. They are supported in that work by a few professional staff in the dioceses and religious orders. They deserve the thanks of all members of the Church for their commitment to this work.

Safeguarding is central to the ministry of the Church. Pope Benedict underlined its importance when speaking about abuse in the Church - "The wounds caused by such acts run deep, and it is an urgent task to rebuild confidence and trust where these have been damaged. In your continuing efforts to deal effectively with this problem, it is important to establish the truth of what happened in the past, to take whatever steps are necessary to prevent it from occurring again, to ensure that the principles of justice are fully respected and, above all to bring healing to the victims."



W. Kilgallon OBE  
Chair  
National Catholic Safeguarding  
Commission



W. Kilgallon OBE  
Chair  
National Catholic Safeguarding Commission

# Introduction

On 1st July 2008 new structures were put into place to promote and oversee safeguarding of all, especially the vulnerable within the Catholic Church of England & Wales. These followed the recommendations made by the Cumberlege Commission in their report “Safeguarding with Confidence - Keeping Children & Vulnerable Adults Safe in the Catholic Church” (2007).

The new structures follow the Cumberlege recommendations 3-18 and include the following:-

## **The National Catholic Safeguarding Commission (NCSC)**

The role of the NCSC, mandated by the Conferences of Bishops and Religious, is to agree the strategic direction of safeguarding policy and with accountability across dioceses and religious congregations, to ensure that standards are met and policies are implemented.

The NCSC is comprised of an independent lay Chair; two vice Chairs, one an appointed member of the Conference of Bishops and the other an appointed member of the Conference of Religious. In addition there are 3 chairs of Safeguarding Commissions, 2 Bishops, 2 members of the Religious, a Canon Lawyer/ Parish Priest and 4 lay members chosen for their particular fields of expertise following a national advertising campaign.

(For details of membership of the NCSC see [Appendix 1](#))

## **The Catholic Safeguarding Advisory Service (CSAS)**

The 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.

The 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 and Vetting & Barring within the Catholic Church of England & Wales.

(For details of CSAS team members see [Appendix 2](#))

This report provides an opportunity to describe the work undertaken over the first year of the new arrangements. It also allows the Catholic Church of England and Wales to maintain its transparency in regard to both its safeguarding activities and responsibilities.

# NCSC Developments 2008 - 2009

## **Study Days for Bishops & Congregation Leaders**

Two days have been held. One in March at Hinsley Hall and the second in May in London. Upwards of 200 attended the events and feedback was overwhelmingly positive. *(for more details see page 11)*

## **Insurance & Pastoral Care for Victims**

A group from the NCSC has been working with representatives of the insurers to agree insurance protocols which recognise the responsibility of the Church to provide pastoral care for survivors of abuse as well as the responsibility to protect its assets.

## **Independent Investigation**

A protocol has been developed to pilot independent investigations. These investigations will be undertaken once the Statutory Services enquiries are concluded following an allegation or concern and where risk is evident but the case does not proceed to court. The purpose is to improve both transparency, timeliness and thoroughness of such investigations, utilising existing expertise within the Church's Safeguarding structure.

## **Unaligned Religious Orders**

There are a number of orders which are affiliated to the Conference of Religious but are not aligned to either a Diocesan or a Regional Religious Commission. There are further orders which are not members of CoR. Work has commenced to engage with these orders to emphasize the importance of being aligned to and compliant with safeguarding structures within the church.

## **Review Process**

A review may be requested of a recommendation made by a Safeguarding Commission, following an allegation about an office holder, employee or volunteer within the Church, before a decision has been made by a Bishop/Congregation Leader. The protocol for these reviews has been agreed and circulated. A pool of people to act as review panel members has been recruited and trained following a national recruitment campaign. Twenty people have been appointed with a range of relevant expertise and experience including a number of Canon Lawyers, members of the judiciary and senior managers or practitioners in a relevant field such as social care. Four reviews have commenced to date.



# CSAS Developments 2008 - 2009

## Roadshows

In the latter part of 2008 CSAS completed a challenging round of public presentations in each diocese of England and Wales. The focus was on the changing nature of “safeguarding,” its implications for the Church and an introduction to the government Vetting and Barring Scheme.

The events were attended by upwards of 2000 people, laity, clergy and religious.

## Parish Pack

Two major projects which help safeguarding in our parishes and congregations were completed in 2008. The long awaited “Parish Pack” was finalised. Each diocese has published and disseminated the resource pack which is already greatly assisting Parish Safeguarding Representatives in undertaking the valuable work that they do. A similar resource pack has been developed for the religious and will be distributed in early 2010.

## E Procedures

The National Safeguarding Procedures for Children and Vulnerable Adults have now been developed in an electronic web based format. They are easier to use, more transparent, as they are available to the general public, and can be kept up to date. They are available on [www.csasprocedures.uk.net](http://www.csasprocedures.uk.net)

## National Conference

A highly successful 3 day National Conference was held in October 2008. Keynote speakers included Adrian McAllister, Chief Executive of the Independent Safeguarding Authority (ISA) and Gary Fitzgerald, Chief Executive of Action on Elder Abuse. There were speakers from Mind and the Government Office Allegations Management Advisers as well as a very powerful performance by the Geese Theatre Company highlighting the impact of domestic abuse in a parish community. *(for more details see page 10)*

### **CRB + Vetting & Barring**

CSAS has continued to work as one of the top 10 Registered Bodies in the country for CRB disclosures. Work underway includes updating and simplifying recruitment documentation in preparation for the introduction of the Vetting and Barring Scheme. Additionally CSAS is working with a growing number of Catholic Charities which require support with recruitment processes and also advice on better understanding and applying safeguarding procedures within their own work.

As the Registered Body for CRB in the Catholic Church of England and Wales, CSAS has delivered a number of training events for Diocesan and Religious Counter Signatories.

### **Public Presentations Round II**

From May to July 2009 CSAS delivered presentation events across the Church, both dioceses and religious, as well as to a section of Catholic organisations and charities. These were extremely well attended and received, focussing as they did on the practical implications of the Vetting and Barring Scheme and its role within safeguarding arrangements and safe recruitment practice in our parishes and congregations.

### **Networking**

CSAS has continued to liaise closely with a number of national bodies. It is a member of the Christian Forum for Safeguarding with an active involvement in defining which cross denominational roles are eligible for CRB disclosures and Vetting and Barring Scheme registration.

Two members of CSAS are part of the consultation process with the Home Office, CRB and Independent Safeguarding Authority. The Director of CSAS chairs the Faith Sector of the government consultation network for safer recruitment.



Brentwood Diocese event 2009

# Safeguarding Developments in Dioceses, Parishes and Religious Congregations

The positive progress achieved via the two national bodies, NCSC and CSAS, must be viewed in the light of the monitoring and support it offers to the range of safeguarding activity within the dioceses, parishes and religious congregations.

It is here that the vital day to day ministries of supporting, caring for and protecting the vulnerable takes place. Particular mention must be made of all those committed individuals who freely give of their time and energies as volunteers in the Church.

## Recruitment and Support

The range and diversity of positive safeguarding activities which take place week in, week out in our parishes and religious communities depend heavily on the active involvement of literally thousands of “volunteers” across the country.

To enable these volunteers to be recruited subject to a high standard of “safer recruitment practice” depends on the hard work and commitment of our Parish Safeguarding Representatives and Religious Safeguarding Representatives. We are therefore very fortunate that we have over 96% of our parishes with at least one Safeguarding Representative (See [Appendix 3, Table 1](#))

The role of Parish Safeguarding Representative is both demanding and rewarding as described in the following story from just one of our Representatives.



“I did not actively put myself forward for the role of Safeguarding Representative (at the time called Child Protection Representative). The role came to me “out of the blue” and I did not know there was such a thing as safeguarding in the Catholic Church, so I did not expect it in our parish. Our previous Safeguarding Representative worked two days a week in the presbytery, assisting the parish secretary, and when she decided to retire she asked me if I would like to do her two-day job. I agreed and to my surprise on the day she was training me for the job she said that she ran a stall at the Christmas Fair so I needed to keep that going, and also she was the Safeguarding Representative and I would have to take that role on as well. I said ok to both.

I went on training sessions provided by the diocese and learnt what safeguarding really means, and how important it is for children and vulnerable people in our parishes. The role of Safeguarding Representative is a pastoral role which carries a lot of responsibility and requires us to be vigilant and must be taken seriously.

Luckily at our parish the only part of the role I have needed to perform is one of administration of CRB forms, ensuring that volunteers working with children or vulnerable adults go through the Diocesan CRB process. Over the few years as Representative, I have seen positive changes in people's attitudes towards the CRB process. There was a time when people felt mistrusted when asked to go through the CRB process. People who had been dedicated volunteers were being asked to go through a "police check" and some did not like it.

It was an uphill slog, but things took a turn in the right direction when our parish priest said that anyone who does not fill in the forms and go through the CRB process will no longer be able to continue as a catechist (no exceptions).

We did lose some catechists and up to last year one catechist told me that he felt insulted by being asked to go through the CRB process. People were volunteering to help in the parish, people who have been here for many years and now they were being asked to be checked by the Police.

However, I have seen a marked difference in the attitude of new catechists and volunteers recently. Parishioners who have volunteered to help with children and vulnerable adults over the last year have been very cooperative, and are keen to get their CRB check done.

Jesus said "whatever you do to the least of my brothers, that you do unto me." I think we all have a duty to look after each other with care, kindness and compassion - protection of children and vulnerable people comes under that banner.

The Catholic Church takes the care and protection of children and other vulnerable people very seriously, and each parish's Safeguarding Representative plays an important pastoral role in helping with that care and protection."

It is vital that all those actively involved through the Church with children, young people and vulnerable adults are subject to "safer recruitment." In many instances this will include undertaking a CRB Disclosure check.

In 2008 we undertook approximately 17,000 such checks with 83 returning relevant criminal convictions.

(See [Appendix 3, Table 2](#))

Support for all those actively involved takes the form of helping each person understand exactly what is expected of them and the anticipated level of commitment required. This is then backed up by provision of relevant training materials and events.

## Training

In 2008 across the Catholic Church of England and Wales there were a total of 464 training events with an attendance of 5,565 people. These events covered a broad spectrum of topics including:-

- Safer working in parishes;
- ISA Vetting & Barring Scheme;
- Working with vulnerable adults;
- Safety on Pilgrimages;
- Induction training.

Recruitment, induction, training and support standards have been adopted within the Church and are available on [www.csasprocedures.uk.net](http://www.csasprocedures.uk.net)

Not only are these diocesan or religious Training events well attended but are also well received, e.g.:-

- *"Your training session and guidelines gave me everything I need - thank you." (Safeguarding Awareness Training, Hexham & Newcastle Diocese)*
- *"This was an excellent session, professional, practical and a very common sense approach" (Safe Practice & Recruitment Training, Portsmouth Diocese)*
- *"I came along as a reluctant duty but am leaving feeling this was very relevant, even in a small cosy parish like ours, relevant as an individual as well as a parishioner." (Child Protection Training, Portsmouth Diocese)*

There are a whole range of other training events taking place throughout the Church. In both 2008 and currently in 2009 CSAS have undertaken awareness raising sessions across the Church in preparation for the introduction of the ISA Vetting & Barring Scheme.

- *"Thank you for the helpful presentations ... I found the information very useful and now feel better informed about what is going on and why."*
- *"Thank you for the presentation...felt it was an excellent presentation, and well worth travelling for."*
- *"Thanks for your excellent presentation - it was good for me & the feedback from the Parish Reps was favourable too."*
- *"Thank you for a wonderful and informative evening."*

CSAS holds a 3 day National Conference bi-annually, the most recent in October 2008. The next is scheduled for March 2010. If you are interested in receiving information about the next conference please email [claire.saltmarshe@csas.uk.net](mailto:claire.saltmarshe@csas.uk.net)

Over 130 people attended the conference which had a theme of "Becoming a Beacon of Excellent Safeguarding Practice: The Challenge Ahead." Speakers included Mr Bill Kilgallon OBE, Chair of the newly established National Catholic Safeguarding Commission, Mr Adrian McAllister, Chief Executive of the Independent Safeguarding Authority, The Geese Theatre Company & Mr Gary Fitzgerald, Chief Executive of Action on Elder Abuse. Workshops were also run by Diocesan Safeguarding & Religious Safeguarding Co-ordinators/Officers & by Circles UK, the Ann Craft Trust & MACSAS. CSAS would like to thank all those involved for their time which was often freely given.



**"Lift your mask!"**  
Geese Theatre Company in performance.  
Picture courtesy of Warwickshire  
County Council.  
([mailbox@geese.co.uk](mailto:mailbox@geese.co.uk))

The conference was received well by all who attended and much positive feedback was given both during and after the event, e.g:-

- *“Very helpful & informative”  
(Adrian McAllister presentation)*
- *“Excellent way to present such a complex theme - great energy!”  
(Bill Kilgallon presentation)*
- *“Very powerful presentation”  
(Action on Elder Abuse presentation)*
- *“A new experience of presentation and so effective, interaction with audience meant that we were aware of every stage in the story” (Geese Theatre Company performance)*
- *“Thank you for inviting and welcoming us so warmly - very supportive”*
- *“I commend the organisers for their organisational skills”*

In 2008 a new safeguarding curriculum was introduced in all our seminaries, in the 4 English seminaries as well as Valladolid in Spain and the Venerable English College and Beda College in Rome.

It is still early days since the introduction of this curriculum but already feedback has been positive.

- *“Its possibly the most important session we have had on the course so far  
(5th year student)”*
- *“I found the day to be excellent, I much appreciated the friendly open and very human approach. It made me feel able to contribute freely, I have complete confidence now in seeking your advice should any issues come up in the diocese.”*
- *“I was very impressed by your attitudes towards the Church and Priesthood  
Thank you”*

*“Child Protection Awareness Training to Seminarians received positive feedback, a number of Seminarians said it had changed their view that working with young people was scary or that child protection was only about priests being accused of abuse. Good practice examples were shared in the group and will be taken forward into parish placements.”*

In March and May of 2009 training events were held for Bishops and Congregation Leaders focusing on their safeguarding responsibilities as well as the secular and theological basis for safeguarding within the Catholic Church.

There were informative and powerful inputs from Geese Theatre Company on the impact of abuse of a child on the whole of a parish community as well as an exploration of the implications of internet misuse and abusive images of children delivered by Donald Findlater of the Lucy Faithfull Foundation.

The events were well attended and evoked many positive comments.

What did you learn from today?

- *“The change and development of the context - we are more aware.”*
- *“That underneath the policies there is a real care for each.”*
- *“We are more confident in knowing what to do if...”*

### Support for survivors of abuse

The Catholic Church of England & Wales very much welcomes and encourages those that have suffered or been affected by abuse within the context of the Church to come forward. This is in part to enable us to work with our colleagues in the Police and Social Care Services to deal appropriately with any perpetrators of abuse, but also to provide pastoral support to assist in the healing process.

This is a difficult and sensitive area of work. We are not complacent and do not believe that we always get it right but continue to strive to respond appropriately and in the interests of those that are suffering. We are encouraged when we hear stories of how someone has been helped.



Extract from letter to Safeguarding Co-ordinator from a survivor:-

“For me, it is really important to write to you to tell you how grateful I am for all the support and encouragement you have given to me over the last 8 months. It truly has made a huge difference to me and in particular to Robert (anon). I hadn't quite understood the impact this had all had on him. I would like to also tell you that very quietly Robert has nurtured a rage and anger toward the Church and your influence and sensitivity has helped him very much. My rage has always been targeted at the man, not the Church, so this whole saga has moved us to a better place.”

We are committed to making progress in this area by choosing it as one of our key strategic priorities for 2009-2010. This is evidence of our commitment to provide appropriate support for survivors.

## Offender Management

Since the implementation of the Nolan Report in 2001 there has developed an increasing confidence in the robustness of the Church's safeguarding structures on the part of our colleagues in statutory agencies. This confidence has been further built up through liaison with the national office of the CSAS.

In part, as a consequence of this, the National Offender Management Service (NOMS), an agency of the Ministry of Justice, has included the requirement to liaise with relevant safeguarding staff in arranging discharge of offenders from prison who may require a level of

supervision in the community. Diocesan Safeguarding Co-ordinators and Officers have built up a solid foundation of experience and expertise in the management of those considered to present a risk through the use of "Covenants of Care." These are tightly negotiated agreements between the Church and the individual, and often involving, Police, Prison and Probation Services, in order to minimise any risk of further abuse.

There are currently 178 such Covenants in operation across the country with 73 being drawn up in 2008. (See [Appendix 3, Table 3](#))

Examples of Safeguarding Co-ordinators work with management of offenders

"Fr Peter (anon) is a priest attached to a religious order who is out of ministry and residing within our diocese. The religious order is based over 130 miles away. Fr Peter therefore has very limited contact.

Fr Peter was arrested in 2008 and charged following an investigation by the police re a historical sexual offence against a child.

Fr Peter was the subject of a covenant of care drawn up following a risk assessment by the Diocesan Risk Assessment Group.

I made four visits to Fr Peter in 2008 following his arrest and leading up to his conviction, to monitor the situation and provide support. He had been "disowned" by family members. I encouraged Fr Peter to visit his GP as I was concerned for his mental health and liaised with the religious order. Fr Peter asked me if I would accompany him to court, as he considered he "had nobody for support." I did this. Fr Peter had been advised he could possibly receive a custodial sentence, however the presiding judge issued a Probation Order for three years, with strict conditions, and for him to attend a sex offender treatment programme.

During the time leading up to the court hearing, Fr Peter's mother's health deteriorated. Since the time he came out of ministry he had been undertaking full time caring responsibilities for his mother who was in the late stages of Alzheimers. Fr Peter's mother died shortly after and Fr Peter was devastated by this.

I was acutely aware of Fr Peter's isolation, both from the religious order in terms of their geographical location and his position out of ministry, his isolation in the community, having no family to support him, and the impact of his mother's bereavement. Subsequently I approached the parish priest in the parish where we had drawn up a covenant of care and discussed the possibility of establishing a Circle of Support for Fr Peter. The parish priest responded positively about this initiative, as he felt it would also be a way of monitoring Fr Peter's activity and movement within the parish. I then discussed the possibility with Fr Peter, who was very appreciative and keen to have such provision.

I met with the parish priest and asked him to identify 4 or 5 parishioners whom he considered could be suitable for a support network for Fr Peter, and discussed the qualities such group members would be required to have in order to be effective. The parish priest approached 4 people. At this stage he gave no personal details. I then personally interviewed the candidates and recruited each group member, then followed this with a group induction. I made Fr Peter aware of the group members and their backgrounds, and he was very enthusiastic about the Circle members and keen to proceed.

We established clear ground rules, which were signed by all. The group now meet every month on neutral ground e.g. public house or coffee shop. Fr Peter has been befriended by the group members, and he has received Christmas cards and invitations to meet informally on other occasions. The Circle members are clear as to what is an appropriate venue and event to attend and are aware of their boundaries.

Fr Peter says the group has given him a "lifeline." He says he feels supported and not rejected. The parish priest is reassured that if there is a function or event within the parish, Fr Peter will be in the company of a Circle member if he attends, and therefore the parish community will be safer. Fr Peter will receive positive behaviour role modelling from Circle members, and feel part of a social network. In this way he can be monitored and there is less likelihood of him reoffending. The group members have expressed to me the positive impact being a Circle Member has for them personally. They find the role rewarding and fulfilling.

Brendan (anon) was a professional who took early retirement from a job working with children after a bereavement. He sought to be involved as a volunteer in a local church. Checks revealed a caution for sending sexually explicit messages to a 9 year old girl. He had talked about this to people in the parish many of whom saw him as a victim. At the same time, following a training programme some parishioners came forward anonymously to express concerns about some aspects of his behaviour in the past. A check on local authority records indicated matters of potential concern but which had not been substantial enough to be subject to formal action.

Initial assessment by safeguarding staff working with a specialist Probation Officer indicated a high level of preoccupation with children so an interim Covenant of Care was drafted excluding him from specified activities. This included an undertaking not to visit certain locations and not to talk to others about the circumstance of his caution without agreement. He was not subject to formal monitoring e.g. via sex offender registration or other court order but the Safeguarding Office formulated external agreements with the local Police.

A public protection meeting was convened which endorsed a parish support plan involving two selected SVP volunteers and a volunteer from a local mental health charity to provide practical and emotional help with the Safeguarding Representative overseeing. Strict rules were agreed about attendance at specified Mass with a chaperone where he sat in a particular place and detailed work was undertaken on a self management plan.

During oversight of the Covenant of Care his physical and psychological health deteriorated. Partnership arrangements with Social Care ensured early assessment of his wider needs and an additional service from Community Mental Health.

During the contact Brendan revealed information that indicated he was being financially exploited, which resulted in a vulnerable adults investigation being initiated. He also made voluntary disclosure of offences he had committed in the past. He said that he felt the framework of the Covenant of Care helped him feel that he would be treated respectfully if he chose to disclose behaviours which had concerned him for a long time. The investigation is ongoing and tight arrangements remain in place.

Relationships between Safeguarding Co-ordinators and Officers and Police Services nationally continue to work well when required. It is vital that our structure,

processes and staff have professional credibility as we share sensitive information between ourselves and the Police in order to best understand and manage risk.

“We have worked with the Catholic Church for a number of years, carrying out reviews. Officers have worked to bring a successful conclusion to the inquiry on behalf of victims.” (Police Protection Unit)

## Striving for Excellence

*“Many Christians from all Communities, by reason of their faith, are jointly involved in bold projects aimed at changing the world by inculcating respect for the rights and needs of everyone, especially the poor, the lowly and the defenceless.”*

*(John Paul II., Ut Unum Sint 43)*

We are aware of and continue to hear about a huge variety of projects, endeavours and activities which enrich and support the lives of all within our communities and particularly the vulnerable.

Here are two examples of literally hundreds across the country as illustrations of the diversity.

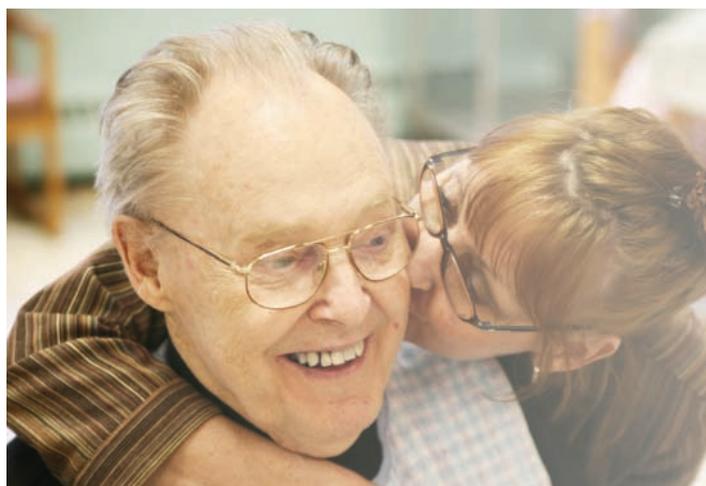
**The Congregation of Notre Dame** has a long history of providing education and training where it is needed. Since 2000 resources have been put into the provision of a good standard of care for the elderly and sick sisters of the Province. In England there are three larger communities ranging in size from 17 to 35 sisters, and one community in Scotland of 13 sisters. These are not registered care homes but community houses. Nursing and care staff who care for the sisters have been encouraged to undertake training to develop their skills.

Under the aegis of AgeCare, staff have gained qualifications in subjects such as Valuing Older People and Preventing Abuse, Health and Safety in a Care Home Environment, Understanding Normal Ageing and Communication Skills. Twenty nine have been awarded BTEC, twenty nine achieved NVQ Level 2 and twelve NVQ Level 3. In Scotland eleven members of staff completed a course concerned with Dementia Awareness and Challenging Behaviour, and six attended a course on Responding to the Challenge of Dementia Care.

Two of the managers received the Registers Manager Award and in October 2007 their work was recognised by AgeCare with an award which acknowledged:

- The take up of AgeCare BTEC certificate which recognises a dedication to person-centred care of older people.
- The variety of AgeCare courses which catered to the needs of different levels of staff.
- The BTEC and NVQ achievements which show the commitment of staff and the continued support offered to AgeCare training.

When we also consider the astonishing range of activities taking place in our parishes and religious congregations with children, young people and vulnerable adults it emphasises not just the importance of maintaining the safety of these ministries but also the undoubted commitment of all those involved.



**The Briars** is the youth retreat centre for the Catholic diocese of Nottingham and is part of the Nottingham Diocesan Catholic Youth Service. Set in the Derbyshire Dales, the Briars offers an unrivalled opportunity for the personal, social and spiritual development of young people in an informal educational environment. It is a setting in which young people can express themselves freely and openly, and the aim is to encourage them to actively participate in the life of their faith community and the wider community.

A team comprising the Director (a Diocesan Priest) two Programme Leaders, and eight trained volunteers (all young adults) run programmes for young people from parishes and schools, based on the needs of the group. These programmes always provide a balance of leisure activities, prayer, reflection and group work.

The Briars is also the base for the youth service outreach team; reach4. They work in the schools and parishes of the diocese of Nottingham, supporting young people in their faith development and working with staff and volunteers throughout the diocese.

About 5000 young people pass through the Briars each year and the outreach team works with twice that number. Their safety and welfare are paramount, and all staff and volunteers who are involved with them undergo safeguarding training before they begin their role.

Our staff and volunteers are all safely recruited, and are well versed in the Church's safeguarding policies and procedures. There are clear procedures in place for schools to share relevant information so that the Briars can provide a safe and secure environment for the young people who stay. There are also strong and well applied safeguarding guidelines and policies for the organisation.

There are strong links with the Diocesan Safeguarding Commission and Coordinator. The Director of Youth Services sits on the commission, training for the service is provided by the Coordinator and any concerns relating to safeguarding are raised with him by the Director.

Our website [www.ndcys.com](http://www.ndcys.com) allows young people the opportunity to give feedback on their time at the Briars. Here are some recent examples;

*"the Briars was such an amazing experience I really didn't want to leave"*

*"it has changed me for the good"*

*"thanks for the gr8est week of my life"*



The Briars Centre  
Diocese of Nottingham

# Management of Allegations

A vital aspect of the work of our Safeguarding Representatives and more especially Safeguarding Co-ordinators and Officers is to respond appropriately when allegations are made or concerns come to light.

This involves liaising with our colleagues in the statutory services, Social Care, Police, Local Authority Designated Officers (LADOs) etc. It also involves notification to Insurers and the Charity Commission.

Unique amongst faith groups in England and Wales we, within the Catholic Church have always made details of these allegations available since we began gathering the data in 2002.

In 2008 there were 50 allegations relating to 64 alleged victims. Whilst this represents a decrease compared to 2007 it is too early in our collection of this data to indicate a trend.

(See [Appendix 3, Table 4 & Figure 1](#))

All allegations were referred to the statutory authorities and in 29 cases they took no further action for reasons including insufficient evidence, the alleged abuser was deceased or preliminary enquiry suggested the allegation was unfounded.

(See [Appendix 3, Table 5](#))

# Appendix 1

## National Catholic Safeguarding Commission (NCSC)

### Membership

#### Bill Kilgallon OBE

Bill was appointed as first Chair of the NCSC by the both the CBCEW and CoR. He has held a wide variety of roles at local and national level in the social care field and been a member of a number of public bodies and commissions. From 2003 to 2007 he was Chief Executive of the Social Care Institute for Excellence. He was a member of the Cumberlege Commission. He is currently Chief Executive of St Gemma's Hospice, Leeds.

#### 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 is a member and co chair of a number of ecumenical bodies and was a member of the Cumberlege Commission.

#### 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 has held a variety of Leadership roles within the Congregation and been involved with Safeguarding issues and development of Church members for some time.

#### Roger Bird

Roger qualified in law and practiced 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. He is 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 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 senior 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 and is currently a non executive member of the new Independent Safeguarding Authority and a lay member of the Metropolitan Police Authority.

### **Kevin Caffrey**

Kevin is the Chief Executive of the Father Hudson's Society in the Archdiocese of Birmingham. 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.

### **Ann Collier**

Ann worked in a variety of roles within the probation service before joining H M Inspectorate of Probation where she led a national thematic inspection of the Probation Service's work with sex offenders. She then concentrated on policy work, supporting Ministers during the passage of the legislation of the Sexual Offences Act 2003. Ann then worked in the office for Criminal Justice Reform before retiring.

### **Sister Ann Cunningham OP**

Sister Ann is a member of the Dominican Sisters of Newcastle Natal. A qualified and experienced teacher and spiritual director, she has held a number of leadership roles in her Congregation, both in South Africa and the UK.

### **The Rt Rev Peter Doyle**

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

### **Eileen Dunn**

Eileen qualified as a nurse, social worker and family mediator. She is currently a Senior Manager in local authority children and young people services in the north east of England. She was chair of the (then) Area Child Protection Committee and has recently worked for the Commission for Social Care Inspection.

### **Susie Hayward**

Susie read law and qualified as a barrister. She became involved in church related activities some 25 years ago following which she studied theology and spiritual direction and then went on to study psychology and psychotherapy, specialising in addictions. She has worked with refugees in the Far East and with priests and religious. She leads retreats and workshops at home and abroad.

### **Stephen Landy**

Stephen qualified as a social worker in 1975 and worked with children and families for 15 years before moving to work in the probation service and with the NSPCC, specialising in working with sex offenders. Stephen is chair of the London South Coast Regional Safeguarding Commission for Religious.

### **Father Kristian Paver**

Father Kristian was ordained a Priest of the Diocese of Plymouth in 1992. He is qualified in many aspects of Canon Law and is Judicial Vicar for the diocese and Parish Priest of Totnes. He lectures in Canon Law at St Mary's University College, Strawberry Hill and is a member of the Health Care Reference Group of the CBCEW. He represents the National Conference of Priests and the CBCEW on the Clergy Working Group on the (then) Department of Trade and Industry, now BERR. Father Paver was a member of the Cumberlege Implementation group which advised the CBCEW and CoR following the publication of the Cumberlege Report.

### **The Rt Rev John Rawsthorne**

Bishop Rawsthorne was ordained a Priest for the Archdiocese of Liverpool in 1962. He was ordained an Auxiliary Bishop of Liverpool in 1981 and appointed as the Bishop of Hallam in 1997. Bishop Rawsthorne is Chairman of CAFOD and Chairman of the Bishops' Committee for the Deaf.

### **Rose Anderson**

Rose is the Secretary to the NCSC. 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 2008.

# Appendix 2

## Catholic Safeguarding Advisory Service (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 preparation for the new Independent Safeguarding Authority Scheme.

#### PA to the Director

##### Claire Saltmarshe (Johnson)

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.

#### Team Secretary (part time)

##### Sophie Robbins

Sophie has a degree in Business Administration. Since leaving University she has gained over 8 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 when not working at CSAS is off teaching aerobics.

#### Team Secretary (part time)

##### Angela Byrne

After achieving a First-Class Honours degree in Fine Art, Angela has gained a wealth of administrative experience within the education and banking sectors, before joining CSAS in December 2008.

# Appendix 3

**Table 1**

**Safeguarding Representatives**

**Statistics**

<b>Diocesan Returns</b>	<b>2008</b>	<b>2007</b>	<b>2006</b>
No. of Parishes	2589	2593	2385
No. of LCPRs in post*	2437	2494	2078
No. of parishes without LPCR	106	92	307

*\*2006 figures exc statistics from 2 dioceses*

There is a small though not significant increase in the number of parishes without an active Safeguarding Representative. 96% of all parishes in England & Wales has a Safeguarding Representative.

The Parish Resource Pack developed in 2008 will support these Reps in the vital work they do enabling so many activities in our parishes.

**Table 2****CRB Checks Initiated**

	2008			2007			2006		
	TOTAL	Dioceses	Religious	TOTAL	Dioceses	Religious	TOTAL	Dioceses*	Religious
CRB checks initiated	16906	15978	928	19490	18386	1104	18148	16950	1198

	2008			2007			2006		
	TOTAL	Dioceses	Religious	TOTAL	Dioceses	Religious	TOTAL	Dioceses*	Religious
No. of blemished disclosures	83	68	15	103	87	16	71	67	4
% of total checks	0.49%	0.43%	1.62%	0.53%	0.47%	1.45%	0.39%	0.40%	0.33%

\*2006 figures exc statistics from 2 dioceses

It was reported last year that most dioceses were expecting to have processed CRB checks on all current volunteers by mid 2008. This, coupled with the anticipation of the forthcoming Vetting & Barring Scheme, has resulted

in a significant reduction in the level of CRB checks initiated in 2008. Nevertheless the CRB check remains a vital “tool” in ensuring our volunteers, employees and office holders are appropriate for the roles they fulfil.

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

	Subject to Covenant of Care in 2008	Total number of Covenants of Care in place as at 31/12/08
Dioceses	69	160
Religious	4	18
<b>Totals</b>	<b>73</b>	<b>178</b>

This is the first year we have collected this data. It refers to arrangements in place to minimise any risk an individual is deemed to pose whilst worshipping within the Catholic Church. Arrangements for managing

the risk are clearly spelt out in agreements called “Covenants of Care.” Many of these are developed in collaboration with the Probation and Prison Services.

**Table 4**

**2008: Allegations of Abuse by Role of Abuser & Type of Abuse**

- **Allegations = 50 (42 Diocesan and 8 Religious)**
- **Referrers = 53 (45 Diocesan and 8 Religious)**
- **Abusers = 51 (43 Diocesan and 8 Religious)**
- **Victims = 64 (56 Diocesan and 8 Religious)**

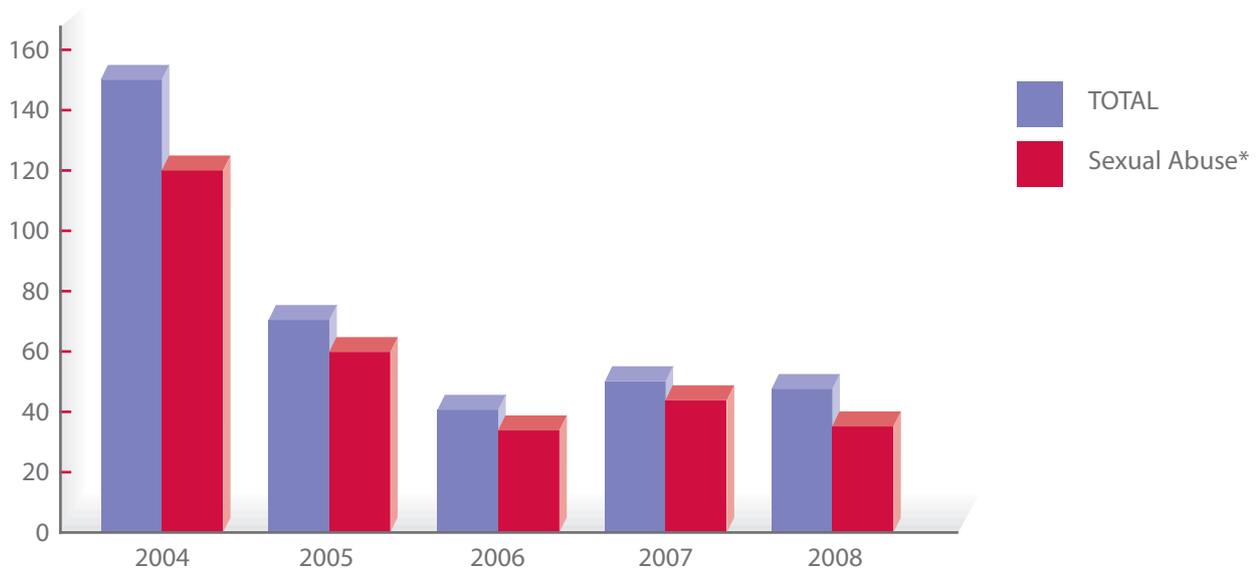
	Sexual Abuse	Physical Abuse	Emotional Abuse	Neglect	Child Abusive Images	TOTAL
Secular / Diocesan Priest/s	16	2	1	0	1	<b>20</b>
Religious Priest/s	9	0	1	0	0	<b>10</b>
Transitional & Permanent Deacons	0	0	0	0	0	<b>0</b>
Secular/Diocesan Priest/Religious Clerical Student/s	0	0	0	0	0	<b>0</b>
Male Religious	1	0	0	0	0	<b>1</b>
Female Religious	0	2	0	0	0	<b>2</b>
Religious In Formation	0	0	0	0	0	<b>0</b>
Unspecified Religious	0	0	0	0	0	<b>0</b>
Volunteer/s	5	2	0	0	0	<b>7</b>
Employee/s	4	0	1	0	0	<b>5</b>
Parishioner/s	3	2	0	0	1	<b>6</b>
<b>TOTAL</b>	<b>38</b>	<b>8</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>51</b>

There is a slight increase in the number of allegations compared to 2007. This relates to an increase in both the number of alleged abusers and alleged victims. As stated in previous years these small dips and rises are to be anticipated.

A significant number of these allegations relate to incidents alleged to have taken place in the 1970s. Over half go back 30 years and more. Of the 51 alleged abusers 30 are clergy or religious, 7 volunteers, 6 parishioners and 5 employees.

**Figure 1**

Allegations in 2008 compared to previous years



*\*including child abuse images*

**Table 5****Allegations Reported in 2008: Summary of Statutory Authority Action**

<b>2008</b>				
<b>Summary info</b>	<b>TOTAL</b>	<b>Diocesan Returns</b>	<b>Religious Returns</b>	<b>%</b>
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%
<b>Total by Role of Alleged Abuser</b>	<b>51</b>	<b>43</b>	<b>8</b>	<b>100.00%</b>

<b>2007</b>				
<b>Summary info</b>	<b>TOTAL</b>	<b>Diocesan Returns</b>	<b>Religious Returns</b>	<b>%</b>
Investigation initiated and in progress	7	7	0	15.91%
Statutory Authorities - No Further Action	33	29	4	75.00%
Police Caution / Warning	2	2	0	4.55%
Court Hearing	1	1	0	2.27%
Conviction	1	1	0	2.27%
Sentence	0	0	0	0.00%
<b>Total by Role of Alleged Abuser</b>	<b>44</b>	<b>40</b>	<b>4</b>	<b>100.00%</b>

<b>2006</b>				
<b>Summary info</b>	<b>TOTAL</b>	<b>Diocesan Returns</b>	<b>Religious Returns</b>	<b>%</b>
Investigation initiated and in progress	14	12	2	34.15%
Statutory Authorities - No Further Action	24	19	5	58.54%
Police Caution / Warning	1	1	0	2.44%
Court Hearing	1	1	0	2.44%
Conviction	0	0	0	0.00%
Sentence	1	1	0	2.44%
<b>Total by Role of Alleged Abuser</b>	<b>41</b>	<b>34</b>	<b>7</b>	<b>100.00%</b>

The largest proportion of cases referred to the statutory authorities for investigation resulted in “No Further Action” by these authorities.



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