

## Review of Safeguarding Practice

### Diocese/Order: Sisters of the Sacred Hearts of Jesus and Mary.

<b><u>Recommendation</u></b>	<b><u>Action- Progress</u></b>
<p><u>Recommendation 1. Standard 1.</u>            That the Congregational Leader ensures that a process is put in place to ensure that the Safeguarding Policies in place in the Congregation Centres in Ireland are consistent with the Congregation Safeguarding Policy.</p>	<p>The policies of our places in Ireland have been reviewed by the Congregational Safeguarding Coordinator to ensure they are in compliance with the Congregation’s Safeguarding Policy and Procedures document. This exercise will be carried out on a regular basis and any changes to the Congregation’s Safeguarding policy will be notified to our places in Ireland so that they can amend or update their policies as appropriate bearing in mind, and taking account of, the different requirements of Ireland.</p> <p>Date policies reviewed: January 2015</p> <p>Page 43 of our Safeguarding Policy &amp; Procedures document deals with the issue of ensuring that the safeguarding policies of the Congregation’s homes, schools, services and missions are, as far as possible, consistent with the Congregation’s Safeguarding policy.</p>
<p><u>Recommendation 2. Standard 1.</u>            That the Congregational leader ensures that guidance in respect to trips and holidays are part of the Congregational safeguarding Policy.</p>	<p>We have amended our Congregational Safeguarding Policy and Procedures document to include specific guidance for trips and holidays. When circulating our revised document to our homes, schools, services and missions we shall bring to their attention in our covering letter the inclusion of this additional guidance.</p> <p>This guidance is included in Pages 8-9 of our revised document. Also, Appendix V111 refers the reader to local policies for school trips and holidays, and for child protection.</p>



<p><u>Recommendation 3. Standard 1.</u>          That the Congregational Leader ensures that safety plans /agreements / contracts in respect of persons subject to allegations of having abused others are included in all relevant documents.</p>	<p>Our Congregational Safeguarding Policy and Procedures document contains (on Page 19) guidelines for the local Safeguarding Officer, head teacher or manager when dealing with persons subject to allegations of abuse. The individual policies of our homes, schools, services and missions also contain plans for handling this type of situation in their particular environments.</p>
<p><u>Recommendation 4. Standard 2.</u>          That the Congregational Leader ensures role descriptions for National Link Coordinators and local safeguarding officers / designated Liaison persons are developed and included in the Congregational Safeguarding Policy and Procedure Document.</p>	<p>Our Safeguarding Policy and Procedures document now contains comprehensive role descriptions for our Link Coordinators and Local Safeguarding Officers. (Pages 24-25 of our document refer.) The responsibilities pertaining to each role are listed separately and explained in detail to ensure complete clarity for those carrying out the roles.</p> <p>Document amended to include detailed role descriptions in February 2015.</p>
<p><u>Recommendation 5. Standard 2.</u>          That the Congregational leader ensures that a policy for dealing with complaints from adults and children regarding unacceptable behaviour towards children and vulnerable adults is developed: and that this is included in the Congregational safeguarding policy and Procedures Document.</p>	<p>Our revised document requires that policies should be made available in each home, school, service or mission explaining what behaviours are considered unacceptable. For children, these policies will be written in terms that children can understand.</p> <p>Each of our places will attach their local specific policies covering unacceptable behaviour to our Safeguarding Policy and Procedures document. Also, our places will display prominently the contact name and number of a person who can help in confidence when a person/child may have been subjected to unacceptable behaviour. (Again, this will be made easy for children to understand –for example by displaying the details in poster format. Pages 5 &amp; 12 of our document refers.)</p>



<p><u>Recommendation 6 Standard 2.</u> That the Congregational Leaders ensures that the contact details for civil authorities, i.e. Garda / PSNI and child protection services in the Republic of Ireland and Northern Ireland are included in all Congregational Safeguarding Documentation.</p>	<p>We have included in Appendix VII (page 42) of our Congregational Safeguarding Policy and Procedures document contact details for the Garda, Tusla and the PSNI, among others.</p> <p>Document amended to include these contact details in March 2015.</p>
<p><u>Recommendation 7. Standard 3.</u> That the Congregational Leader ensures that an annual review of the status of all religious staff and volunteers regarding their Garda vetting status , and / or their involvement in Ministry or other volunteer or paid work is conducted</p>	<p>We have now included the recommendation as a requirement in our Congregational Policy and Procedures document (Page 8) and when circulating our revised document to our homes, schools, services and missions will highlight this requirement and ask that they inform us, through the Link Coordinator, when the annual review is completed for our records.</p> <p>Ensuring that this annual review is carried out is also listed as a responsibility of the Link Coordinator as detailed in the role description on page 24.</p>
<p><u>Recommendation 8. Standard 5.</u> That the Congregational Leader ensures that Safeguarding information which is age appropriate and in child – friendly language is developed.</p>	<p>Please see our response to Recommendation 5 above. We are requiring that all policies about Safeguarding and unacceptable behaviour are written in age appropriate terms. It is particularly important that children understand these policies and procedures and we suggest in our document that some messages could be conveyed to children through the use of posters.</p> <p>(Pages 5 and 12 of our document refers.)</p>



<p><u>Recommendation 9. Standard 6.</u> That the Congregational Leader ensures the identification and training of a specific victim support team , which would enhance and provide a structured response of the Congregation to any future victims</p>	<p>We have clearly identified in our document the steps which must be taken and the measures to be put in place when an allegation of abuse has been made, as well as the individuals responsible for carrying out the process. (Page 15 refers.)</p> <p>The Congregational Safeguarding Officer will ensure through the Link Coordinators that the personnel in each place are offered ongoing training in child protection and the safeguarding of vulnerable adults to ensure that their skills and knowledge are maintained at a high level. (Page 4 of our document refers.)</p>
<p><u>Recommendation 10. Standard 7.</u> That the Congregational Leader ensures a safeguarding plan of action for Ireland is developed.</p>	<p>Our two missions in Ireland will put their policy statement from NBSCCCI in the front of their local Safeguarding policy.</p> <p>The contact details for Ireland and policies specific to their place of work will be circulated and the Link Coordinator will make sure all sisters, staff, and volunteers read and understand and sign the policy statement.</p> <p>All our missions in Ireland are in compliance with national and local requirements for Safeguarding. Our schools are monitored and inspected by the Department of Education and Skills. The services in Cork are regulated by Tusla and inspected by them as part of regulation.</p>
<p><u>Recommendation 11. Standard 7.</u> That the Congregational Leader ensures the development of a communication strategy with children and families to engage them in their views in respect of Safeguarding practices.</p>	<p>Our amended Safeguarding Policy and Procedures document advises our homes, schools, services and missions worldwide to set up working groups to look at local policies and our Congregational policy. These groups should involve service users, their families and the local community. We have developed a feedback form for completion by group members. (Page 10 and Appendix VI page 38 refer.)</p> <p>Document amended: June 2015.</p>