



Diocese of Clogher



SAFEGUARDING TRAINING PLAN

November 2024-November 2025

Background

The Diocese of Clogher is committed to best practice in safeguarding. It is understood that anyone in the church who comes into contact with children, young people and adults at risk, has a role to play in their protection. Fundamental to the development and maintenance of a safe environment is the training and education of personnel. Training provides individuals with knowledge and skills in safeguarding issues and the confidence to perform their roles. A training session also provides a forum where individuals may seek clarification on a range of issues.

The standard of Nurturing a culture of Safeguarding outlines the importance and necessity of training at all levels and therefore the Diocesan Safeguarding Committee is committed to developing and embedding training as one of its core functions. The Training function is discharged via the Safeguarding aims,

Aims:

This strategy aims to provide training frameworks for all those who hold a safeguarding role in the Church. This is presented in two parts

Part 1 – Child safeguarding training

Part 2 –Adult Safeguarding training

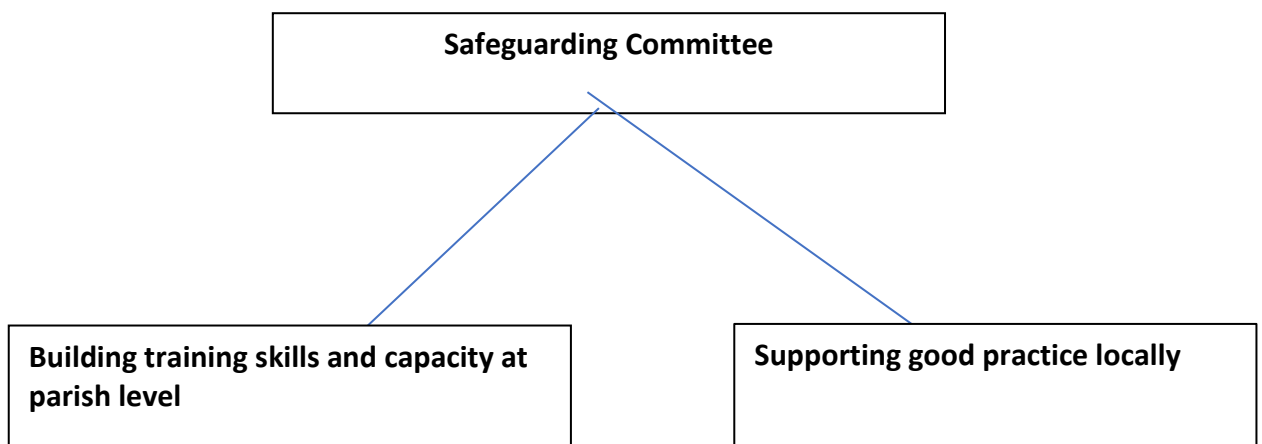
The training will provide key target groups with the skills and knowledge to support the on-going safeguarding work within the Diocese thus ensuring a safer environment for children/young people and adults at risk.

The strategy aims:

- To provide training at a number of levels dependant on identified need
- To provide training based on clear practice and learning outcomes aligned to role and function
- To annually review training needs for all target groups and update the framework to reflect local and national developments.

Child Safeguarding Training

- The Diocese of Clogher is committed to supporting all Church personnel, and volunteers to create and maintain safe, physical and spiritual environments for young people and the adults who work with them, through the provision of relevant, effective and high-quality training and support.



Objective: - Building skills and capacity at parish level

The Safeguarding committee's constitution states that one of its responsibilities is the provision of training at diocesan level.

This function is delivered through the diocesan training team. Three individuals have been trained by the National Board for Safeguarding Children in the Catholic Church in Ireland and are identified as accredited trainers for Child safeguarding.

The roles are currently held by: - Mr James Mc Loughlin
Mr Enda Mc Cabe
Mr Adrian Fitzgerald

Completed training in November 2024

Current basic child safeguarding awareness is offered in **five** different programme types. These programmes have been written to meet the learning objectives outlined in statutory guidance in Northern Ireland and the Republic of Ireland (see section on statutory guidance below). The five programmes are:

Full-Safeguarding training: this training lasts three hours and covers the following four areas:
What and how we safeguard
Creating and maintaining safe environments
Recognising, responding, recording and reporting
This training is for Clergy, new volunteers, staff and volunteers who hold a leadership role in ministry with children across parishes in the Diocese.

Information sessions: these sessions are shorter in length and cover topics including the reporting procedures.

37 parishes – delivered on a needs basis by local reps. using training material supplied by the Diocesan Safeguarding Office. This training is open to any parishioner and those who volunteer in any ministry that involves children.

Refresher sessions: These are shorter in length (one and a half hours) and cover the topics listed in the full day training for those who have already attended the full day training previously. Aimed at staff/volunteers who have not had training in last 3 years – but have completed full day's training. This will be delivered by the Diocesan Training team.

Mandated Persons Training: This is a short one-and-a-half-hour session specifically for those who are defined as mandated persons in the Republic of Ireland. The content can be delivered as part of the other sessions above by the Diocesan Training Team.

Training for Young Leaders: This is three hours in length and covers the same content as the information sessions but has been designed for young people who are taking on a leadership role with other children or young people. This will be delivered by the Diocesan Training Team.

Who delivers the training?

The Diocesan safeguarding committee will coordinate training and its delivery. The annual audit process will be utilised in order to identify Church personnel who require basic safeguarding awareness training. Parish audits will be examined by the child safeguarding committee, who will make decisions regarding what level of training is required for the personnel. This process is completed using the training needs analysis guidance (Guidance L4.A, which forms part of the strategic three-year plan for the child safeguarding committee.

Full-day training, refresher sessions, mandated persons training can only be delivered by trainers who have been registered with the National Board.

Information sessions and training for young leaders are primarily delivered by trainers, but these can also be delivered by local safeguarding representatives who have been trained by trainers registered with the National Board.

Who is the training delivered to?

Using the information gathered from the local audit, the child safeguarding committee must make a decision as to the level of training required for each person, depending on the extent of their involvement with children. To do this, the following guidance should be used as a minimum requirement:

- For each Church activity that involves children, at least one leader/coordinator must attend the full-day training programme once, thereafter they can attend a refresher session.
- All clergy/religious who are in active ministry with children must attend the full-day training programme once, thereafter they can attend a refresher session.
- Any personnel with a key position of responsibility for child safeguarding must attend a full-day training programme (e.g. DLP, advisor, support person, child safeguarding committee member, advisory panel member, local safeguarding representative) once, thereafter they can attend a refresher session.

- All other Church personnel must be given the opportunity to attend an information session every three years.
- Those that are designated as Mandated Persons by law must have attended the mandated persons session every three years (this content can be delivered as part of the full day, refresher or mandated persons training)
- Those that are young leaders should attend the young leaders training every three years.

Regardless of the level of training required, all Church personnel are required to abide by good child safeguarding practice (5.1A Template 1).

When should personnel be retrained?

If need be, the National Board will update training and deliver this to registered trainers, in line with developments in best practice and new legislation. It is expected that if there are significant changes, the trainers will deliver updates to new and existing personnel in each Church body.

Specific additional training requirements

The Diocese uses the NBSCCI to access specific training programmes for particular roles in the Diocese. This can include specific training for committees or new innovative roles in the Diocese. This is negotiated and provided by the Director of Training and Support in Maynooth.

2024/2025

The committee will: -

- Review the training needs of the Diocese with the Safeguarding Director and training team
- Ensure that a yearly training plan is developed for 2024/25
- Ensure that a number of full- day programmes are delivered by the training team across the diocese in 2024/25
- Ensure local delivery of an information session/refresher course for any parish who requires it
- Ensure that there are sufficient skilled and experienced trainers in the Diocese to facilitate the one Church training programme

- Ensure that accurate training records are maintained of all those who have been trained
- Ensure that all newly developed training resources are implemented across the Diocese
- Negotiate role specific training with the NBSSC Director of Training and Support in line with defined requirements specifically training for the Diocesan Safeguarding Committee during the lifetime of this plan

Objective: - Supporting good practice locally

The Committee has the role and responsibility to ensure that the NBSCCI's policy and procedures are in place throughout the Diocese. This is ensured through a range of initiatives to ensure that best practice is shared amongst safeguarding volunteers at parish level.

Updates are provided through:

- An annual meeting in Enniskillen and Monaghan. These are attended by clergy, staff and volunteers from parishes, delivered by the Safeguarding Director, and will include updates on best practice guidelines and policy changes
- Forwarding NBSCCCI newsletters throughout the year to inform the wider parish communities of the work and progress of safeguarding
- Communicating with clergy and safeguarding personnel using personal contact and the Diocesan website
- Guidance updates from the National Board are also uploaded to the Safeguarding section of the diocesan website on a regular basis
- The Diocesan Safeguarding Director and the training team attend metropolitan area meetings and national training support days to maintain accreditation and updates on national direction for safeguarding children

2024/2025

The Committee will:

- Ensure that the guidance is updated in line with NBSCCI and is available to all clergy, staff and volunteers in the Clogher Diocese
- Ensure the Policy and Three Safeguarding standards are embedded across the Diocese
- Ensure that resources are available in the Diocese for each role in child safeguarding structure to implement the safeguarding standards
- Continue to explore new means of additional communication to make the policy, guidance and resources accessible to those who require them
- Ensure diocesan attendance at provincial area meetings to maintain links with the National Board for Safeguarding Children in the Catholic Church in Ireland
- Participate in appropriate network and support groups to develop best practice both locally and nationally

A new three-year training schedule will then roll out from November 2024.