



**Missionary Society of
St. Columban**

Region of Ireland

Safeguarding Strategic Plan 2022–2025

Standard 1: Creating & Maintaining Safe Environments

Objective 1: Review and revise Safeguarding Policy & Procedures in line with National Standards

Responsibility	Action	Implementation Date	Review Date
Safeguarding Committee Safeguarding Officer/DLP/ Assistant DLP	1. Review Policies/Procedures as relevant 2. Consider current needs of the Dalgan Community re. operationalising of Policy/Procedures 3. Revise Policy/Procedures in light of above	To discuss	To agree
	4. Submit for approval/sign off by Regional Director & Region Leadership Team	To discuss	To agree
Safeguarding Committee Safeguarding Officer, Regional Director	1. Endorse and disseminate revised Policies and Procedures	To plan for	To agree

Objective 2: Develop Policies in specific areas

Responsibility	Action	Implementation Date	Review Date
Safeguarding Committee Safeguarding Officer	(suggestions) 1. Develop Garda Vetting Disclosure policy 2. Develop Complaints policy? 3. Develop Whistle Blowing policy as appropriate to all relevant aspects of Procedures?	To discuss	To discuss
	5. Submit for approval/sign off by Regional Director & Leadership Team	To discuss	To discuss
Safeguarding Committee, Safeguarding Officer Regional Director	1. Endorse and disseminate revised Policies and Procedures	To discuss	To discuss

Objective 3: Ensure safe recruitment procedures and practices are in place

Responsibility	Action	Implementation Date	Review Date
Safeguarding Committee Safeguarding Officer	1. Review current recruitment procedures	Immediate	To agree
	2. Submit for approval/sign off by Regional Director & Regional Leadership Team	Immediate	To agree
Safeguarding Committee HR Manager & Safeguarding Officer	1. Ensure recruitment procedures and practices are implemented.	Immediate	To agree

Objective 4: Ensure proper vetting procedures are in place

Responsibility	Action	Implementation Date	Review Date
Regional Director, Safeguarding Officer Diocesan vetting personnel	1. Agree Garda vetting arrangements where possible and/or ensure agreements are in accordance with all Dioceses where a member is located.	Immediate	Ongoing
Safeguarding Committee Regional Director, Safeguarding Officer	2. Identify those requiring vetting (for e.g. all members, staff and volunteers engaged in pastoral/public ministry with children, young people & vulnerable adults)	Immediate	Ongoing
Safeguarding Officer/Assistant DLP	3. Carry out ongoing vetting	Immediate	Ongoing

Objective 5: Ensure that safe arrangements are in place for visiting clergy or persons in any form of consecrated life if applicable

Responsibility	Action	Implementation Date	Review Date
Safeguarding Officer Regional Director and Councillors	1. Ensure that arrangements, practices and policies are clearly understood and in place	Immediate	Ongoing
Superiors	2. Ensure procedures and practices are implemented.	Immediate	Ongoing

Objective 6: Ensure the safe use of Society Property by external groups complies with effective safeguarding practice

Responsibility	Action	Implementation Date	Review Date
Safeguarding Committee Safeguarding Officer	1. Review current guidance on safe use of Society property 2. Submit for approval/sign off by Regional Director & Council	Immediate	Ongoing
Safeguarding Officer Regional Director	3. Ensure use and completion of revised form for external groups using Society property	Immediate	Ongoing

Standard 5: Training & Support

Objective 7: Ensure that all personnel receive appropriate safeguarding training for the Catholic Church

Responsibility	Action	Implementation Date	Review Date
Safeguarding Committee Safeguarding Officer	<ol style="list-style-type: none"> 1. Develop annual training plan/strategy 2. Prepare materials as required 	Immediate	Ongoing
Safeguarding Officer Regional Director NBSCCI Trainer/s	<ol style="list-style-type: none"> 3. Organise Induction/full day/information session/refresher courses for all members, lay and volunteers in active ministry as required. 	Immediate	Ongoing

Standard 6: Communicating the Safeguarding Message

Objective 8: Develop communication plan/strategy.

Responsibility	Action	Implementation Date	Review Date
Safeguarding Committee Safeguarding Officer	<ol style="list-style-type: none"> 1. Provide contact information for all safeguarding personnel 2. Review and or update safeguarding information on website 3. Prepare and approve communication plan annually 	Autumn 2022	To agree
Safeguarding Committee Safeguarding Officer Regional Director & Communities	<ol style="list-style-type: none"> 4. Implement safeguarding communication plan 	To discuss	To agree

To implement the Safeguarding Plan/Strategy, the following resources are necessary:

- ï Printing materials/Booklets/ Safeguarding newsletter
- ï Training
- ï Admin. support
- ï Safeguarding Notices

Signed _____ Review date: January 2025