

## **Safeguarding Plan for Religious when statutory investigations have concluded and concerns remain**

### **This agreement is between:**

Name of Congregational Leader.....

Name of the Congregation.....

### **And**

Name and title of Subject .....

Safeguarding Commission/Safeguarding Commission to which the Religious Order is aligned

.....

### **Introduction**

Investigations into allegations made against you have concluded that you potentially pose a risk to children/young people/adults at risk which need to be managed. This Safeguarding Plan sets out the parameters within which you can safely remain a member of the Congregation and identifies any restrictions that need to be in place as well as the different levels of support you may need.

Where the allegation is shown to have been false, malicious or unsubstantiated and innocence has been clearly established, there should be no requirement to use a Safeguarding Plan.

It is expected that this plan is entered into in an honest manner by all parties and the support available is utilised in an active way.

### **The purpose of the Safeguarding Plan is to:**

- Minimise potential risks to and protect the interests of alleged victims and their families
- Ensure that any potential risks to the person concerned or others which are identified by statutory agencies or other processes, are managed
- Ensure that any conditions imposed by statutory agencies are managed within the Church
- Reduce the potential for further concerns or allegations to arise
- Identify any restrictions on ministry and what meaningful contribution you can make to the life of the congregation/community in the future
- Identify practical and emotional support for you including a suitable place to reside or a suitable community to belong to
- Identify and agree the roles and responsibilities of identified personnel from within the Church and other involved external agencies

December 2016

Review date – December 2019

It is recognised that not all of the above will apply in every situation.

### **Terms of the Safeguarding Plan**

The specific areas of risk that are to be addressed when considering the following areas will have been identified using the Risk Identification Framework (Appendix 1).

#### **1 Protection of alleged victims, families and wider community**

(Consider the following and delete any that do not apply and add in other considerations as required)

- Specific individuals who must not be contacted e.g. victim and family
- Particular parishes, communities or settings that must not be visited
- Restrictions or arrangements for attendance at particular events e.g. funerals
- Restrictions or arrangements in relation to internet access
- Residence
- Restrictions or arrangements for holiday/travel away from usual residence
- The need for a professional risk assessment to aid planning and decision making
- Risk areas that need specialist support and intervention from external agencies
- The need for a referral to the DBS or other regulatory body

Consider also what if any statement will be made and to whom e.g., parish, community, colleagues bearing in mind that all communications arising out of or in connection with a penal process, and the process itself, must be confidential and shall not be subject to any public statement concerning the nature, cause or status of the investigation, without the consent of the accused person.

#### **Risk Assessment**

If the person concerned has been referred for a professional risk assessment, a copy should be attached to the Safeguarding Plan.

<b>Type of risk assessment</b>	<b>Date</b>	<b>Undertaken by</b>

#### **2 Ministry**

Consider what meaningful ministry will be agreed: what restrictions are necessary and justifiable according to the nature of the allegations e.g. is there is a need to seek withdrawal from public ministry entirely or partially, temporarily or permanently? Do disciplinary measures need to be imposed by way of precept to limit ministerial activity, in accordance with the provisions of the Code of Canon Law?

#### **3 Wearing of clerical dress/religious habit**

Are there to be any restrictions on when and where clerical dress/religious habit may or may not be worn?

#### 4 Support for the person concerned

The specific areas of risk to self that are to be addressed when considering the following areas will have been identified using the Risk Identification Framework (Appendix 1).

(Delete any that do not apply and add any others identified.)

- Practical support - place of residence and/or community, financial support
- Emotional support - who else needs to know, does the person concerned want to tell family, community members, colleagues?
- Is there a need for additional support e.g. counselling, treatment, spiritual direction?
- Who is identified as the named responsible person representing the Congregation Leader in providing support?
- How will any media interest be managed?
- Does the person need a Canon Lawyer and/or Civil Lawyer?

List people providing support and their role in supporting implementation of the Plan

Name	Contact details	Role/nature of support

#### Treatment Programme

Type of treatment	Date commenced	Setting

#### 5 Accountability

Identify the person responsible for the implementation and oversight of this Safeguarding Plan:

Name	Address	email	Telephone

As part of their role they will:

- 
- 
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Repeat as necessary if there are different individuals responsible for implementation and oversight.

#### 6 Information Sharing and Confidentiality

This Safeguarding Plan will be shared with the following people:

Consider - which are the relevant agencies and who are the relevant individuals with whom you have a duty to share this information in the interests of protecting children, young people and adults at risk (e.g., LADO, Police, canon and civil lawyers, independent assessor, treatment facilitator, statutory agencies, named church representatives). Amend as necessary.

By signing this Safeguarding Plan, you are acknowledging and agreeing that your sensitive personal information can be shared with these third parties.

**7 Breach of the agreement**

If this agreement is not adhered to, the matter will be referred to the appropriate Safeguarding Commission and relevant agencies who will recommend further action.

**8 Review**

This Safeguarding Plan will be reviewed on..... Any signatory to this Safeguarding Plan can ask for a review at any stage if circumstances change.

Signed Dated

**Subject**

Signed Dated

**Congregation Leader**

Signed Dated

**Safeguarding Co-ordinator on behalf of the Safeguarding Commission**

Signed Dated

**Key support person(s)**

December 2016  
Review date – December 2019