

## **Safeguarding Plan Agreement for Religious when an allegation has been made and pending the outcome of statutory safeguarding investigations**

### **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 (as appropriate)

.....

### **Introduction**

The ..... (Name of Congregation) recognises that this is a very uncertain and difficult time for all affected by the current investigation.

Because serious concerns have been raised against you with regard to your behaviour with children/young people/adults at risk, it is necessary to agree a plan which safeguards others, safeguards the integrity of the investigation itself and also considers the needs and rights of yourself and others affected by the allegations.

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

In asking you to sign and adhere to this agreement the Congregation does not imply a presumption of guilt on your part.

### **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
- Reduce the potential for further concerns or allegations to arise
- Support and enable a clear and transparent investigation process
- If relevant and necessary, determine what aspects of ministry you will be required to withdraw from
- Identify practical and emotional support for you including a suitable place to reside or a suitable community to belong to

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- Identify and agree the roles and responsibilities of identified personnel from within the Church and other involved external agencies

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
- The risk areas that need specialist support and intervention from external agencies
- The need to make a referral to the DBS or other regulatory body required

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 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 The integrity of the investigation

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

- Consider what contact the person can have with those responsible for managing the allegations and/or investigation process.
- Are there opportunities for the person concerned to use their role or association with the Church as a way of gaining contact with children/young people/adults at risk?
- Identify any bail conditions or restrictions (see Risk Information Framework) and ensure that these will not be contradicted by the terms of the Plan.

### 5 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

### 6 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:

- 
- 
- 

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

## **7 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.

## **8 Breaching 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.

## **9 Review**

This Safeguarding Plan will be reviewed on.....or at the conclusion of the investigation if this comes sooner. 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

December 2016

Review date – December 2019

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

Signed

Dated

**Key support person(s)**