

Standard 1	Creating and maintaining safe Church environments We endeavour to ensure that Church environments are welcoming, nurturing and safe. We put measures in place to protect children and vulnerable adults in all church settings and activities.
Standard 2	Safely recruiting clergy, religious, lay employees and volunteers When admitting men and women to formation for ministry, and when recruiting lay employees & volunteers, we carefully check their suitability for working with children and vulnerable adults.
Standard 3	Responding to safeguarding concerns and allegations of abuse When alerted to information, concerns and allegations regarding the safety or welfare of child or a vulnerable adult, we respond with care and compassion. We inform the statutory authorities of all allegations of abuse that we receive.
Standard 4	Providing care and support for those who have experienced abuse We provide a compassionate response to all who disclose any experience of having been abused and we offer them pastoral care, support, and reparation.
Standard 5	Managing and providing care for respondents to allegations of abuse When an allegation of abuse is received concerning clergy, religious, lay employees or volunteers, we offer pastoral care, support and fair treatment to the respondent and we monitor their conduct and welfare.
Standard 6	Working together to develop a culture of care Recognising that safeguarding responsibilities are intrinsic to Christian baptism and to the mission of the Church, we all work together, as ordained, consecrated and laypeople, to develop a culture of care in the Church that says "never again" to every form of abuse.
Standard 7	Training and support for all responsible for safeguarding We require bishops, clergy, religious, lay employees and volunteers to participate in ongoing training and to develop the requisite knowledge, attitudes and skills relevant to their respective roles. We encourage and facilitate the sharing of best safeguarding practice throughout the Church.
Standard 8	Planning for continuous improvement in safeguarding We evaluate compliance with safeguarding standards and plan improvements to our practice. We participate in annual audits as well as regular independent reviews of safeguarding practice. We provide a process to review how safeguarding complaints were handled.

STANDARD 1:**Creating and maintaining safe Church environments**

We endeavour to ensure that Church environments are welcoming, nurturing and safe.

We put measures in place to protect children and vulnerable adults in all church settings and activities.

1.1	We endeavour to ensure that Church premises are safe to use in accordance with good safeguarding practice.
1.2	We require safeguarding risk assessments to be carried out annually on Church premises and on activities involving children or vulnerable adults.
1.3	We require careful consideration of particular safeguarding risks for those children and vulnerable adults with additional support needs.
1.4	We require the safe use of Information Technology by clergy, religious, employees, and volunteers engaged in support of Church activities.
1.5	We require the use of Safe Worship Plans with high risk offenders who wish to attend religious services in a Catholic church. We may use such plans for others where there are concerns, restrictions or allegations that indicate a possible risk of harm to others.

Standard 1 Indicators

Creating and maintaining safe Church environments

We endeavour to ensure that Church environments are welcoming, nurturing and safe. We put measures in place to protect children and vulnerable adults in all church settings and activities.

Key indicators of compliance

- effective practice in the safe care of children and vulnerable adults, including those with additional support needs
- safe use of church premises by internal and external groups
- implementation of safeguarding risk assessments of Church premises and activities
- effective practice in the safe use of information technology (including livestreaming) by Church personnel
- participation in training courses on assessing safeguarding risks
- effective practice in the development of safe worship plans with high risk offenders and others

Evidence of compliance

- records of safeguarding risk assessments of Church premises and activities
- records of training in assessing safeguarding risks
- examples of livestreaming notices 'in situ'
- examples of safe worship plan for high risk offenders and others

STANDARD 2:**Safely recruiting clergy, religious, lay employees and volunteers**

When admitting men and women to formation for ministry, and when recruiting lay employees & volunteers, we carefully check their suitability for working with children and vulnerable adults.

2.1	We require all Church personnel and volunteers to be safely recruited to their roles, following the relevant statutory and Church requirements.
2.2	We require all clergy & religious to observe the highest standards of conduct in their pastoral ministry.
2.3	We require all visiting/supply clergy and religious to observe the highest standards of conduct in their pastoral ministry and to comply with our safeguarding standards.
2.4	We require those in formation while on pastoral placements to comply with safeguarding procedures.
2.5	We require all Church employees and volunteers to observe the highest standards of conduct in their work.

Standard 2 Indicators

Safely recruiting clergy, religious, lay employees and volunteers

When admitting men and women to formation for ministry, and when recruiting lay employees & volunteers, we carefully check their suitability for working with children and vulnerable adults.

Key indicators of compliance

- safe recruitment procedures followed for clergy, religious, employees and volunteers
- checks on safe recruitment status of all clergy, religious, employees and volunteers
- checks on numbers of visiting priests with Celebrets
- participation of new visiting clergy and religious in safeguarding training
- appropriate behaviour by clergy, religious, employees and volunteers when dealing with children and vulnerable adults

Evidence of compliance

- safe recruitment applications processed
- recruitment packs identifying requirements
- evidence of safe recruitment records held in dioceses/religious communities
- records of training participation by visiting clergy/religious
- records of sanctions imposed for breaches of conduct

STANDARD 3:**Responding to safeguarding concerns and allegations of abuse.**

When alerted to information, concerns and allegations regarding the safety or welfare of child or a vulnerable adult, we respond with care and compassion. We inform the statutory authorities of all allegations of abuse that we receive.

3.1	We exhort anyone who has information about the possible abuse of a child or vulnerable adult to disclose this information without delay.
3.2	When receiving an expression of concern or the disclosure of an allegation of abuse against Church personnel, we respond immediately to ensure the safety and welfare of children and adults who may be at risk of harm.
3.3	When an allegation of abuse against Church personnel is reported, the person to whom it is disclosed must LISTEN, RESPOND, RECORD and REFER.
3.4	We deal sensitively and fairly with those who have reported an allegation of abuse and with those who have been accused.
3.5	We deal sensitively and fairly with any allegation of abuse involving a bishop.
3.6	We are fully committed to co-operating with the statutory authorities and we refer all allegations of abuse to the Police.
3.7	We show appropriate sensitivity in handling communications about allegations.

Standard 3 Indicators

Responding to safeguarding concerns and allegations of abuse.

When alerted to information, concerns and allegations regarding the safety or welfare of child or a vulnerable adult, we respond with care and compassion. We inform the statutory authorities of all allegations of abuse that we receive.

Key indicators of compliance

- prompt action to ensure the safety of any child or vulnerable adult
- mandatory reporting of all allegations of abuse to the Police
- sensitive, caring and supportive response to any Church respondent to an allegation
- accurate record-keeping of all reported concerns and allegations
- observance of appropriate confidentiality in managing all allegations

Evidence of compliance

- records of all concerns, allegations and actions taken in response
- statistics provided in annual safeguarding audits
- minutes of DRAMT (or religious equivalent) meetings
- records of public communications of allegations
- evidence of evaluative reflection by DRAMT (or religious equivalent) on how allegations have been managed

STANDARD 4:**Providing care and support for those who have experienced abuse**

We provide a compassionate response to all who disclose any experience of having been abused and we offer them pastoral care, support, and reparation.

4.1	We are ready to listen attentively to all who wish to disclose experiences of abuse and we seek to understand their needs.
4.2	We offer to arrange for a survivor to meet with personnel who can respond compassionately to their allegation.
4.3	We offer caring and compassionate responses to survivors' families.
4.4	We recognise that others may be affected by disclosures of abuse.
4.5	We have arrangements in place to provide counselling support for survivors.
4.6	We liaise with professional agencies when offering support to survivors.
4.7	We are keen to learn from our experience of supporting survivors.

Standard 4 Indicators

Providing care and support for those who have experienced abuse

We provide a compassionate response to all who disclose any experience of being abused and we offer them pastoral care, support, and reparation.

Key indicators of compliance

- attentive, compassionate and caring responses to all who disclose experiences of abuse
- active engagement of Church leaders in listening, and responding, to the experiences of survivors
- the provision of counselling services for survivors
- openness to learn from the experiences of survivors and to provide support that is tailored to the needs of individuals

Evidence of compliance

- documentation designed to inform, advise and support survivors
- notes of meetings of DSAGs and Survivor reference group showing that the experiences of those who have been abused are informing policy and practice
- records of participation in training courses designed to support caring and compassionate responses to those who disclose experiences of abuse

STANDARD 5:**Managing and providing care for respondents to allegations of abuse**

When an allegation of abuse is received concerning clergy, religious, lay employees or volunteers, we offer pastoral care, support and fair treatment to the respondent and we monitor their conduct and welfare.

5.1	We treat the respondent fairly at all times, respecting their right to fair process and to a presumption of innocence unless proven guilty.
5.2	We monitor the conduct and welfare of the respondent and provide appropriate pastoral support.
5.3	We offer the respondent the services of a trained support person.
5.4	We offer support to the respondent's family.
5.5	We follow an agreed process for informing and responding to the parish/religious community of the respondent.
5.6	We provide support for the priest appointed to administer the parish where a respondent priest is suspended from ministry.
5.7	We provide support when a respondent returns to their role in the life of the Church.
5.8	We provide appropriate support when a respondent is found to be guilty.

Standard 5 Indicators

Managing and providing care for respondents to allegations of abuse

When an allegation of abuse is received concerning clergy, religious, lay employees or volunteers, we offer pastoral care, support and fair treatment to the respondent and we monitor their conduct and welfare.

Key indicators of compliance

- sensitive, respectful and fair treatment of respondents
- bishops / major religious superiors are well prepared and responsive when meeting with respondents
- due process is followed in terms of canon law
- the involvement of specialist professionals in providing care assessments and developing welfare plans for respondents (when required)

Evidence of compliance

- documentation designed to inform, advise and support respondents
- records of welfare monitoring plans developed to monitor and support the respondent
- referral records for the provision of care assessments by trained personnel
- records of participation in training courses for people who can act as support persons to respondents
- evaluations of the experiences of respondents

STANDARD 6:**Working together to develop a culture of care**

Recognising that safeguarding responsibilities are intrinsic to Christian baptism and to the mission of the Church, we all work together, as ordained, consecrated and laypeople, to develop a culture of care in the Church that says "never again" to every form of abuse.

6.1	All those responsible for safeguarding in the Church are called to work in solidarity to respect and safeguard the dignity of all persons.
6.2	In each diocese the bishop must take responsibility for ensuring that safeguarding is prioritised in the actions of the diocese.
6.3	In each parish, the parish priest must take responsibility for ensuring that good safeguarding practice is observed.
6.4	In each religious institute the major religious superior must take prime responsibility for ensuring that good safeguarding practice is observed.
6.5	Each Catholic organisation that interacts with children or vulnerable adults must designate the individuals responsible for ensuring that good safeguarding practice is observed.
6.6	The Scottish Catholic Safeguarding Standards Agency (SCSSA) must provide strategic direction and support to ensure that safeguarding standards are met consistently across the country.
6.7	At every level, the Church's core safeguarding message must be clearly and regularly communicated.

Standard 6 Indicators

Working together to develop a culture of care

Recognising that safeguarding responsibilities are intrinsic to our baptism and to the mission of the Church, we all work together, as ordained, consecrated and laypeople, to develop a culture of care in the Church that says "never again" to every form of abuse.

Key indicators of compliance

- a "culture of care" evident in parishes, dioceses, religious institutes
- Church leaders showing personal commitment to, and strategic planning of, safeguarding
- strategic direction offered by the Scottish Catholic Safeguarding Standards Agency
- effective communication of the church's core safeguarding message
- DSAGs & DRAMTs operating effectively
- collaborative and strategic working among national safeguarding office and DSAs
- Parish priests and PSCs working together to ensure good practice
- Parish priests and PSCs working collaboratively with diocesan teams
- Religious SLCs operating effectively
- Catholic organisations giving due attention to safeguarding issues
- openness to learn from the experiences of respondents and to provide support that is tailored to the needs of individuals

Evidence of compliance

- minutes of meetings showing discussion of safeguarding matters at national, diocesan and local levels
- bishops' annual safeguarding statements
- written communication plans relating to safeguarding
- posters, leaflets, newsletters on safeguarding matters
- analysis of audit outcomes showing reflection and plans to improve practice
- evidence of resources, events and activities being planned collaboratively to promote national standards

STANDARD 7:**Training and support for all responsible for safeguarding**

We require bishops, clergy, religious, lay employees and volunteers to participate in ongoing training and to develop the requisite knowledge, attitudes and skills relevant to their respective roles.

We encourage and facilitate the sharing of best safeguarding practice throughout the Church.

7.1	We require all those in the Church working with children or vulnerable adults to participate in mandatory induction safeguarding training.
7.2	We provide a range of safeguarding training opportunities to meet the needs of specific groups.
7.3	We require all those responsible for safeguarding children and vulnerable adults to continue to participate in appropriate safeguarding training.
7.4	Those responsible for leading safeguarding practice at every level are required to promote the sharing of best practice among colleagues.

Standard 7 Indicators

Training and support for all involved in safeguarding

We require bishops, clergy, religious, lay employees and volunteers to participate in ongoing training and to develop the requisite knowledge, attitudes and skills relevant to their respective roles. We encourage and facilitate the sharing of best safeguarding practice throughout the Church.

Key indicators of compliance

- induction training for all with regulated roles in the Church
- role-specific training
- nationally agreed framework for training programmes
- failure to participate in required training leads to appropriate sanctions
- training records maintained accurately
- positive evaluations of safeguarding training events
- good levels of retention of trainers
- analysis of training needs is considered in annual audits and planning
- development of appropriate online training opportunities
- safeguarding learning network support sharing of good practice

Evidence of compliance

- programmes of training courses/events
- minutes of STAG meetings
- safeguarding training records
- evaluations of training courses
- newsletters and other documents providing information on safeguarding matters
- programme of online training opportunities
- identification and highlighting of relevant research literature

STANDARD 8:**Planning for continuous improvement in safeguarding**

We evaluate compliance with safeguarding standards and plan improvements to our practice.

We participate in annual audits as well as independent reviews of safeguarding practice.

We provide a process to review how safeguarding complaints have been handled.

8.1	We require all who are responsible for safeguarding in the Church to engage in a process of continuous improvement.
8.2	We require all parishes to audit their compliance with safeguarding standards and to plan for improvement.
8.3	We require all dioceses to audit their compliance with safeguarding standards and to plan for improvement.
8.4	We require all religious institutes to audit their compliance with safeguarding standards and to plan for improvement.
8.5	We require all Catholic organisations to audit their compliance with safeguarding standards and to plan for improvement.
8.6	The Scottish Catholic Safeguarding Standards Agency must arrange for independent reviews of the compliance of all jurisdictions with safeguarding standards.

- 8.6.3 The SCSSA must publish an overall report on the outcomes of the annual audit exercise. As well as providing statistics on allegations of abuse received each year, this report should identify elements of good practice, as well as significant issues and trends that will influence how safeguarding practice will develop. Some of the contents of the annual report should also determine the contents of some training opportunities provided for particular groups.
- 8.6.4 In collaboration with dioceses and religious institutes, the SCSSA will co-ordinate a national policy on a tiered process of responding to a complaint about how a safeguarding allegation has been handled in any jurisdiction. Anyone wishing to make such a complaint will be able to do so, either to the original diocese/religious institute which handled the allegation or directly to SCSSA. The process will include, as a final stage, a case review managed by an independent party.

Standard 8 Indicators

Planning for continuous improvement in safeguarding

We evaluate compliance with safeguarding standards and plan improvements to our practice. We participate in annual audits as well as independent reviews of safeguarding practice. We provide a process to review how safeguarding complaints have been handled.

Key indicators of compliance

- an annual improvement cycle being followed
- audits completed annually in all jurisdictions
- safeguarding action plans emerging from audits
- thematic reviews of safeguarding practice
- publication of audit outcomes and plans
- effective process for responding to complaints about how a safeguarding allegation has been handled

Evidence of compliance

- submitted audit reports
- safeguarding action plans
- reports on issues and trends identified in audits
- publication of allegation statistics
- records of complaints-handling