



focolare
m o v e m e n t

SAFEGUARDING COMMITTEE IRELAND

FOCOLARE MOVEMENT (IRELAND)

SAFEGUARDING POLICY

2022/2024

SAFEGUARDING POLICY OF FOCOLARE MOVEMENT (IRELAND)

CONTENTS		PAGE
Focolare Movement Safeguarding Statement		3 - 4
POLICY	Introduction/ Foundations / Commitments	5 - 8
STANDARD 1	Creating and Maintaining Safe Environments	9 -11
STANDARD 2	Procedures for Responding to Child Protection, Concerns, Disclosures, Knowledge or Allegations.	12-16
STANDARD 3	Care and Support for the Complainant	17
STANDARD 4	Care and Management of the Respondent	18
STANDARD 5	Training and Support for Keeping Children Safe	19
STANDARD 6	Communicating our Safeguarding Message	20
STANDARD 7	Quality Assuring Compliance with the Standards	21
<u>APPENDICES</u>		
Appendix 1.1	Declaration Form of Good Standing	
Appendix 1.2	Parental Consent Form	
Appendix 1.3	Anti-Bullying Policy	
Appendix 1.4	Form for Dealing with Accidents/Incident	
Appendix 1.5	Guidance on Good Relationships Code, Acceptable and Unacceptable Touching, Planning Programmes, Managing Challenging Behaviour.	
Appendix 1.6	Safer Online Spaces Good Practice Guidelines	
Appendix 1.7	Guidance on Hazard/Risk Assessment	
Appendix 1.8	Roles of Safeguarding Personnel	
Appendix 1.9	Guidance on Responding to an Adult Making an Allegation of Abuse	
Appendix 1.10	Reporting Flow Chart	



SAFEGUARDING POLICY OF FOCOLARE MOVEMENT (IRELAND)

STATEMENT

The Focolare Movement recognises and upholds the dignity and rights of all children, and is committed to ensuring their safety and well-being, working in partnership with parents/guardians to do this. We recognise each child as a gift from God, and we value and encourage the participation of children in all activities that enhance their spiritual, physical, emotional, intellectual and social development.

All of our members have a responsibility to safeguard children through promoting their welfare, health and development in a safe and caring environment that supports their best interests and prevents abuse. We adopt safe practices and risk assess to minimise the possibility of harm or accidents happening to the children involved in our activities at the Focolare Centre, Curryhills House, Prosperous, Co Kildare and when we meet in other settings.

The Focolare Movement is committed to the promotion of the well-being and protection of children and youth, and has a zero-tolerance approach to any form of abuse of children or youth. In Ireland, and throughout the world, the Focolare Movement commits itself to strengthen what is already in place to prevent all forms of abuse. We are committed to an ever-greater fostering of a culture of safeguarding by providing appropriate vetting, training and formation of all our members who work with children or youth and by encouraging immediate reporting of any concerns, disclosures or allegations to the statutory authorities. It is not the responsibility of the Focolare Movement to investigate possible instances of abuse - this is the role of the statutory authorities who are responsible for the protection and welfare of children. The Focolare Movement does have a statutory responsibility to report any safeguarding concerns, allegations or disclosures to the relevant authorities.


Ann Gavin

Benjamim Ferreira
Co-Directors on Behalf of the Focolare Movement in Ireland

17th March 2022

Our **Designated Liaison Persons** are:

Margaret McLoughlin, 23 Ventry Road Cabra, Dublin 11. Tel. 086 0605409

Declan O'Brien, 148 Barrington Court, Prosperous, Co Kildare. Tel. 087 9192287

The **Statutory Authorities** are:

Republic of Ireland

- TUSLA
- An Garda Síochána

Northern Ireland

- The Health and Social Care Trust (HSCT)
- Police Service in Northern Ireland (PSNI) – PPU (Public Protection Unit)

Foundations

In developing and implementing the Child Safeguarding Policy, the Focolare Movement is guided by the following foundations:

1. Gospel

Children have a key place in the Gospel, expressed by Jesus' words: 'Whoever does not receive the kingdom of God like a child shall not enter it' (Luke 18:17). This places a sacred obligation on the Focolare Movement to ensure that children are welcomed, cherished and protected in a manner consistent with their central place in the life of our community.

2. Children's rights, international and national law

The United Nations Convention on the Rights of the Child (UNCRC) outlines the forty-two fundamental rights to be implemented in national law by signatories to the convention (this includes the Holy See, Ireland and the United Kingdom). Full realisation of these rights will ensure that children will be 'brought up in a spirit of peace, dignity, tolerance, freedom, equality and solidarity'¹ whilst respecting the cultural identity of each child.

A number of the child protection rights contained in the UNCRC are already present in key pieces of national law, canon law, and child and family policy and guidance, including:

Republic of Ireland law, policy and guidance

- Children First, National Guidance for the Protection and Welfare of Children 2017
- Children First Act, 2015 Revised (updated to 28 June 2019)
- Better Outcomes Better Futures, DCYA, 2014
- National Vetting Bureau (Children and Vulnerable Persons Act), 2012
- Criminal Justice (Withholding of Information on Offences Against Children and Vulnerable Persons) Act, 2012
- Children First, National Guidance for the Protection and Welfare of Children, DCYA, 2011
- Criminal Justice Act, 2006
- Our Duty to Care, DCYA, 2002
- Protection for Persons Reporting Child Abuse Act, 1998
- Child Care Act, 1991
- The Constitution of Ireland

Northern Ireland law, policy and guidance

- Safeguarding Board Act (NI), 2011
- Our Duty to Care (Volunteer Now), 2011
- Our Children and Young People: Our Pledge, 2006
- Cooperating to Safeguard Children, 2003
- Children (NI) Order, 1995
- Criminal Law Act (NI), 1967

In the laws of both jurisdictions, where there is a conflict between the best interests of the child and the interests of other parties, the best interests of the child are considered to have paramouncy.

¹ Preamble to the United Nations Convention on the Rights of the Child, 1989.

3. Learning from the past

The General Assembly of the Focolare Movement (International) 2021 included this paragraph in its Final Document:

“We commit ourselves to strengthening what is already in place for the prevention of all forms of abuse, whether physical, sexual, of power or of conscience. We ask the victims for forgiveness and assure our full support, acknowledging with deep sorrow all those situations in which we have not been able to protect them. We commit ourselves to further promote a culture of prevention and of promotion of each person’s well-being, with appropriate training and transparent communication.”

Commitments

Together with the foundations outlined above, the Focolare Movement commits to:

1. Mandatory reporting

Each member of the Focolare Movement has a duty to notify the statutory authorities of concerns, knowledge, disclosures or allegations that a child is being or has been abused:

- physically
- emotionally
- sexually
- through neglect

Concerns, knowledge, disclosures or allegations may relate to possible abuse by a member of the Focolare Movement, but can also relate to incidents in the child’s family, or elsewhere in the community.

2. Caring for the welfare of all children and the adults who work with them

Measures to create and maintain environments that are safe for children, that create nurturing, caring conditions and that prevent abuse within the Focolare Movement for children and for the adults who work with them, will continue to be strengthened and reviewed. This will be done through training, support, communications, and ongoing risk assessment of our activities. The Safeguarding Team will conduct an annual audit of these activities.

3. Responding appropriately to child protection concerns, knowledge, disclosures or allegations.

Anyone who brings any concern, knowledge, disclosure or allegation of abuse or past abuse to the notice of the Focolare Movement will be responded to sensitively, respectfully, actively and in a timely manner, in line with statutory child protection procedures and Church requirements.

All members of the Focolare Movement have a responsibility to report concerns, knowledge, disclosures or allegations of child abuse that reach the threshold for reporting to the statutory authorities. The Designated Liaison Person can assist with this process. These reports will be made irrespective of the status of the person (lay, cleric or consecrated) who is suspected of having been abusive to a child. If the allegation being reported relates to a lay member of the Focolare

Movement the allegation must be reported to the statutory authorities. If the allegation being reported relates to a consecrated member of the Focolare Movement, in addition to notifying the statutory authorities, the allegation must also be reported to the Centre of the Focolare Movement in Rome. If the allegation relates to a priest or religious, in addition to notifying the statutory authorities, the allegation must also be notified to the National Board for Safeguarding Children in the Catholic Church in Ireland.

All members of the Focolare Movement will cooperate with the statutory authorities in all cases.

In responding to complaints of child sexual abuse relating to clergy and all those in forms of consecrated life, the Focolare Movement will act in accordance with the requirements of civil law and canon law, and so will respect the rights and uphold the safeguards afforded in these, both to the complainant and respondent.

4. Caring pastorally for complainants and other affected persons

Those who have suffered child abuse by any member of the Focolare Movement will receive a compassionate and just response, and will be offered appropriate pastoral care, counselling and support as they seek to rebuild their lives.

An appropriate pastoral response to the family and to the wider community will be provided, with due regard to the right of privacy of those directly involved, and to the administration of justice.

5. Caring pastorally for respondents and other affected persons

The Focolare Movement in its response to concerns, knowledge, disclosures or allegations of child sexual abuse will respect the rights under civil law and canon law of an accused member of the Focolare Movement be they lay, consecrated person or clerical.

A legal presumption of innocence will be maintained during the due processes. As the processes develop, additional assessment, therapy and support services may be offered to the respondent.

The Focolare Movement will take responsibility for ensuring that any member who is considered to constitute a danger to children is managed according to a risk management plan.

All requisite steps will be taken to restore the good name and reputation of anyone who has been wrongly accused of abusing a child.

Respondents belong to families and Focolare communities. The Focolare Movement will be mindful of the need to provide support to members of families and Focolare communities.

The Responsibility of All

This policy applies to all sections and branches of the Focolare Movement and is addressed to all members of the Focolare Movement who are required to comply with it. Full understanding of and adherence to this policy should lead to a deepening in the understanding of, and respect for, the rights of children and young people to participate as people of faith in the life of the Focolare Movement.

The care and protection of children involved in activities of the Focolare Movement is the responsibility of the whole movement, and is a requirement that applies regardless of the nature of the activities in which children are involved. Everyone who participates in the life of the Focolare Movement has a role to play in creating an environment in which children can develop and be safe.

Putting the Policy into Action

The Focolare Movement will implement this policy by ensuring that all our work and activities comply with applicable indicators of the seven safeguarding standards of the National Body for Safeguarding Children in the Catholic Church in Ireland (NBSCCCI).

1. Creating and Maintaining Safe Environments.
2. Procedures for Responding to Child Protection Concerns, Knowledge, Disclosures or Allegations.
3. Care and Support for the Complainant.
4. Care and Management of the Respondent.
5. Training and Support for Keeping Children Safe.
6. Communicating this Safeguarding Message.
7. Quality Assuring Compliance with the Standards.

Pledge by the Focolare Movement

On behalf of the Focolare Movement, as part of the Catholic Church in Ireland, we commit to safeguarding children by agreeing to follow this Child Safeguarding Policy.

We will abide by and uphold the seven standards and the applicable indicators in our entire ministry and contacts with children.



Ann Gavin



Benjamim Ferreira

Co-Directors on Behalf of the Focolare Movement in Ireland

17th March 2022

STANDARD 1: Creating and Maintaining Safe Environments

The Focolare Movement provides an environment for children that is welcoming, nurturing and safe. We aim to provide access to good role models whom the children can trust, who respect, protect and enhance their spiritual, physical, emotional, intellectual and social development.

We aim to provide a caring and safe environment for the children and also for the adults working with them.

1.1 Recruitment

In the case of recruitment of Youth Leaders the following is required:

- (a) interview with the Co-Directors of the Focolare or their representative
- (b) information to be provided about previous involvement with children
- (c) complete volunteer application form
- (d) the names of two referees (not relatives) who may be approached for references.

1.2 Vetting

Prior to engaging in work with children/young people all workers will be vetted in accordance with the requirements of **Garda Vetting Office** or **Access NI**. While waiting for the vetting process to be completed workers will be required to sign a declaration form stating that no child protection concerns exist in their regard. See **Appendix 1.1**

1.3 Training

Full training on the child protection policy and procedures will be given as part of the recruitment and interview process. This training will be carried out by persons trained by NBSCCCI.

1.4 Induction

Each newly-appointed Youth Worker will be given a copy of this document, and will be asked to confirm in writing that they have read and understood the document.

NOTE: Activities of the newly appointed youth leaders cannot be commenced until all of the steps outlined above in this recruitment and selection process are complete.

1.5 Probationary Period

A probationary period of not less than 6 months will apply to all newly-appointed Youth Workers. After this probationary period another interview will be held by the Co-Directors of the Focolare Movement (Ireland) or their representative.

1.6 Parental Consent

Each year parents are asked to complete a Parental Consent Form. Copies of these forms are held by the Focolare Movement and by parents (see sample Parental Consent Form in **Appendix 1.2**)

1.7 Registering by Parents

At every Focolare event, where children are under the supervision of Youth Leaders, parents sign in their child(ren) at the start of each meeting, and sign again when collecting their child(ren) at the end of the event. These records are kept at the Focolare Centre, Curryhills House, Prosperous, Co Kildare.

1.8 Reporting of Incidents/Accidents

Youth Leaders will make a written report of any incident or accident using the form in **Appendix 1.3** and these reports will be handed to the DLP who will keep the record at the Focolare Centre, Curryhills House, Prosperous, Co Kildare.

1.9 Good relationships principles

Children and adults should always be treated with respect and consideration. Those working with the young and vulnerable should portray at all times a positive role model by maintaining an attitude of respect, loyalty, courtesy, tact and maturity.

See **Appendix 1.4** for guidance on Good Relationships Code, Planning Programmes, Managing Challenging Behaviour and Acceptable and Unacceptable Touching.

1.10 Anti-bullying policy. See Appendix 1.5.

1.11 Adult to child ratios when supervising or working with children

It is important that all Focolare activities have sufficient adult staff and volunteers in place to ensure the safety of children – and that these adults are suitable to undertake these tasks. They would have been safely recruited, including the relevant safeguarding checks, and properly trained, including safeguarding training.

A minimum of two adults should always be present.

No person under the age of 18 should be left in charge of children of any age.

When a parent attends a children's activity and remains in the presence of their own child(ren) throughout, the responsibility for the supervision of their own child(ren) remains with the parent.

For unattended children the level of supervision provided needs to be appropriate to the needs of the children involved in the activity.

The recommended minimum ratios of adults to children are as follows, always taking into account that the minimum number of supervising adults is 2:

Gen 4 (ages 4- 8 years) groups 1:6

Gen 3 (ages 9 -17) groups 1:8

These ratios do not necessarily take into account the need for additional adults or parents required for supervision of children with special educational needs.

See **Appendix 1.4** for guidance on Good Relationships Code, Acceptable and Unacceptable Touching, Planning Programmes, and Managing Challenging Behaviour.

1.12 Lone Working

If, outside of group activities which always involves working in the presence of at least one other Youth Leader, an adult is working one to one with a child or young person, ensure that his/her parent are aware of where and how long you are meeting the young person. In addition, ensure you meet in a public place or in a home where you have another adult accessible to you and who knows how long the meeting will last.

1.13 Safer Online Spaces (see Appendix 1.6 for “Safer Online Spaces”)

1.14 Guidance on Hazard/Risk Assessment of activities with children. See **Appendix 1.7** for guidance. The record of any assessment will be given to a member of the Safeguarding Team for filing in records at Curryhills House, Prosperous, Co Kildare.

STANDARD 2: Procedures for Responding to Child Protection Concerns, Knowledge, Disclosures or Allegations.

The Focolare Movement has clear procedures and guidance on what to do when concerns, knowledge, disclosures or allegations arise regarding a child's safety or welfare that will ensure there is a prompt response. These procedures and guidance also enable the Focolare Movement to meet all national and international legal and practice requirements and guidance.

2.1 Reporting a concern, knowledge, a disclosure or an allegation of abuse

It is a legal obligation that Youth Leaders follow the proper procedures to report any concern, disclosure, knowledge or allegation of child abuse. See **Appendix 1.10** for **Flow chart of procedure**.

2.2 What is a concern?

Inappropriate or unacceptable behaviour or communication, favouritism or negligence by a Youth Worker towards a child are examples of what may constitute concern.

2.3 What is a disclosure?

A disclosure is when a child tells someone that they have been or are being harmed or abused in some way. This may be physical, sexual or emotional abuse, neglect or bullying.

See **Appendix 1.8** for **Guidance on how to respond to a disclosure**

2.4 What is an allegation?

An allegation occurs when a child, parent or other person reports specific unacceptable behaviour where a child has been or is being harmed or abused in some way. Allegations must be reported to one of the Designated Liaison Officers or to a Statutory Authority.

Any concern, disclosure, knowledge or allegation of abuse must be taken seriously, recorded and **promptly** reported to one of the Designated Liaison Officers or to a Statutory Authority.

In the case of an emergency, where a child is deemed at serious risk and where no contact with either of the Designated Liaison Officers is possible, the course of action is to **immediately** contact the Statutory Authorities.

See **Appendix 1.9** for roles of Safeguarding personnel.

2.5 What is child abuse?

Child abuse can be categorised into four different types: neglect, emotional abuse, physical abuse and sexual abuse. A child may be subjected to one or more forms of abuse at any given time. Abuse and neglect can occur within the family, in the community or in an institutional setting. The abuser may be someone known to the child or a stranger, and can be an adult,

or another child. In a situation where abuse is alleged to have been carried out by another child, you should consider it a child welfare and protection issue for both children and you should follow child protection procedures for both the victim and the alleged abuser.

2.5.1 Neglect

These definitions of neglect and abuse presented in this section are not legal definitions. They are intended to describe ways in which a child might experience abuse and how this abuse may be recognised.

Child neglect is the most frequently reported category of abuse, both in Ireland and internationally. Ongoing chronic neglect is recognised as being extremely harmful to the development and well-being of the child and may have serious long-term negative consequences.

Neglect occurs when a child does not receive adequate care or supervision to the extent that the child is harmed physically or developmentally. It is generally defined in terms of an omission of care, where a child's health, development or welfare is impaired by being deprived of food, clothing, warmth, hygiene, medical care, intellectual stimulation or supervision and safety. Emotional neglect may also lead to the child having attachment difficulties. The extent of the damage to the child's health, development or welfare is influenced by a range of factors. These factors include the extent, if any, of positive influence in the child's life as well as the age of the child and the frequency and consistency of neglect.

Neglect is associated with poverty but not necessarily caused by it. It is strongly linked to parental substance misuse, domestic violence, and parental mental illness and disability.

A reasonable concern for the child's welfare would exist when neglect becomes typical of the relationship between the child and the parent or carer. This may become apparent where you see the child over a period of time, or the effects of neglect may be obvious based on having seen the child once.

The following are features of child neglect:

- Children being left alone without adequate care and supervision
- Malnourishment, lacking food, unsuitable food or erratic feeding
- Non-organic failure to thrive, i.e. a child not gaining weight due not only to malnutrition but also emotional deprivation
- Failure to provide adequate care for the child's medical and developmental needs, including intellectual stimulation
- Inadequate living conditions – unhygienic conditions, environmental issues, including lack of adequate heating and furniture
- Lack of adequate clothing
- Inattention to basic hygiene

- Lack of protection and exposure to danger, including moral danger, or lack of supervision appropriate to the child's age
- Persistent failure to attend school
- Abandonment or desertion

2.5.2 Emotional Abuse

Emotional abuse is the systematic emotional or psychological ill-treatment of a child as part of the overall relationship between a caregiver and a child. Once-off and occasional difficulties between a parent/carer and child are not considered emotional abuse. Abuse occurs when a child's basic need for attention, affection, approval, consistency and security are not met, due to incapacity or indifference from their parent or caregiver. Emotional abuse can also occur when adults responsible for taking care of children are unaware of and unable (for a range of reasons) to meet their children's emotional and developmental needs. Emotional abuse is not easy to recognise because the effects are not easily seen.

A reasonable concern for the child's welfare would exist when the behaviour becomes typical of the relationship between the child and the parent or carer.

Emotional abuse may be seen in some of the following ways:

- Rejection
- Lack of comfort and love
- Lack of attachment
- Lack of proper stimulation (e.g. fun and play)
- Lack of continuity of care (e.g. frequent moves, particularly unplanned)
- Continuous lack of praise and encouragement
- Persistent criticism, sarcasm, hostility or blaming of the child
- Bullying
- Conditional parenting in which care or affection of a child depends on his or her behaviours or actions
- Extreme over-protectiveness
- Inappropriate non-physical punishment (e.g. locking child in bedroom)
- Ongoing family conflicts and family violence
- Seriously inappropriate expectations of a child relative to his/her age and stage of development

There may be no physical signs of emotional abuse unless it occurs with another type of abuse. A child may show signs of emotional abuse through their actions or emotions in several ways. These include insecure attachment, unhappiness, low self-esteem, educational and

developmental underachievement, risk taking and aggressive behaviour.

It should be noted that no one indicator is conclusive evidence of emotional abuse. Emotional abuse is more likely to impact negatively on a child where it is persistent over time and where there is a lack of other protective factors.

2.5.3 Physical Abuse

Physical abuse is when someone deliberately hurts a child physically or puts them at risk of being physically hurt. It may occur as a single incident or as a pattern of incidents. A reasonable concern exists where the child's health and/ or development is, may be, or has been damaged as a result of suspected physical abuse.

Physical abuse can include the following:

- Physical punishment
- Beating, slapping, hitting or kicking
- Pushing, shaking or throwing
- Pinching, biting, choking or hair-pulling
- Use of excessive force in handling
- Deliberate poisoning
- Suffocation
- Fabricated/induced illness
- Female genital mutilation

2.5.4 Sexual Abuse

Sexual abuse occurs when a child is used by another person for his or her gratification or arousal, or for that of others. It includes the child being involved in sexual acts (masturbation, fondling, oral or penetrative sex) or exposing the child to sexual activity directly or through pornography.

Child sexual abuse may cover a wide spectrum of abusive activities. It rarely involves just a single incident and in some instances occurs over a number of years. Child sexual abuse most commonly happens within the family, including older siblings and extended family members.

Cases of sexual abuse mainly come to light through disclosure by the child or his or her siblings/friends, from the suspicions of an adult, and/or by physical symptoms.

Examples of child sexual abuse include the following:

- Any sexual act intentionally performed in the presence of a child
- An invitation to sexual touching or intentional touching or molesting of a child's body whether by a person or object for the purpose of sexual arousal or gratification

- Masturbation in the presence of a child or the involvement of a child in an act of masturbation
- Sexual intercourse with a child, whether oral, vaginal or anal
- Sexual exploitation of a child, which includes:
 - Inviting, inducing or coercing a child to engage in prostitution or the production of child pornography [for example, exhibition, modelling or posing for the purpose of sexual arousal, gratification or sexual act, including its recording (on film, videotape or other media) or the manipulation, for those purposes, of an image by computer or other means]
 - Inviting, coercing or inducing a child to participate in, or to observe, any sexual, indecent or obscene act
 - Showing sexually explicit material to children, which is often a feature of the 'grooming' process by perpetrators of abuse
- Exposing a child to inappropriate or abusive material through information and communication technology
- Consensual sexual activity involving an adult and an underage person

2.5.5 Spiritual abuse

It is important to be aware of and understand that spiritual abuse is a form of psychological and emotional abuse that takes place within a faith context. Sufferers therefore experience being controlled, coerced and pressurised within the faith group and/or places of worship. It is important to realise that there is no evidence that its proponents necessarily intend to harm others. Instead, controlling and unhelpful ways of behaving might develop unwittingly and, once a pattern is established, it continues.

However, as with other forms of abuse, it is also possible that other forms of abuse will be occurring alongside spiritual abuse (such as sexual or physical abuse or neglect) – sometimes, indicators of these other forms of abuse are the first that bring attention to wider spiritually abusive practices.

Much of this information comes from the book 'Breaking the Silence on Spiritual Abuse'. (Kinmond & Oakley 2013)

STANDARD 3: Care and Support for the Complainant

Children or adults who have suffered abuse as children, receive a compassionate response when they disclose their abuse. They, and their families (if appropriate), are offered necessary support, advice and pastoral care.

- 3.1 In the event of the Focolare Movement receiving a disclosure of child abuse, the Designated Liaison Person will consult with NBSCCCI and arrange for the appointment of a **support person** who has attended a training programme for the role of support person.
- 3.2 The support person will help the complainant identify and access counselling and support.
- 3.3 The support person will keep the complainant informed of any progress in the case.
- 3.4 The support person will keep a record of any meetings or contact with the complainant.
- 3.5 The support person will be extra mindful of the vulnerability of the complainant during the process.
- 3.6 The support person is not a counselor or spiritual guide for the complainant, and does not manage the case file and will not have access to it.
- 3.7 If the complainant is a child, the support person should liaise with the parents/guardians of the child (as appropriate).

STANDARD 4: Care and Management of the Respondent

When child abuse is reported to the Designated Liaison Person a decision will be made as to whether the threshold for reporting has been reached. If the threshold has been reached and when the relevant statutory body has been informed a system of support and monitoring for the respondent will be put in place.

- 4.1 The Focolare Movement, through NBSCCCI, has access to appropriately trained personnel whose clearly defined roles are to listen to and represent the pastoral needs of the respondent. This will be done in consultation with the respondent, should s/he agree. A record of meetings and contacts will be kept.
- 4.2 The Co-Directors of the Focolare Movement will make arrangements for the supervision of the respondent and the management of their participation in the events of the Focolare Movement.

STANDARD 5: Training and Support for Keeping Children Safe

Members of the Focolare Movement, especially those who work with children, are trained and supported in all aspects of safeguarding relevant to their role in order to develop and maintain the necessary knowledge, attitude and skills to safeguard and protect children.

- 5.1 The Focolare Movement ensures that the induction of personnel to work with children includes training in child safeguarding policy and procedures.
- 5.2 The Focolare Movement conducts an annual training-needs analysis that identifies all who require training, and develops a training plan based on this.
- 5.3 The Focolare Movement ensures that its personnel who have specific child safeguarding responsibilities have appropriate role-specific training.
- 5.4 The Focolare Movement provides children who assess our activities and their parents/guardian with information, advice and support on keeping children safe and involves them in child safeguarding training initiatives wherever possible or appropriate.
- 5.5 The Focolare Movement facilitates the provision of an appropriate level of support to all involved with children in relation to our responsibilities to safeguard children.

STANDARD 6: Communicating our Safeguarding Message

The Focolare Movement will communicate this child safeguarding message to its members.

- 6.1 The Focolare Movement has this policy published on its website.
- 6.2 The Focolare Movement makes information regarding how to safeguard children available to all concerned.
- 6.3 The Focolare Movement has a signed copy of our Safeguarding Statement in a prominent position in the foyer of the Focolare Centre at Curryhills House, Co Kildare, including the names and phone numbers of the Designated Liaison Persons.
- 6.4 The Focolare Movement will communicate this message to any outside group with children who are visiting the Focolare Centre.

STANDARD 7: Quality Assuring Compliance with the Standards

The Focolare Movement develops a plan of action to quality assure compliance with the safeguarding standards. This plan is reviewed annually.

7.1 The Safeguarding Team of the Focolare Movement along with the Designated Liaison Persons meet annually to evaluate our compliance with the safeguarding standards, and produce a report on the level of compliance. This report is then delivered to the Co-Directors of the Focolare Movement.

7.2 The Safeguarding Team develops a 3-year child safeguarding plan that:

- Outlines the actions that will be taken to keep children safe
- Identifies who is responsible for implementing these actions
- Specifies the time frame within which actions are completed

7.3 The Focolare Movement invites the NBSCCCI to carry out independent planned reviews of its safeguarding practices and its compliance with the 7 standards every three years.