

<b>OVERALL RAG STATUS – 31.12.24</b>				
<b>IGI Standard</b>	<b>No of Actions</b>	<b>Overdue</b>	<b>Ongoing</b>	<b>Complete</b>
1	6	0	1	5
2	4	0	1	3
3	3	0	0	3
4	3	0	0	3
5	3	0	2	1
6	8	0	1	7
7	7	0	1	6
8	4	0	2	2
<b>Total</b>	<b>38</b>	<b>0</b>	<b>8</b>	<b>30</b>

**79% Complete**

**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.

<b>Action</b>	<b>Need identified</b>	<b>Specific actions</b>	<b>Who is responsible?</b>	<b>Timescale</b>	<b>Success criteria</b>	<b>Update/RAG status</b>
1.1	Improve consistency across Diocese in recording of relevant details for Groups using Parish Premises for Regulated Activity	DSA to issue refreshed guidance and pro-forma to PSC's for recording of details etc.	DSA PP's PSC's	June – November 2023	Improvement in parish audit return figures 2023	<b>COMPLETE</b> – covered at PSC Meetings January 2024 and new templates circulated.

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1.2	Ensure consistency of Live Stream notices displayed across the Diocese in accordance with IGI.	Parishes to ensure correct livestream notices are displayed where this facility is provided	PP's PSC's	June – November 2023	Improvement in parish audit return figures 2023	<b>COMPLETE</b> – Guidance re-circulated to PSC's 20.4.23 and also at PSC meetings.
1.3	Ensure consistency of practice in relation to the use of children's photographs on social media, parish websites etc	DSA to re-circulate current guidance as per IGI.  Parishes to ensure guidance is followed.	DSA PP's PSC's	June – November 2023	Improvement in parish audit return figures 2023	<b>COMPLETE</b> – Guidance re-circulated to PSC's 20.4.23 and also at PSC meetings.
1.4	Annual Risk Assessments for parish regulated activities to be completed within allocated timescales	SG Administrator to collate due dates and notify PP's & PSC's when required for update.  PP's & PSC's to monitor & complete within allocated timescales (annually from date of last completion).	SG Admin PP' PSC's	June – November 2023	Annual risk assessments up to date and accurate.	<b>COMPLETE</b> – All PSCs and Parish Priests emailed to remind them that the Risk Assessments should be completed annually.  DSAd will monitor the renewal date for each parish and provide annual reminders.
1.5	Roll out of new risk assessment templates following evaluation of current pilot within AoG & Galloway Diocese	New risk assessment templates to be circulated to PP's & PSC's with associated guidance on completion.	DSA	June – November 2023	All parishes using consistent risk assessment templates.	<b>ONGOING</b> – new Risk Assessment templates still under development with SCSSA and DSA Network.  Existing templates circulated to PSC's January 2024.

						Carried over to 2025 action plan
1.6	Establishment and maintenance of Safe Worship Plans (SWP).	SWP's to be established and reviewed in accordance with IGI and in partnership with Police & Criminal Justice SW (where relevant).  Information Sharing Agreement with Police Scotland to be implemented.  Criminal Justice Secure Mail (CJSM) account to be established for secure information sharing.	DSA PSC's DRAMT	June – November 2023	No of plans established/reviewed.  ISA agreed & signed  Info sharing working in practice.	<b>COMPLETE</b> – All existing SWP's reviewed within relevant timescales.  ISA with Police Scotland complete & CJSM account established  1 x new SWP application processed.  Action to be continued as Business as usual.

**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.

Action	Need identified	Specific actions	Who is responsible?	Timescale	Success criteria	Update/RAG status
2.1	Diocesan records show a disparity in number of volunteers versus PVG records held.	Reconciliation of Volunteer records with Diocesan PVG lists required.  SG Administrator to issue current PVG lists to PSC's to reconcile with Diocesan records and remove those no longer required. This to include all volunteers' roles to be recorded as part of the process.	PSC's SG Administrator	June – November 2023	PVG list matches number of Volunteers recorded on Diocesan database	<b>COMPLETE</b> – 33 parish lists, checked, updated and sent to PSC's in advance of 2023 self-evaluation exercise.  Action to be continued as Business as Usual
2.2	Process to be put in place to ensure PVG records remain accurate.	SG Administrator to undertake records checks every 6 months	SG Administrator PSC's	Every 6 months	PVG lists consistently match number of Volunteers recorded on Diocesan database	<b>COMPLETE</b> – 33 parish lists, checked, updated and sent to PSC's in advance of 2023 self-evaluation exercise.  Next review due October 2024
2.3	Process to be put in place to ensure Seminarians & Visiting Clergy details are accurately recorded.	Parishes to ensure local records are kept as per guidance in IGI for all visiting clergy – template form to be circulated.	VG PP's SG Administrator.	June – November 2023	Improvement in parish audit return figures 2023  Accurate records held	<b>DSAd</b> - I have emailed all Parish Priests and asked them to send any details of Visiting Clergy/Seminarians on to me by completing the form emailed to them. I will record all details received on

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		<p>VG to ensure celebret requirements are checked and recorded.</p> <p>SG Administrator to establish central register of all visiting clergy and seminarians.</p>			<p>of visiting Clergy etc.</p>	<p>a database. PSCs were copied in for info also.</p> <p>VG aware and content action is complete.</p> <p>Action now part of business as usual.</p>
2.4	<p>Planning for implementation of new Disclosure (S) act 2020</p>	<p>Awareness and training resources to be circulated to PSC's, PP's and parish organisations when confirmed by Disclosure/Volunteer Scotland</p>	<p>DSA SG Administrator</p>	<p>When confirmed</p>		<p><b>ONGOING</b> – New Disclosure legislation not due for implementation until April 2025. Updates from DS/VS being monitored meantime.</p> <p>Carried over to 2025 action plan.</p>

**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.

Action	Need identified	Specific actions	Who is responsible?	Deadline	Success criteria	Update/RAG status
3.1	Audit data indicates infrequent experience of risk management procedures following abuse disclosure	Annual table top exercise to be convened with DRAMT, Curia etc	DSA VG	June – November 2023	Improved confidence in procedures and response to disclosures	<b>COMPLETE – 13.6.24</b>
3.2	Maintenance of established links with Police Scotland, Social Work etc	DSA to undertake quarterly liaison meetings with DCI Public Protection and CJSW to update on any new developments, identification of good practice, SWP's etc	DSA	June – November 2023	Number of meetings held.  Implementation of good practice, change in policy etc.	<b>COMPLETE – action to be continued as business as usual.</b>
3.3	PSC's report a lack confidence in how to respond to disclosures.	Local Trauma Informed Practice training to be arranged to improve response and support to survivors.	DSA	June – November 2023	PSC feedback on training	<b>COMPLETE – TIP training completed 29.7 &amp; 12.8.</b>  Strong positive feedback received & circulated to Curia & DSAG.

<b>Standard 4</b>	<b>Providing care and support for those who have experienced abuse</b>	
We provide a compassionate response to all who disclose any experience of having been abused and we offer them pastoral care, support, and reparation.		

Action	Need identified	Specific actions	Who is responsible?	Deadline	Success criteria	Update/RAG status
4.1	PSC's report a lack confidence in how to respond to disclosures.	Local Trauma Informed Practice training to be arranged to improve response and support to survivors.	DSA SG Trainers Epione.	June – November 2023	PSC feedback on training	<b>COMPLETE</b> – TIP training completed 29.7 & 12.8.  Strong positive feedback received & circulated to Curia & DSAG.
4.2	Links to be maintained with support agencies	Single Points of Contact (SPOC) and annual liaison meetings to be established with: <ul style="list-style-type: none"> <li>▪ Grief to Grace</li> <li>▪ Raphael</li> <li>▪ Rape Crisis</li> </ul>	DSA	June – November 2023	Number of meetings held.  Referrals made  Awareness events/comms	<b>COMPLETE</b> – meetings held as required.
4.3	Diocesan representation on SCSSA Survivor Engagement Group.	Diocesan representative to provide feedback from Survivor Group meetings to ensure local priorities are included in national policy development.	DSA	June – November 2023	Improvements to Survivor support and care.	<b>COMPLETE</b> – DSA receiving updates from Network rep on group.

**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.

Action	Need identified	Specific actions	Who is responsible?	Deadline	Success criteria	Update/RAG status
5.1	Availability of <i>Support Persons</i>	Recruitment and training of support persons within Diocese	VG DSA	June – November 2023	No of support persons available for deployment.	<b>ONGOING</b> – SCSSA updating training requirements. Confirmation of Diocesan Support Person required from VG.  Carried over to 2025 action plan.
5.2	Availability of information for clergy, religious etc	Information for Clergy handbook to be provided outlining process and supports available.  Introduction of <i>Respondents Leaflet</i> .	DSA	June – November 2023	Feedback from Clergy.	<b>COMPLETE</b> – SG update for handbook sent to Mgr Tormey 26.1.23.  Additional update provided to Mgr Monaghan 24.6.24  Respondents leaflet sent to SCSSA for consideration 3.11.22
5.3	Contingency planning for risk management post disclosure.	Welfare Monitoring Plan procedures to be established to support wellbeing of respondents.  Identification of appropriate	VG DSA	June – November 2023	Contingency plans in place.  Feedback from Support Person/Respondents.	<b>ONGOING</b> – carried over to 2025 action plan.

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		accommodation for any clergy etc <i>stood aside</i> .					
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**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.

Action	Need identified	Specific actions	Who is responsible?	Deadline	Success criteria	Update/RAG status
6.1	Consistency in availability of SG resources, posters, leaflets etc	Every parish to be issued with SG pack of posters, DSA contact cards, disclosure aide memoire and leaflets	SG Administrator	June – November 2023	No of packs distributed  Improvement in parish audit return figures 2023	<b>COMPLETE</b> – SG pack of poster, contact cards, disclosure aide memoire and leaflets sent to every PSC in June 2023
6.2	Improve awareness of <i>In God’s Image</i> .	Link to online version of IGI to be included in every Parish bulletin and website.	SG Administrator PP’s.	June – November 2023	Improvement in parish audit return figures 2023	<b>COMPLETE</b> –Sent a bulletin notice to be included in the Clergy Communications section (until the end of the year) that the link for IGI v2 should be included in all future parish bulletins. Father Ryan Black (VE for Communications confirmed he will also include the link on the Diocesan website
6.3	Mainstreaming of safeguarding within Parish structures.	Parishes to consider how SG features in local governance structure i.e. PPC’s  Parish SG Improvement Plans to be established & monitored.	PP’s PSC’s	June – November 2023	No of PPC’s with SG as standing agenda item.  No of PIP’s in place.	<b>COMPLETE</b> – DSAG decision no further action required (14.3.24)  Template Parish Improvement Plans re-circulated January 2024.  Additional action raised for Parish/PSC feedback on PIP’s etc.

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6.4	Improve consistency & quality of meetings between PP & PSC.	PP & PSC meetings to be arranged minimum quarterly.  Pro-forma agenda to be circulated for meetings.  Local records to be maintained.	PP's PSC's DSA.	June – November 2023	No of PP/PSC meetings  Records of meetings held  Quality of reports to PPC's.	<b>COMPLETE</b> – update provided to PSC's January 2024 and draft agenda templates circulated to all clergy & PSC's.
6.5	Ensure membership of DRAMT & DSAG remains active and relevant to role	Membership of DSAG & DRAMT to be reviewed annually.	VG DSA	June – November 2023	Quorum of meetings.  Diversity of membership.	<b>ONGOING</b> – review of membership to be undertaken.  Carried over to 2025 action plan.
6.6	Ensure consistency of DSAG meetings	DSAG meetings to be held every 4 months.  Review agenda & ToR of DSAG in conjunction with SCSSA/IGI development	VG DSA	June – November 2023	No of meetings held  Compliance with national policy.	<b>COMPLETE</b> – all meetings held as per schedule & IGI requirements

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6.7	Establishment of core Safeguarding Management Group	Regular meetings to be established between DSA, SG Admin & SG Trainers to monitor and update SG activity across Diocese.	DSA SG Admin SG Trainers.	June – November 2023	Improved monitoring and awareness of SG activity, changes in policy/practice etc	<b>COMPLETE</b> – meetings held every 2 months and as required.
6.8	Improve Safeguarding Communications across Diocese.	<p>SG representative on Diocesan comms group.</p> <p>PSC Teams folder management.</p> <p>Maintenance of SG pages on Diocesan &amp; Parish websites.</p> <p>Annual announcements and Days of Prayer scheduled.</p>	DSA SG Admin PP's.	Ongoing	<p>Improved comms and awareness of SG activity.</p> <p>Tailored messages to consider survivor impact.</p> <p>Feedback from Parishes</p>	<p><b>COMPLETE/ONGOING</b></p> <p>DSA established as comms rep with Fr Ryan Black VE Communications.</p> <p>Teams Folders updated January 2024 with all relevant SG material and resources</p> <p>Diocesan website SG reviewed and up to date &amp; accurate.</p> <p>Annual Announcement etc completed 1.10</p>

<b>Standard 7</b>	<b>Training and support for all responsible for safeguarding</b>
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.	

Action	Need identified	Specific actions	Who is responsible?	Deadline	Success criteria	Update/RAG status
7.1	Diocesan representation on SCSSA STAG	Diocesan representative to attend STAG meetings to ensure local priorities are included in national training development	SG Trainers DSA	June – November 2023	Training needs correctly prioritised.	<b>COMPLETE</b> – Mary Docherty established as Diocesan Rep and attending all meetings.
7.2	Roll out of new SG Induction training.	Diocesan trainers to attend T4T course.  New Induction course to be publicised via Diocesan communications.  Training schedule to be established to address any backlog in volunteer training.	SG Trainers	June – November 2023	Induction training up to date and accurate.  Training Evaluations.	<b>COMPLETE</b> – new induction training schedule established, however currently under review by SCSSA/STAG.
7.3	SG Refresher training for Clergy & PSC's	Joint refresher training event to be established for PP's & PSC's.  Bi-annual PSC meetings to continue.	DSA SG Trainers VG	June – November 2023	Feedback from participants.  Improved collaboration between PP & PSC.	<b>ONGOING</b> – carried over to 2025 action plan.  PSC meetings for November scheduled 23 & 25.11 rescheduled to 18 & 21.1.24

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7.4	Promotion of SG training events, conferences etc within Diocese.	Circulation of future events and conferences etc to be publicised via Diocesan communications.	DSA SG Administrator	June – November 2023	No of events promoted.  No of Diocesan attendees.	<b>COMPLETE</b> – all events circulated via Diocesan Comms Group.  Action continued as business as usual.
7.5	Continuous Professional Development of DSA	DSA to attend relevant training courses and CPD events relevant to development of skills and awareness of SG practice.	VG DSA	June – November 2023	Courses attended  Improved confidence of DSA  Improvements in Service Delivery.	<b>COMPLETE &amp; ONGOING</b>  DSA attended ISC Conference & SCSSA Conference – June 2022/October2023.  CPD training still being established by SCSSA
7.6	Establishment of Diocesan SG training budget	Appropriate budget to be established for Diocesan training and awareness events where necessary.	Treasurer DSA Finance Manager	June – November 2023	TBC	<b>COMPLETE</b> – meeting held 27.4 with +J, Finance, Treasurer. Budget line established and costs to be considered on ad-hoc basis.
7.7	Resilience of existing training cadre	Additional SG trainers to be recruited to improve capability & capacity across Diocese.	DSA VG	June – November 2023	No of trainers available.	<b>COMPLETE</b> – 4 new trainers identified. T4T Course arranged for 15.2.

**Standard 8 | Planning for continuous improvement in safeguarding**

We evaluate our 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.

Action	Need identified	Specific actions	Who is responsible?	Deadline	Success criteria	Update/RAG status
8.1	Consistency of SG recording practice across Diocese	Development of PSC Toolkit/Folder/Proformas  Development of Quality Assurance Framework in conjunction with SCSSA	DSA PSC's	June – November 2023	Improvement in parish audit return figures 2023	<b>COMPLETE/ONGOING</b>  MS Teams folders updated with SG resources January 2024.  Toolkit under review by DSA network.  QA Framework under development by Quality Assurance & Audit sub-group.  Carried over to 2025 action plan.
8.2	IT provision for storage of SG records	Development of MS Teams PSC Folder to allow each Parish to have a secure IT storage facility for SG records etc	DSA	June – November 2023	Improvement in parish audit return figures 2023	<b>COMPLETE</b> – MS Teams folders updated with SG resources January 2024.  Confidential records retained on secure SG Database.

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8.3	Review of Safeguarding Policies	Process for review to be established with SCSSA	SCSSA DSA.	June – November 2023	TBC	<b>ONGOING</b> – carried over to 2025 action plan
8.4	Requirement for Diocese to be kept updated on developments in national SG practise with SCSSA	DSA to participate in SCSSA Working Groups, National SG Leads meetings etc	DSA	June – November 2023	Improved monitoring and awareness of SG activity, changes in policy/practice etc	<b>COMPLETE</b> – DSA has attended all SG Leads and Network meetings. DSA also on SCSSA Policy & Resources sub-group.