

SAFEGUARDING ACTION PLAN 2024-25**Diocese:** Galloway**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.

Need identified	Specific actions	Who is responsible?	Timescale	Success criteria
All Parishes should have at least one PSC active	<ul style="list-style-type: none"> The SCSSA will ensure support is provided to DSAs in ensuring that PPs take all necessary steps in the recruitment and training of PSCs in all parishes. 	National Safeguarding Leads	Ongoing	All Dioceses on board with National agreement
	<ul style="list-style-type: none"> Recruitment of further PSC's to be arranged – Request shared in Galloway Newsletter 	DSA's	Annually	All Parishes with PSC
Consideration to be given to Agency providing required standard of training and awareness on SWPs	<ul style="list-style-type: none"> SCSSA will expect, in line with 'In God's Image', that all SWPs are considered and approved by the DSA, with involvement of the DRAMT before any amendments to the terms of plans are made SWP Training has now been discussed at STAG and update to follow 	SCSSA	December 2024	National Standard

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.

Need identified	Specific actions	Who is responsible?	Timescale	Success criteria
Inaccurate or inconsistent recording of who has provided parish ministry on all occasions may be problematic if allegations arise subsequently	<ul style="list-style-type: none"> Use of Sacristy Diaries to be universal and to include Parish Priests covering services in neighbouring Parishes 	National Safeguarding Leads / Vicar General	December 2025	National Standard
	<ul style="list-style-type: none"> National Discussion required to agree standard format document 	National Leads	December 2025	

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Double checking mechanism to be tightened to confirm all Parishes have their safe recruitment processes up to date and accurate	<ul style="list-style-type: none"> • DSA to lead visits and checks to ensure no volunteer is out-with the PVG and Training • Requirements Visits are ongoing and have been successful so far and Training Meeting has also taken place 	Diocesan Safeguarding Adviser	Dec 2024 and ongoing	National Standard
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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.

Need identified	Specific actions	Who is responsible?	Deadline	Success criteria
Relationships with Police Scotland to be strengthened	<ul style="list-style-type: none"> • DSA's to approach MAPPA leads to set up dialogues per Diocese or Arch-Diocese • Consider local contact use via Sex Offender Policing Unit in Dumfries. 	Diocesan Safeguarding Adviser	July 2024	National Standard
		Diocesan Safeguarding Adviser	Diocesan Safeguarding Adviser	National Standard
Each Diocese to have safe and secure information sharing and storage in place	<ul style="list-style-type: none"> • DSA's to continue to use the new Database Tool with safe copy also kept by Administrator 	Diocesan Safeguarding Adviser	Ongoing	National Standard

SAFEGUARDING ACTION PLAN 2024-25**Diocese:** Galloway**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.

Need identified	Specific actions	Who is responsible?	Deadline	Success criteria
Relationships and partnerships with Third Sector Organisations to be effectively managed	<ul style="list-style-type: none">DSA and Operational Team Members to maintain active and positive links with Counselling partners	Operational Team Members	Ongoing	National Standard
Where the Diocese is not the key contact, records kept of passing on discussions	<ul style="list-style-type: none">DSA to ensure those in need of support are directed to the correct organisation or order.	DSA	Ongoing	National Standard

SAFEGUARDING ACTION PLAN 2024-25**Diocese:** Galloway**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.

Need identified	Specific actions	Who is responsible?	Deadline	Success criteria
Consideration to be given to further discussing allegations proven to be false	<ul style="list-style-type: none"> Consistent national approach to be in place 	Vicar General	Ongoing	National Standard
Information regarding other organisation's is kept safe and secure	<ul style="list-style-type: none"> All information shared with the Diocese is kept in Secure Database 	Diocesan Safeguarding Adviser and Diocesan Administrator	Ongoing	National Standard
Wider discussions should take place when allegations are made that are anonymous	<ul style="list-style-type: none"> Initial investigations should consider any similar allegations that have been previously made or that maybe spurious 	Parish Priest and Diocesan Safeguarding Adviser	Ongoing	National Standard
Visits and support process to be looked at for those stood down from ministry	<ul style="list-style-type: none"> Discussions and advice are consistent for any volunteers who are no longer involved in ministry 	Parish Priest and Diocesan Safeguarding Adviser	Ongoing	National Standard

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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.				
Need identified	Specific actions	Who is responsible?	Deadline	Success criteria
Chair of DRAMT to be confirmed and refocus of group to be established	<ul style="list-style-type: none">Lead Officer to take on role in 2023	DRAMT Chair	May 2023	National Standard
	<ul style="list-style-type: none">Role with DSA and PSC’s to be developed and Deanery Meetings to be arranged	DSA	June 2023	Dates for year arranged
	<ul style="list-style-type: none">DRAMT Chair to be reconsidered by moving practice responsibility to DSAG	Vicar General	December 2024	Local agreement
Chair and functions of DSAG to be re-established	<ul style="list-style-type: none">Meeting programme for 2023/24 to be confirmed	DSAG Chair	June 2023	National Standard
	<ul style="list-style-type: none">Reduction in Membership and delegates to be confirmed	DSA	December 2024	
Continued process of Safe Worshipping to be inclusive	<ul style="list-style-type: none">Specific training to be developed for all PSC’s	National Training Lead	Ongoing	National Standard
	<ul style="list-style-type: none">Safe Worshipping Plans will continue to be developed and administrated by the DSA	DSA	Ongoing	
Safeguarding message to be continued to be shared and promoted in Parishes	<ul style="list-style-type: none">DSA to be available to visit Parishes and maintain links with Clergy and volunteers on a routine basis	DSA	Monthly	National Standard
	<ul style="list-style-type: none">Safeguarding Statement to be circulated at the weekend after the Feast of the Guardian Angels. Completed in 2024	DSA and Vicar General	Annually	National Standard

SAFEGUARDING ACTION PLAN 2024-25**Diocese:** Galloway**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.

Need identified	Specific actions	Who is responsible?	Deadline	Success criteria
Training to be developed for Clergy for issues such as self-defence and de-escalation	<ul style="list-style-type: none"> Partners to be approached to provide CALMS or similar sessions for Clergy – this may include de-escalation training via Scottish Prison Service Parish Priests to be consulted on Disruption/Disorder document in current circulation 	National Training Lead Health and Social Care Partnerships and NES Police Scotland Father McFadden/Tony Fisher	Ongoing Outstanding June 2025	All sessions become National Standard To be put before BCoS
The Safeguarding Training Advisory Group (STAG) to be more inclusive	<ul style="list-style-type: none"> Greater level of contribution to be sought from Safeguarding National Leads 	National Training Lead/DSA's	Ongoing	Identification of DSA representatives

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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.	

Need identified	Specific actions	Who is responsible?	Deadline	Success criteria
To improve the communication and interaction between the PSCs and PPs to ensure better collaboration in developing Parish Risk Assessments, Parish Safeguarding Audit, Parish Safeguarding Action Plans, Safe Recruitment processes, the management of Safe Worship.	<ul style="list-style-type: none"> Risk Assessment Standard to be agreed 	National Safeguarding Leads	December 2024	National Format in place – all other versions discarded
	<ul style="list-style-type: none"> Decision to be taken on format for Audit for 2023 and beyond. May include bi-annual version to be completed 	Working Group	September 2024	Audit becomes practice and performance indicator based
	<ul style="list-style-type: none"> Process of Safe Worshipping becomes inclusive and fully developed 	National Safeguarding Leads	Ongoing	Process becomes recognised and understood by volunteers
DSA analysis of audit summary reports to identify emerging areas of improvement and to highlight good practice.	<ul style="list-style-type: none"> Areas where good practice is recognised to be rolled to other Diocesan Areas 	National Safeguarding Leads	Ongoing	Consistency across all 8 Dioceses and Archdioceses.
	<ul style="list-style-type: none"> Audit Action Plans to be returned to SCSSA 	DSA	End of September 2024	
			Completed	

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Analysis findings being discussed at PSC meetings	<ul style="list-style-type: none">Deanery Meetings to use standard and set national agenda	Diocesan Safeguarding Advisers	Ongoing	National Standard
Development of 2023/24 Safeguarding Action Plan which will be put on the Diocesan website and referred to during Clergy Assemblies and on the Diocesan Safeguarding Day	<ul style="list-style-type: none">One shared Action Plan with multi diocese buy in to be developed	National Safeguarding Leads	November 2024	National Standard

Document updated 18 March 2025 and discussed at DSAG 08 March 2025