



BOARD OF DIRECTORS

SAFEGUARDING MATTERS

in the Catholic Church in Scotland

April 2022

SCSSA Directors are now on Board

On 7th April 2022, Lady Rae announced the names of five people whom she has appointed to serve as non-executive Directors on the Board of the new independent agency which is charged with assuring compliance with Safeguarding standards across all Church jurisdictions in Scotland. (see names & details on page 2).

Lady Rae said, "I am delighted to announce the appointment of individuals who will become my valued colleagues in shaping the work of the new Safeguarding Standards Agency."

The agency *Aspen People* was commissioned to manage the open recruitment process which welcomed applications from people of all faith backgrounds and none. This process, having attracted a high level of interest, resulted in a significant number of applications which were all given very careful consideration.

Commenting on the applications received, Lady Rae said, "Throughout the recruitment process, I have been greatly impressed by the calibre of those who came forward to offer their services. It was not easy to settle on a final choice from the excellent candidates who applied."

Board members will receive no remuneration for volunteering their time and expertise to guide and oversee the agency's work. They have already commenced their first significant task - recruiting the two full-time professionals who will be appointed as the *Director of Safeguarding* and the *Head of Training*.

The recruitment packs compiled for both posts have been approved by Board members, as have the job adverts which have appeared in *S1Jobs* and *Goodmoves.com*. It is hoped that the appointments will be made by June (see page 3 for details).

The agency has now been registered as a private company with Companies House and legal advice is being sought on registering the agency as a charity.

In the coming weeks, Board members will participate in some training to familiarise themselves with the landscape of Safeguarding in the Church in Scotland. This will include hearing of the experiences of abuse victims/survivors, as well as undertaking some reading of relevant background material and reports.

Board members will shortly consider priorities for their three-year term of office, to ensure that the agency's key functions will be addressed fully.

Board members are greatly looking forward to being able to meet with people involved in various Safeguarding roles across the country, with Lady Rae herself having already communicated with a significant number of groups and individuals.

INSIDE PAGES:

p2: Introducing SCSSA Board Members
p3: SCSSA vacancies
p4: National Safeguarding Conference

If you wish to offer your views on
how Safeguarding can be improved, please email:
chair@scssa.org.uk

Meet the SCSSA Board

○ THE HONOURABLE LADY RAE

Rita Rae is recognised as having led a distinguished legal career as a solicitor and a QC. She is a former Senator of the College of Justice in Scotland and continues to sit part-time as a Judge. She was elected Rector of the University of Glasgow in 2019. Lady Rae, who chairs the SCSSA Board, said on her appointment, "I intend to ensure that the agency will operate with independence and that it will re-build confidence and trust, especially among those who have experienced abuse."



○ CLARE BURNS



Clare Burns is a solicitor who worked for a number of years as a Reporter to the Children's Panel. In this role she was involved with victims of sexual abuse and supported them through the legal process. She has acted as safeguarding advisor for the HCPT UK Trust in Lourdes and has experience of responding to disclosures made to HCPT volunteers. She is currently a full-time mother of 2 children.

○ MARIE CONNELL

Marie Connell is a former Detective Inspector with Police Scotland. Her post with the Crime Management and Concern Hub in L Division involved her in working closely with partner agencies - social work, health, education - in relation to Child & Adult Protection, Domestic Abuse and missing persons. Regarding her appointment to the Board, Marie says, "I welcome the opportunity to be involved in this crucially important initiative."



○ GREG GALLAGHER



Greg Gallagher is a former Senior Manager, Head of Service and Director of Children's Services in the Third Sector and in Local Government Social Work Services. Greg said, "The Church's vision for safeguarding sets out the challenge - to establish a safe and caring environment where justice, equality and love will flourish. The agency will not achieve the re-invigoration of the prophetic vision of love on its own. However, it will provide a significant step in the culture change to care for one another with dignity and equality, with a rigorous challenge to nurture and protect the vulnerable and the young."

○ PAULINE McDONALD

Pauline McDonald is Head of Health, Safety & Compliance with ENABLE Scotland and has extensive safeguarding experience across the third sector. Commenting on the establishment of the SCSSA, Pauline said, "I fundamentally believe that there is an absolute requirement to establish an agency which works independently of the Church, working towards establishing public trust and confidence in safeguarding arrangements. The zero-tolerance message within 'In God's Image' v2 is critical."



○ PATRICK O'MEARA



Pat O'Meara is a former strategic commander with the Scottish Ambulance Service. He also acts as Chief Medical Support Officer to the UK Army Cadets. He has served as a trustee of several charities. Referring to the work of the SCSSA, Pat said, "I firmly believe that all children, regardless of background and wherever they are, should have the same opportunities to flourish, feel and be safe in a caring and loving environment. I relish the opportunity to support the work of the SCSSA."

We are hiring! Want to know more?



The SCSSA Board wish to employ candidates of the highest calibre to take on these challenging roles, to make their mark on the work of the agency and to have a positive impact on safeguarding practice across Church jurisdictions in Scotland. If you have the necessary expertise, experience and a passion for ensuring that children and vulnerable adults will be safeguarded in a culture of care, please consider applying for these posts which have been advertised on [s1jobs.com](https://www.s1jobs.com) and [goodmoves.com](https://www.goodmoves.com).

To obtain a recruitment pack, please visit: www.scsafeguarding.org.uk/News/Vacancies

Director of Safeguarding

5-year fixed-term contract (with one further term, if mutually agreed); Salary - £55k-£60k CLOSING DATE: 13th May 2022

As the agency's first Director you will be a person of the highest calibre who will command respect and trust, both across and beyond the community of the Catholic Church, as you work to deliver the agency's key functions and safeguarding objectives based on a culture of care. You will fill a highly visible position and be an ambassador for the work of the agency.

As the key postholder, you will be expected to provide strategic leadership and effective management, ensuring that it addresses the strategic priorities set by the Board, planning strategically, and deploying resources efficiently. You will be responsible for managing the agency's annual budget and for controlling expenditure.

You will offer leadership, direction and support to all who hold safeguarding responsibilities in dioceses, religious congregations and Catholic organisations. You will work in partnership with key national agencies and with stakeholders: survivors, diocesan safeguarding advisers, religious safeguarding link co-ordinators, safeguarding personnel from other Churches and organisations. You will offer leadership, direction and support to the Head of Training and to the Office Administrator, both of whom you will line-manage.

Head of Safeguarding Training

5-year fixed-term contract (with one further term, if mutually agreed); Salary - £40k-£45k CLOSING DATE: 20th May 2022

As the agency's Head of Safeguarding Training, you will work closely with the Director of Safeguarding to address the strategic priorities set by the Board of non-executive directors. You will work effectively with key stakeholders: survivors, diocesan safeguarding advisers, religious safeguarding link co-ordinators, safeguarding personnel from other Churches and organisations.

You will promote the importance of training that appropriately addresses needs that have been identified by the range of people who are responsible for safeguarding in parishes, dioceses, religious congregations and Catholic organisations. Your work will be informed by the views of those who are expected to participate in training and by emerging best practice for the delivery of safeguarding training and learning. You will encourage and support the recruitment of people who can deliver training at the local level, using resources developed nationally. You will develop a portfolio of safeguarding training resources, including online resources. You will develop effective systems to evaluate the impact of this training on safeguarding practice in various Church contexts.

Time for a Safeguarding 'Refresh'

Pope Francis has written to all Christians:

*"Every one of the baptised should feel involved in the ecclesial and social change that we so greatly need. This change calls for **a personal and communal conversion** that makes us see things as the Lord does. . . This can awaken our conscience and arouse our solidarity and commitment to **a culture of care** that says 'never again' to every form of abuse. . . Without the active participation of all the Church's members, everything being done to uproot the culture of abuse in our communities will not be successful in generating the necessary dynamics for sound and realistic change."*

The headline message that emerged from the 2021 Safeguarding Audit exercise was that, as we emerge from the Coronavirus pandemic and Church activities begin to resume, **it is time to refresh in everyone's mind our shared responsibilities for Safeguarding.**

This 're-opening' of Church life coincides with the establishment of the Scottish Catholic Safeguarding Standards Agency (SCSSA), the appointment of Board members and the current recruitment of professional staff. Arguably, this is the biggest step yet taken to ensure that the Church's "culture of care" grows stronger.

We know that the commitment of many to improve Church safeguarding has been recognised as sincere. We acknowledge that the resources committed to independent evaluations of safeguarding practice have been significant. And yet, we understand that we need to do more, to continue to listen to those who have been harmed, and to share the best practice that we can identify.

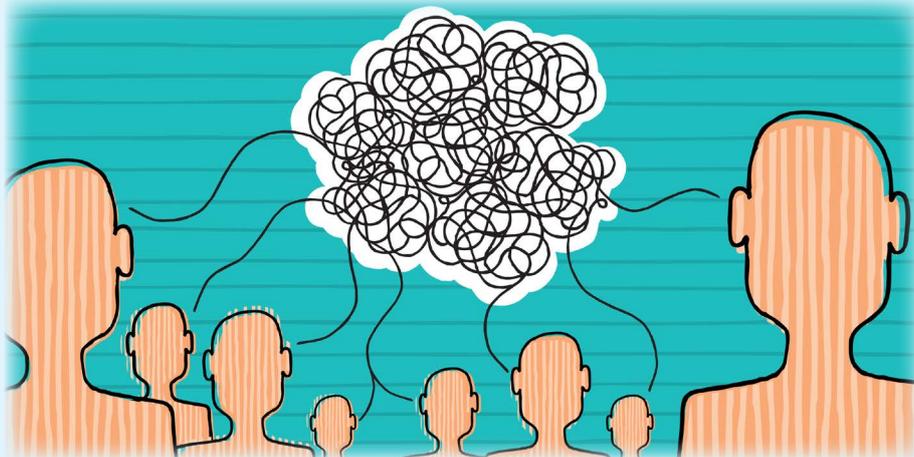
The **2022 National Safeguarding Conference** provides a timely opportunity for everyone to continue on a journey of improvement. **Please try to participate, either in person or virtually on the day.**

NATIONAL SAFEGUARDING CONFERENCE

for clergy, religious, PSCs, volunteers, employees and all responsible for safeguarding in the Church

Walking together in Safeguarding

a journey of personal and communal conversion



Participants include: The Hon. Lady Rae, SCSSA Board members & staff

on Saturday 1st October 2022

in the University of Strathclyde

Technology and Innovation Centre, George St., Glasgow

N.B. The Conference will be run as a 'hybrid' event, enabling you to attend in person or online.

Details of costs and how to register will be published in May.