

Delivering Change and Building Trust

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For the next two weeks



Update

- From Carol Lawrence, Project Implementation Director

The last two weeks has seen the work continue at pace across the project. The new company for the standards agency has been incorporated and work has been done on preparing the recruitment pack for directors. The active phase of recruitment should begin within the next two weeks and it is expected that the process will take 12-14 weeks to complete before the Chair and new committee are in place.

An information gathering exercise on resources in parishes will be sent out shortly, to hear from volunteers on the resources needed to support them in their roles in church life and work. This is the first time such a large 'grass roots' exercise has been undertaken across all Dioceses and Religious Orders with parishes. The results will be analysed and used to support the work on training and in other applicable areas.

The workplan on the final page comes from the Implementation Plan, which I am pleased to report is on track. The table shows the work that should have been carried out in the last two weeks and that which will be done in the coming fortnight so that you can see the progress.

As always, I would be pleased to hear from you with any feedback or comments you may have. This can be done either through the website or info@catholicsafeguarding.org.uk

Catholic Safeguarding Standards Agency

Workstream Progress

Dr Colette Limbrick

Positive progress has been made in the last two weeks, with further work in the weeks ahead. Over the last two weeks three meetings have been held and over fourteen people participated in the work from across Dioceses and Religious Life Groups. Additional representatives from Religious Life Groups have also kindly volunteered and will be able to begin contributing over the next two weeks. Currently the workstreams in progress are:



Terms of Reference for Trustee Safeguarding Sub-Committees A first version has been drafted of Terms of Reference, contextual information for Trustees and a route-map for transition. A group of key stakeholders will be convened within the next two weeks for consultation on the documents.

Standards and Audit Members of the standards workstream and audit workstream have joined a single group which meets fortnightly. In the last newsletter we advised that some small modifications had been made to the wording of the original standards. From this, attention has turned to considering the type of evidence that could be used to demonstrate the standard being met, and audit measurement and models. The standards workstream and audit workstream has joined together to take this work forward. The first joint meeting has taken place during which the group reaffirmed the need for 3 levels of audit activity which will include:

1. Self-assessment by church bodies
2. Audit of church bodies by the CSSA
3. Audit of the CSSA by an independent professional body

The group discussed the need for a rating framework to be more than binary in nature (whilst recognising that there is clearly a place for binary ratings for some elements), and include recognition of 'partially met' or 'working towards' for example – allowing for a more nuanced approach to the analysis of evidence. Discussion also focused on models of audit such as developing key lines of enquiry linked to the standards or criteria, for which a range of evidence could be provided, using a range of means e.g. case records, minutes, case studies by the church body. Different approaches and models will be considered at the next meeting.

Parish resource audit tool Three meetings have taken place with the working group and two audit templates have been completed. One template is aimed at gathering general information from Parish Priests and/or Parish Safeguarding Representatives. The other template is aimed at gathering information directly from volunteers about their training and support needs. Four of the dioceses contributing to this workstream will run a short pilot of the templates which will involve completion of an online survey. Feedback from the pilot will be used to inform the next stage.

National training framework The first meeting of the working group is scheduled to take place this week. The focus of this workstream is to develop a national safeguarding related training framework for those in roles working directly with children and adults at risk, or who may be vulnerable and outside of the statutory definition of 'at risk'. Initially, the group will consider the various roles who are ministering to and working with children and adults who may be vulnerable, and the type and level of training that is required for the role. The working group will also consider training resources and delivery.

Survivor Engagement

Survivors continue to play a key role in the work that we are doing, commenting and providing feedback on various aspects of the project. This engagement is varied according to wishes and interests of the survivor, from considering documents to giving their views on the direction that the project is moving. I remain grateful for their wisdom and humbled by their willingness to participate in this important work.

Religious Life Groups

- Fr David Smolira SJ

I wrote in the last newsletter that The Religious of England and Wales are very keen to be involved in the process of implementation of the new standards-based safeguarding structures and that was shown to be true with almost 200 Religious Leaders, Safeguarding Leads and Bursars attending our first consultation meeting on 10th February 2021. The enthusiasm in the meeting was a delight to see, though it did not mask the questions and concerns that were obviously held by many of those present. I explained the probable changes that would be coming into place and listened to the questions and concerns, trying to respond to as many as possible in the meeting and giving a commitment to provide written responses to the rest of the questions in the email I will send out in a few days. Overall, the questions demonstrated to me the real commitment from Religious to put this new model of safeguarding into operation as soon as possible, but also to ensure that it would meet their needs to help them as far as possible to deliver best practice in all safeguarding matters.



Outside of this large meeting work has begun to explore how best to implement the changes proposed by the Elliott Review and how these will require changes in the safeguarding practice of Religious. The Religious Working Group has already had its first meeting and this will be helping me to develop models for the structure of the Religious Life Safeguarding Service (called the ICLSAL Resource in the Elliott Review) as well as working on financial models based on the preliminary business models which Carol Lawrence has already commissioned. The Religious Leaders Group will be my first place of consultation as I begin to pull together the various strands of work and before I take them to a wider consultation among leaders of Religious Congregations.



National Tribunal Service

- Dr Edward Morgan

The drafting work of the Rules of Procedure together with guidance material for stakeholders continues. Attention is now being given to facilitating evidence from vulnerable witnesses and related special measures.

Work Plan

In the last two weeks we said we would:	And we have:	In the next two weeks we will:
Incorporate the CSSA limited company	Incorporated the company on 5 February 2021. (Task complete)	Task completed
Launch the project website	The website which can be found here (Task complete)	Task completed
Open meeting to be organised for consultation with Religious Leaders, Bursars and Safeguarding Leads to discuss safeguarding changes	Held the first meeting. The feedback will form part of the work over the coming weeks	Task completed
Begin financial modelling	Started the process	Receive the first draft of financial forecasts
Saxon Bamfylde, recruitment specialists, will be retained for search and selection of directors of CSSA	Begun work with Saxon Bamfylde, drafting documentation for the recruitment of directors	Advertise and begin search and selection. The process will take about 12 weeks.
Work to continue on drafting the Rules of Procedure for the National Tribunal Service	Made progress on the drafting	Drafting of rules on evidence for vulnerable witnesses to be completed.

New work in the next two weeks

In the next two weeks the following will be delivered:

- Consult on terms of reference, a route map from safeguarding commissions to sub-committees as well as an explanatory overlay document.
- Commence TUPE of CSAS staff
- Create template for gathering information on resources in parishes
- Create a survivor reference charter on engagement with survivors in shaping the safeguarding structures both now and in the future.
- Working Group and Religious Leaders group meetings to continue, now that membership has been established and initial meetings held.

