

The Society of Missionaries of Africa

Baseline Audit Report
May 2025

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1. Introduction

1.1 This report is a baseline audit of the safeguarding arrangements for the Order of The Society of Missionaries of Africa¹, also known, and referred to in this report, as Missionaries of Africa. It is undertaken as part of the CSSA programme of baseline audits for Religious Life Groups (RLGs) in England and Wales.

1.2 The Missionaries of Africa are an international Missionary Society of priests and brothers which is split into Provinces which themselves contain Sectors. England, Scotland and Wales are a Sector within the Province of Europe although there is currently no presence in Wales. This audit will cover the region of England only, where the Missionaries of Africa have 26 male members. Their primary ministry in England is the running of St Vincent's parish in Liverpool city centre, which they assumed in 2018 on the invitation of the Archbishop. Three priests and one student are based in the parish. There are also communities where confreres² reside in London at Little Ealing Lane and Corfton Road. The residents are mainly retired but some occasionally carry out cover ministry and editing of the group's magazine.

1.3 The CSSA has devised a categorisation scheme for Religious Life Groups taking part in safeguarding audits. This categorises groups on a scale from *Level 1* (a small community with minimal outreach and no known safeguarding concerns), *Level 2* (a medium sized community with some outreach with vulnerable populations and/or providing some diocesan activities such as a Parish Priest) or *Level 3* (a large community and/or one with significant outreach with vulnerable populations and/or a disproportionately high number of open safeguarding cases). The Missionaries of Africa have been assigned to a Level 2 audit. This audit covers the period up to the 12 months preceding the audit week.

1.4 The CSSA recognises the rich diversity of the Religious, and acknowledges that the Religious Life Groups within any particular category may vary significantly in

¹ Order of the Society of Missionaries of Africa. Registered charity number 233302.

² Members may be ordained priests or lay brothers and are collectively referred to as confreres.

terms of size, ministry and safeguarding practice. Consequently, CSSA analysts may use professional judgement to ensure that Religious Life Groups are graded against the national standards in such a way that reflects their uniqueness.

2. Methodology

2.1 On the 15 July 2024 the CSSA auditor contacted the Safeguarding Lead for the Missionaries of Africa via telephone to notify of the intention to complete a safeguarding audit. This was followed up on the same day by an e-mail which contained the relevant documentation and confirmed the date for the audit and for the in-person visit as well as a submission date for the Level 2 Self Assessment; an assessment tool which enables the RLG to evidence their compliance with the eight National Safeguarding Standards³.

2.2 Overall safeguarding practice was assessed against the eight National Safeguarding Standards and graded in accordance with the CSSA Maturity Matrix for Level 2 RLGs. Each standard is graded on an ascending six point scale of Basic, Early Progress, Firm Progress, Results Being Achieved, Comprehensive Assurance, and Exemplary. Grades for individual standards are combined in order to produce an overall grading.

2.3 During the in-person visit on the 15 October 2024 the auditor had the opportunity to meet with both the Provincial Delegate who is also a trustee and the Safeguarding Lead. A video-link meeting was arranged with the House Manager who is also the House Bursar and maintains the accounts and is responsible for health and safety. The Missionaries of Africa have two open safeguarding cases; both of which are managed by the RLSS. For the purpose of this audit, the CSSA will only review the role of the Missionaries of Africa. The case files were accessible for the in-person visit and subsequent case audits were undertaken for each case.

³ A description and full details of the Standards can be found on the CSSA website [here](#)

2.4 The following evidence has also been considered in the preparation of this report in reaching decisions regarding scoring for the individual safeguarding standards and the overall grade:

- The White Father's website⁴
- Self Assessment form completed by the Safeguarding Lead and submitted to the CSSA Analyst
- Sector Council meeting minutes
- Safeguarding policy
- Safeguarding policy statement
- Training certificates
- Display posters
- Safeguarding questionnaire issued to all confreres and the anonymised responses to that questionnaire
- Liaison with the Westminster diocese safeguarding team
- E-mail liaison with the Religious Lives Safeguarding Service (RLSS)

3. Audit grading

3.1 Overall safeguarding practice was assessed against the eight National Safeguarding Standards and graded in accordance with the CSSA Maturity Matrix for Level 2 RLGs. Each standard is graded on an ascending six point scale of Basic, Early Progress, Firm Progress, Results Being Achieved, Comprehensive Assurance, and Exemplary. Grades for individual standards are combined in order to produce an overall grading.

3.2 The Missionaries of Africa achieved an overall grade of Firm Progress, with a particular strength noted in their management of respondents to allegations. Leadership and governance arrangements likewise contributed to a strong grade

⁴ www.missionariesofafrica.org.uk

in Standard 1. Conversely more development is required in safer recruitment and training arrangements.

Overall grading	Firm Progress
Standard 1 – Safeguarding is embedded in the Church body’s leadership, governance, ministry and culture	Results Being Achieved
Standard 2 – Communicating the Church’s safeguarding message	Firm Progress
Standard 3 – Engaging with and caring for those who report having been harmed	Firm Progress
Standard 4 – Effective management of allegations and concerns	Results Being Achieved
Standard 5 – Management and support of subjects of allegations and concerns (respondents)	Comprehensive Assurance
Standard 6 – Robust human resource management	Early Progress
Standard 7 – Training and support for safeguarding	Early Progress
Standard 8 – Quality assurance and continuous Improvement	Early Progress

4. Audit findings against each standard

4.1 Standard 1 Safeguarding is embedded in the Church body's leadership, governance, ministry and culture

Strengths

4.1.1 The Missionaries of Africa have an overarching safeguarding policy and a local, provincial safeguarding policy statement. The policy is thorough and applicable and is reviewed every three years at the General Council; the current version being approved in May 2022. The policy was composed by a central team in Rome in consultation with a canon lawyer and the General Council. *Integrity in Ministry*⁵ has been promoted via the group's magazine and copies are available for the residents in each of the houses.

4.1.2 The Missionaries of Africa have three trustees; one of whom is the Provincial Delegate. Anything that is raised to the Safeguarding Lead is automatically reported to the Provincial Delegate and therefore the trustees, who meet regularly and frequently, are sighted on these issues by default. The trustees have oversight of safeguarding issues including reviews of management plans. Safeguarding is a standing agenda item and updates on current cases and management plan are discussed. The three trustees are located in the same building and have close to daily contact so there is an informal route to raising urgent issues outside of trustee meetings which expedites the process. For this reason regular safeguarding reports for members and trustees is not considered necessary although the Provincial Delegate plans to raise this with the Provincial for Europe. The RLSS have confirmed that the trustees have completed trustee training with the RLSS.

4.1.3 A Safeguarding Lead is appointed who has substantial experience in working with vulnerable people and is qualified to do so, being a member of the British

⁵ *Integrity in Ministry* is a code of conduct for Religious engaged in ministry in the Catholic Church in England and Wales. It has been written for the guidance of those in ministry and for the information of those people with and among whom Religious exercise their ministry. A copy can be located [here](#)

Association of Counselling and Psychotherapy (BACP) for close to 25 years and has previous experience having overseen safeguarding in Ghana for seven years. The Provincial Delegate has also completed safeguarding training. Through interview with the Safeguarding Lead and the Provincial Delegate it was apparent that both have a sound understanding of safeguarding practice and of their legal obligations in regards to safeguarding legislation. Both spoke of a culture of safeguarding throughout the leadership group and members. The oversight offered by leaders, in addition to the strong desire voiced to uphold robust safeguarding practices during interview, evidenced a strong culture of safeguarding.

4.1.4 In addition to the trustee meetings the Missionaries of Africa also have a Sector Council with regular meetings which includes their Scottish counterparts. These are attended by a representative from each of the communities as well as the treasurer. Above the Sector Council sits the Provincial Council for the Province of Europe which the Provincial Delegate attends three times per year and describes the level of communication from leaders as very good. The Safeguarding Lead prepares a report for the Provincial Delegate to feedback so any safeguarding issues are also overseen at this level. The Provincial Delegate's representation and opportunity for feeding back issues of safeguarding at the Provincial Council evidences a high degree of governance and leadership oversight.

4.1.5 A contract with the RLSS has been agreed and signed and the RLSS have confirmed that the Order has been in contact with their membership, training and safeguarding teams. Representatives from the Missionaries of Africa have also attended the RLSS safeguarding conferences.

Areas for development

4.1.6 Whilst the *Policy on the Prevention of Abuse and the Protection of Minors and Persons in situation of Vulnerability* document is thorough and encapsulates much of the safeguarding guidance required, it does not cover details specific to England and Wales.

4.1.7 A safeguarding action plan should be in place to help steer safeguarding activity and underline the group's commitment to achieving an ingrained safeguarding culture.

Graded: Results Being Achieved

4.2 Standard 2 Communicating the Church's safeguarding message

Strengths

4.2.1 There is a Safeguarding Policy statement that outlines a commitment to safeguarding. It is considered that this overarching policy can be suitably adopted for local use and the Incident Report Form is compatible for the UK although further refinements would be beneficial. A communication plan features in the policy. A copy of this policy is on public display in each of the Missionaries of Africa communities.

4.2.2 The Parish of St Vincent's, which is staffed by four Priests from the Missionaries of Africa, has a website which features a safeguarding section on the home page. This safeguarding page contains links to the archdiocesan safeguarding page and the CSSA website along with a video message about safeguarding from the Archbishop.

4.2.3 During the in-person visit the CSSA Analyst was informed that a hard copy of *Integrity in Ministry* is kept in every community for members to have access to. The Safeguarding Lead receives updates and new information from the CSSA and the RLSS and processes this before sending on to the right audience within the Order. Any higher level Society changes from Rome are sent to the Provincial Lead who distributes them accordingly.

Areas for development

4.2.4 The safeguarding policy statement is on the website. However, this features at the foot of a page about the RLG's story and would benefit from being placed in

a more prominent position in order to communicate the commitment to safeguarding effectively. The safeguarding policy should also be attached to the website. There is no separate safeguarding tab on the home page of the site and readers have to navigate to the privacy page or the “Our Story” page in order to find an e-mail address for safeguarding matters. The link to the CSSA is also out of date and refers to the agency’s predecessor.

4.2.5 During interview the Provincial Delegate and Safeguarding Lead discussed how messages of safeguarding can be shared via the on-line magazine on their website. This three monthly publication is a good forum in which to share updates and relay messages but beyond some articles promoting awareness of the signs of dementia in elderly confreres in the past year there have been no specific safeguarding messages.

4.2.6 The Provincial Delegate and Safeguarding Lead commented during interview that communicating the importance of safeguarding to their members is something that they will be concentrating on moving forwards. They observed that safeguarding is an essential part of their vocation and something they hoped to raise the profile of.

Graded: Firm Progress

4.3 Standard 3 Engaging with and caring for those who report having been harmed

Strengths

4.3.1 Although the nature of the current safeguarding case work means that no direct work with complainants or survivors is necessary, the records and communications included in these case files demonstrates compassion and care for those who may have been harmed as well as potential victims of abuse. Language used is understanding and appropriate and, in the absence of any direct experience of working with complainants, implies that a suitable approach will be taken by the Missionaries of Africa should the need arise. Despite having no direct

involvement with those who report having been harmed, the Provincial Delegate and Safeguarding Lead relayed in interview potential scenarios in which they may need to take action and offer pastoral care to those who have been harmed. A commitment to those who report being harmed is also demonstrated through the safeguarding policy statement on the website and the availability of the safeguarding policy in each house. The importance of keeping accurate records, following documented procedures, liaising with the appropriate statutory authorities, contacting the RLSS and informing group leaders were understood by the Provincial Delegate, Safeguarding Lead and House Manager.

4.3.2 The Safeguarding Lead is a qualified Counsellor and Psychotherapist and as such is well-positioned to handle disclosures from member of the public and from confreres should they arise. The Safeguarding Lead, Provincial Delegate and House Manager were all able to list various sources of support available both locally and nationally for those raising complaints and could explain in detail what actions they would take in the event of a disclosure being made directly to them or through a member of the group. Various potential sources of internal pastoral and external therapy and counselling support were listed for those who might make a disclosure of abuse. They also report to have a close working relationship with the RLSS and with the safeguarding team in the diocese of Westminster, which the diocese has confirmed. The RLSS have confirmed that the Safeguarding Leads training has also been completed.

4.3.3 The Missionaries of Africa have a number of elderly and vulnerable members. The opportunity for any one of these members to report harm is available through face-to-face contact with the Safeguarding Lead or group leaders, staff members or via telephone or e-mail to the Safeguarding Lead.

Areas for development

4.3.4 The House Manager reports that staff are encouraged to spend time with residents and community members in order to be able to identify ill health or signs that residents are not sufficiently practicing personal care. Indeed those interviewed during this audit were aware of the specific risks associated with care of their elderly confreres. Whilst this is a conversation that takes place during the

induction process for new staff, attending formal training would further assist the ability of staff to see signs of ill health and abuse in residents and support in giving an understanding of how to recognise and handle disclosures.

4.3.5 Although leaders verbalised an awareness of a range of sources of support they could signpost those raising complaints to, some of these should be easily available to view on the website.

Graded: Firm Progress

4.4 Standard 4 Effective management of allegations and concerns

Strengths

4.4.1 The Missionaries of Africa have had no new concerns raised within the last 12 months and the two current cases they are managing are non-recent. Although this audit covers events in the preceding 12 months, it is reasonable to add that the responses of the Missionaries of Africa when these cases were raised was appropriate and timely. In the event of any new allegations or concerns the RLSS would be responsible for retaining records. However, in interview the Safeguarding Lead described how he has a notebook and folder set aside for recording any such concerns immediately as they arise. This is kept securely in his room and contains minimal identifying information for security. In addition the Missionaries of Africa have a filing cabinet that contains historical information, concerns and current case work. This is a locked cabinet within a locked room outside the office of the Provincial Delegate. All documents, including those sent via their lawyers, are printed and a hard copy is stored in the files.

4.4.2 The House Manager was able to explain the actions they would take in the event of safeguarding concerns arising in a variety of scenarios. In such an event they reported how they would liaise closely with the Safeguarding Lead and displayed a sound understanding of the need to gather information sensitively, make records and when and how to contact statutory services.

4.4.3 The safeguarding policy contains a section on record keeping which outlines the importance of accurate record keeping and adhering to data retention principles. The website also has a privacy policy clearly detailed.

4.4.4 The governance structures in place allow leaders and trustees to have formal oversight of allegations and provide a platform to assess the need to report serious incidents to the Charity Commission. During interview the Safeguarding Lead and Provincial Delegate demonstrated an understanding of the need to ensure that responses to allegations are in accordance with Canon Law.

Areas for development

4.4.5 The Missionaries of Africa have no recent experience with which to comment on. That said, there do not appear to be any existing mechanisms from which to learn from experiences in order to develop working practice. A method for leaders to review responses to allegations and cascade learning to members in the future would be beneficial.

Graded: Results Being Achieved

4.5 Standard 5 Management and support of subjects of allegations and concerns (respondents)

Strengths

4.5.1 As previously stated, the Safeguarding Lead holds a professional qualification for counselling and psychotherapy and as such provides a good source of support when required. In situations where this would not be possible, such as the Safeguarding Lead residing in the same location as a respondent or other types of conflict of interest, private forms of support can be accessed and funded.

4.5.2 When interviewing the Provincial Delegate and Safeguarding Lead the auditor was informed that if new concerns were raised or fresh allegations of harm were made then the safeguarding policy would be adhered to and the RLSS would be contacted for advice in the first instance. They would ensure that the Respondent

had an allocated support person to liaise with who would be the Safeguarding Lead or, if this could not be facilitated, another trained confrere. Other means of support such as counselling, pastoral support and access to a canon lawyer could also be sought if required. The Missionaries of Africa have a number of communities with which to re-house a respondent pending an investigation should the need arise. The Provincial Delegate voiced a willingness to work towards supporting any respondents who had to leave in returning to life within the group where appropriate to do so.

4.5.3 Case audits undertaken during the audit process were scored as Outstanding overall⁶ and demonstrate that there is clear communication between the Missionaries of Africa and the RLSS in managing current cases. The case audits evidence contributions made towards the implementation and review of the plans and the constructive working with all parties involved in the delivery of an effective safeguarding plan. Members of the safeguarding team from the diocese of Westminster have also been involved in offering support, professional assessment and risk management.

Areas for development

4.5.4 Within case work there is no evidence that structured feedback from the respondents has taken place. Whilst respondent's views are occasionally recorded it is not possible to see whether any learning has taken place as a result of this. It is therefore recommended that a mechanism to seek respondent's views is developed and that feedback is assessed by leaders. If this is already occurring then it should be recorded to evidence learning.

Graded: Comprehensive Assurance

⁶ Case audits assess six domains of practice, each of which receive an individual grade. An average of these grades is taken to produce the overall grade. Outstanding is the highest of the four possible grades.

4.6 Standard 6 Robust human resource management

Strengths

4.6.1 The Charity Commission website cites the existence of a stand-alone bullying and harassment policy and a complaints handling policy but these could not be sourced when requested by the auditor and the leaders state that they are no longer in existence. Although the auditor saw no specific complaints or whistleblowing policies, both of these areas are covered in separate sections within the Society of Missionaries of Africa overarching safeguarding policy. The Provincial Delegate commented that he feels confident that all confreres know how to raise a complaint should they need to and this was enforced by the Safeguarding Lead and House Manager who report that they are aware of how to raise a complaint.

4.6.2 The Provincial Delegate is involved with the Jesuit Refugee Service (JRS) through which he visits a local detention centre for illegal immigrants. The Safeguarding Lead celebrates Mass and hears confessions at a convent secondary school and assists the homeless through Sant'Egidio. Each of these institutions has their own safeguarding and safer recruitment procedures which the brothers must adhere to when working there. There are few confreres undertaking active ministry but those that do hold an up-to-date DBS check at the correct level. The RLSS have confirmed completion of DBS checks on behalf of the Missionaries of Africa.

4.6.3 The Missionaries of Africa have 13 paid employees consisting of the House Manager, care workers, cleaners, cooks, laundry and maintenance roles. The RLSS complete the DBS checks for these when requested. There are no volunteers working with the group. The House Manager holds a CIPD Level 7 in Human Resources. During interview the House Manager advised that she personally gives new staff a brief on health and safety and safeguarding of the elderly and vulnerable residents.

4.6.4 During interview with the auditor the Provincial Delegate described how the Missionaries of Africa do not have any new members join the group but have had existing clergy join and partake in ministry. In such cases celebrities and DBS records are checked prior to active ministry being completed. Should they receive any new

members in the future the Missionaries of Africa stipulate they would be required to complete a Missio programme with the Church which includes a one day safeguarding course and appropriate references and DBS checks would be made.

4.6.5 Occasionally the group receives Priests from overseas, Africa in particular. When this happens a DBS check is completed after they have resided in the country for six months. These Priests are visitors only and are not permitted to undertake ministry for the Missionaries of Africa.

Areas for development

4.6.6 During interview with the House Manager it was identified that that there is no central record for the checks that employees in the communities had undergone and therefore no record of whether these checks are at the correct level or up-to-date. Given that the group employ care workers in their communities it is highly likely that some of their tasks will fall under regulated activity and therefore it is vital that appropriate checks are in place. The Missionaries of Africa should seek advice as to whether any of the employee roles constitute regulated activity and therefore confirm the level of DBS check required. It appears that over time the employees' roles and tasks have evolved which raises with it the potential for them to fall into regulated activity and therefore further guidance from the DBS would be beneficial in clarifying. If, as a result of this consultation, any staff do require a different level DBS to perform their duties, a record should be kept along with any renewal dates.

4.6.7 The safer recruitment of staff is managed by the House Manager. Neither the Sector Council nor the trustees appear to have oversight of any safer recruitment matters and it is not clear who would manage any concerns such as a blemished DBS disclosure. The Missionaries of Africa should compile a central record of all employees and members who require a DBS check together with copies of the checks and the latest date for renewal.

4.6.8 The safeguarding policy directs that a code of conduct is required for those working with children and vulnerable adults. The Safeguarding Lead states that they are currently working towards ensuring that those who require a code of conduct have been provided with one and signed to acknowledge their understanding. A record of those requiring an understanding of the code of conduct and those who have signed should be made.

Graded: Early Progress

4.7 Standard 7 Training and support for safeguarding

Strengths

4.7.1 Training certificates provided as part of the audit process evidence that the Parish Priests, leaders and trustees have completed various in-person and on-line safeguarding training to a good standard by undertaking recognised courses and on a regular basis. As referenced in standard 1, the trustees have completed trustee training with the RLSS and the Safeguarding Lead has completed numerous forms of safeguarding training in the course of their counselling/ psychotherapy role. In relation to safeguarding for some of the elderly and vulnerable confreres residing in the community at Little Ealing Lane, the RLSS were scheduled to attend to deliver training at the time of the audit.

Areas for Development

4.7.2 Training for safeguarding for the other members of the group and for employees is sporadic and less thorough than that of the Safeguarding Lead and other leaders and records should be improved of those who have undertaken courses and those who still require some form of training or safeguarding awareness. That said, during the in-person visit the Safeguarding Lead relayed his plans to visit each community prior to the end of 2024 and give a specialised and tailored input into safeguarding for the members there. Training, and accurate records for those who have and have not completed safeguarding training and refreshers, were areas identified by the Safeguarding Lead as requiring development. The self assessment acknowledges that recording and monitoring attendance at training is a process that is just beginning and is an area for development.

Graded: Early Progress

4.8 Standard 8 Quality Assurance and Continuous Improvement

Strengths

4.8.1 Following his attendance at an international safeguarding conference in Rwanda in June 2024 the Safeguarding Lead distributed a safeguarding questionnaire that he devised to all confreres. The questionnaire requests information regarding training, commitments to safeguarding and awareness of policy and the resulting responses have been anonymised and tabulated. At the time of the audit, visits to three communities by the Safeguarding Lead to raise awareness of safeguarding and seek the views and gauge understanding of confreres were in the planning stages.

4.8.2 As previously mentioned, the opportunity for learning from any disclosures of abuse or working with complainants is minimal due to the fact that there have been no recent safeguarding cases in this country. Nonetheless, during the in-person meeting the Provincial Delegate and Safeguarding Lead both showed a willingness to, and an understanding of the importance of, remaining in touch with survivors and learning from their experiences in shaping future responses to allegations. The Provincial Delegate and Safeguarding Lead have commented that they welcome feedback from this audit to assess where they stand in relation to safeguarding practices and make any adjustments accordingly.

Areas for Development

4.8.3 A safeguarding action plan should be produced to drive, track and monitor any actions required in meeting safeguarding objectives. This would also help to offer assurances to leaders that all obligations are being met. The safeguarding questionnaire that has been issued and visits to communities that are being planned appear to be positive first steps in addressing this.

Graded: Early Progress

5. Summary of overall findings

5.1. There is a thorough overarching safeguarding policy in place. Developing and agreeing safeguarding procedures to sit underneath this overarching safeguarding policy to guide local processes will assist in refining safeguarding expectations. The case audits demonstrate some good ongoing work with respondents.

5.2 There are strong governance structures in place with regular meetings of leaders documented. Having further oversight of the details of safeguarding issues beyond the care and management plans would help to develop the culture of safeguarding within the group and further improve practice. The knowledge and experience of the Safeguarding Lead, together with the willingness from Leaders stands the group in a firm position to raise the profile of safeguarding within the Missionaries of Africa and continue to develop good practice.

5.3 DBS processes should be strengthened. Roles of existing employees should be checked and records made of who requires updates and by when.

5.4 There are high levels of training for leaders but this needs to be extended to the confreres and employees. A central database should record training expectations for the various roles along with completions to provide oversight to leaders.

6. Recommendations

To support improvement, the following recommendations are made:

Within 3 months

Develop a tracker to record which members have undertaken what safeguarding training and when they will be expected to complete a refresher.

Update the website to feature the safeguarding policy and display the correct details for the CSSA.

Ensure employee's job descriptions accurately reflect their roles and responsibilities and verify if DBS checks are required. Necessary checks should be made as a matter of urgency where required. Mitigation for those working without checks (where they are required) should be actioned in the interim.

Within 6 months

Devise a safeguarding action plan to support trustees' oversight of progress.

Create a central record of DBS checks completed for all employees and members requiring them. This should be shared with the trustees.

A record of those requiring an understanding of the code of conduct and those who have/have not yet signed should be made.

If respondents remain on an open care and management plan then their feedback should be sought in a structured way to inform and improve practice as necessary.

Add a list of sources of support (such as Safe Spaces) available to those reporting abuse to the website.

Within 12 months

Develop safeguarding procedures to sit beneath the overarching safeguarding policy which outline detailed processes specific to England and Wales.

Agree minimum safeguarding training expectations for employees and confreres and compile a central record of requirements and completions so that this can be tracked.

Develop a mechanism for reviewing responses to allegations and sharing any learning with members.

7. Arrangements for follow-up

7.1 In line with the overall rating of Firm Progress, there will be a minimum two year period prior to an inspection of the Missionaries of Africa. Should any indications or factors come to light that suggest an increase in risk before this time an inspection may take place sooner.