

**Institute of Christ the King Sovereign Priest
Province of Great Britain**

Baseline Audit Report
August 2025

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1. Introduction

1.1 This is an audit of the Congregation of the Institute of Christ the King Sovereign Priest, a worldwide religious order who describe themselves as *“a Society of Apostolic Life of Pontifical Right whose goal is the honour of God and the sanctification of priests in the service of the Church and souls. Its specific aim is missionary: to spread the reign of our Lord Jesus Christ in all spheres of human life. The work of the congregation is carried out under the patronage of the Immaculate Conception, to Whom the Institute is consecrated.”*¹ The Institute of Christ the King Sovereign Priest was founded in 1990 by Monsignor Gilles Wach and Father Philippe Mora in Gabon, Africa. The motherhouse and international seminary of the Institute is in Gricigliano, in the Archdiocese of Florence, Italy and there are missions throughout the world. Within England there are 12 members, seven members of clergy and five sisters who reside in one convent in Preston. The sisters, known as the Sisters Adorers, support the parish ministry of the local church. The Institute of Christ the King Sovereign Priest also own or manage four churches within three dioceses in Lancaster, Shrewsbury and Plymouth and masses are also celebrated by members in diocesan churches, such as Shrewsbury Cathedral. The Institute of Christ the King Sovereign Priest also manage St Benedict’s Cultural Centre, a centre for Salesian Formation, supporting home schooling Catholic families, which is a separate charity. Where there is reference in this report to the Institute, this is a name often used for The Institute of Christ the King Sovereign Priest.

1.2 This audit seeks to assess the effectiveness of current safeguarding arrangements of the Institute of Christ the King Sovereign Priest by considering practice against the eight National Safeguarding Standards over the last 12 months. The Institute are managing one safety management plan for a member of clergy and there are two safety management plans implemented on behalf of a diocese for lay parishioners regarding their safe attendance at mass. The Institute do not employ any staff but do employ volunteers to support church activities.

¹ <https://icksp.org.uk/institute/who-we-are/>

1.3 The CSSA devised a categorisation scheme for Religious Life Groups; this placed Groups on a scale from Level 1 (a small community with minimal outreach and no known safeguarding concerns), through Level 2 (a medium sized community with some outreach with vulnerable populations and/or providing some Diocesan Activities such as a Parish Priest) to 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 categorisation scheme was paired with bespoke self-assessment and grading materials that corresponded to the respective levels; The Institute of Christ the King Sovereign Priest were allocated to Level 2 of the categorisation scheme for the current audit.

1.4 The CSSA recognises the rich diversity of religious Life groups and acknowledges that the religious life groups within any category may vary significantly in 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 The Institute of Christ the King Sovereign Priest were sent formal notification of the safeguarding audit on 23 September 2024 and a set up meeting to discuss the audit was arranged for 10 October 2024, this was followed up with an email containing the Level 2 self-assessment document with a required completion date of 10 February 2025, with guidance on evidence to be submitted. The CSSA analyst and safeguarding lead exchanged brief email communications to finalise arrangements for visiting the community and for audit interviews.

2.2 The Level 2 Self-Assessment was submitted on 28 February 2025 and evidence was later received on 3 March 2025, a significant volume of further evidence was shared on a site visit to New Brighton parish on 11 March 2025 and was later reviewed off site. A visit has also been completed to the sisters on 24 March 2025. The website for the province has been reviewed which delineates into Parish

websites. The Religious Life Safeguarding Service (RLSS)², the Dioceses of Shrewsbury and Plymouth and the Safeguarding and Inspection Team for Lancashire County Council have contributed to this audit.

2.3 Interviews have been completed with the following:

- Interview with safeguarding lead/ provincial leader
- Trustee interview – virtual
- Canons focus group- virtual
- Sisters' local leader interview
- Sisters focus group
- Interview Headteacher at St Benedict's – virtual

2.3.1 A casework audit has been completed on the member of clergy who is the subject of an allegation and is referred to as case work audit 1.

2.3.2 Document Review

- A list of evidence provided by the Institute of Christ the King Sovereign Priest is provided as an appendix.

2.4 The CSSA are grateful to all members and volunteers who facilitated the completion of the audit.

3. Audit Grading

3.1. Practice was assessed against the eight safeguarding standards adopted by the Catholic Church in England and Wales. The CSSA RLG Level 2 Maturity Matrix was used to grade audit evidence, with scores from the individual sub-standards being used to calculate the overall standard gradings. Each standard was graded on an ascending six-point scale of *Basic, Early Progress, Firm Progress, Results Being*

² The Religious Life Safeguarding Service (RLSS) is an independent team of safeguarding professionals offering safeguarding services to the Religious of the Catholic Church in England and Wales. Their website is available [here](#)

*Achieved, Comprehensive Assurance, and Exemplary*³. Grades for individual standards were combined to produce an overall grading

Overall Grading	Results Being Achieved
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	Firm Progress
Standard 5 – Management and Support of Subjects of Allegations and Concerns (respondents)	Results Being Achieved
Standard 6 – Robust Human Resource Management	Firm Progress
Standard 7 – Training and Support for Safeguarding	Results Being Achieved
Standard 8 – Quality Assurance and Continuous Improvement	Results Being Achieved

³ Where evidence does not meet the threshold for a grade of ‘Basic,’ a substitute grade of ‘Below Basic’ would be awarded.

3.2 The key findings of this audit are that the Institute of Christ the King Sovereign Priest have achieved an overall grade of Results Being Achieved which is attributed to the practical application of safeguarding across the institute, the clear commitment to training and the effective liaison between members and safeguarding professionals. There is further opportunity for progress in relation to the development of policies and information recording practices, as safeguarding practice observed in casework audit 1 has demonstrated a sufficient knowledge and application of national policies and procedures.

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 Institute of Christ the King Sovereign Priest have a designated safeguarding lead, who is also the provincial leader, he joined the congregation at 18 years old and was ordained at 24 years old and was given the post of headteacher in a primary school. The safeguarding lead has spent the past seven years in England and has been the provincial leader for three years. Initially the congregation in England were considered a '*province in formation*,' until the establishment of five missions, which has now been achieved. Whilst there is no job description for the role of safeguarding lead, the role of the provincial lead is reported to be outlined within canon law and its primary function is to support the welfare of members, spiritually, physically, and financially. In addition to his responsibilities as provincial leader, the safeguarding lead is a lecturer in marriage and family at St Mary's University Twickenham, and he has a PhD in Canon Law. The

safeguarding lead has completed safeguarding training with the CSSA facilitated by the diocese of Shrewsbury, in addition to Educare⁴ training available online.

4.1.2 Members of the Institute of Christ the King Sovereign Priest have reported that there are high expectations placed on members to *“make sure that safeguarding rules implemented by the institute in the province are executed, observed and respected”* and these rules are detailed within a directory /guideline booklet⁵ for members. Within the booklet the *‘règles de prudence’* sets out several clear directions for members including but not limited to, *“no lay person should be admitted to the bedroom or private rooms of members, only in rare circumstances is someone to be embraced. At no time, for any reason, will a minor be hosted in a house without the presence of their parents. Spiritual direction for women will be conducted in a common room, accessible or visible from the outside, ensuring to leave a door ajar unless it is glass. The same method will be applied to children. In a car, one will never travel alone, even for a short time, with a lady, a young woman, or a minor, canons will avoid being alone with a religious sister.”* Members have shared that one of the strengths of the Institute is the culture of prudence which begins in seminary and is promoted throughout the life of the community. It is reported that there is good guidance within the directory on how members should present themselves.

4.1.3 The Institute of Christ the King Sovereign Priest have developed safeguarding statements for each of their missions which details the Institute’s responsibility for protecting vulnerable groups and their commitment to ensuring that clergy complete safeguarding training. The safeguarding statements also promote that the Institute work with the RLSS, although it is highlighted that safeguarding is “everyone’s responsibility.” The safeguarding statements include the details of the appropriate parish safeguarding representative and a policy for community outreach projects highlighting that volunteers will require DBS vetting. The safeguarding statements also include the CSSA *‘quick guide flowchart responding*

⁴ Educare provide online training courses. <https://www.educare.co.uk/>

⁵ This is a French document which has been translated to English for the purpose of this report.

to allegations’⁶ in which it is highlighted how allegations of harm made by children and vulnerable adults against a member of clergy, religious or church personnel should be managed, and this is delineated into issues of immediate and non-immediate risk, and the contact details for the RLSS and CSSA are included on the side of the flowchart. A safeguarding statement has been observed in the parish of New Brighton and the convent in Preston and are reported to be on display in all churches managed by the Institute. There are also copies of the safeguarding statement within folders for each church in a virtual cloud shared and accessible to all members although confidential information is password protected. The safeguarding statements have been subject to regular review and updates and changes are recorded.

4.1.4 Safeguarding practice is overseen by the board of Trustees, and there is a mix of both religious members and lay Trustees, which is reported to be customary practice for the Institute worldwide. One of the Trustees has a significant professional background in safeguarding within the Police and is also a Trustee within other faith-based charities and a member of the safeguarding sub-committee for the Diocese of Shrewsbury. Members of the Trustee board also serve as parish safeguarding representatives for the Institute. The Trustees meet every quarter and the minutes reflect that safeguarding is now a standing agenda item. There is also a section of “*brief update of each apostolate by exception.*”

4.1.5 The board of Trustees have been integral to the recently developed ‘*ICKSP safeguarding implementation plan*’ (*ICKSP plan*) that is aligned to the eight National Safeguarding Standards and has been shared with members and is available on the shared virtual cloud. The ICKSP plan is a good document aimed at developing safeguarding practice at both “*provincial and apostolate level*” and there is evidence that the implementation plan is being actioned. The Trustees are supporting the Institute of Christ the King Sovereign Priest to be pro-active in identifying and eliminating risks across the organisation, examples of this being the

⁶ Quick guide flowchart responding to allegation; available at <https://catholicsafeguarding.org.uk/?s=flow+chart>

implementation of a process where altar servers are never out of view during a mass, and that parents or carers must be with altar servers when dressing for mass.

4.1.6 The clergy of the Institute of Christ the King Sovereign Priest are based within the dioceses of Shrewsbury, Lancaster, and Plymouth and as such have close relationships with the diocesan clergy and the safeguarding teams. It is reported by Shrewsbury's safeguarding coordinator that the safeguarding lead is proactive in identifying issues of safeguarding and is clear and direct when addressing any issues of potential concerns within the congregation. Similarly, the Plymouth safeguarding coordinator has advised that members engage in training and that there are good working relationships between the diocese and members of the Institute. There is also evidence of the safeguarding lead liaising directly with diocesan safeguarding teams when safeguarding concerns have arisen about diocesan clergy.

4.1.7 The clergy of the Institute of Christ the King Sovereign Priest are vigilant in responding to low level safeguarding concerns and ensuring that these are escalated appropriately to the diocesan safeguarding leads so that action can be taken to prevent an escalation of concerns. Within church buildings the safeguarding lead has promoted the use of closed circuit television as a deterrent.

4.1.8 Whilst the Institute of Christ the King Sovereign Priest are closely aligned to the dioceses in which they are based, they also ensure that there is effective liaison with the RLSS as and when required, which is evidenced in the effective management of a member of clergy who has been the subject of allegations and concerns, case work audit 1.

4.1.9 Canons who have been interviewed and have contributed to the focus groups have shared their understanding of the pastoral standards '*Integrity in Ministry*' and '*Caring Safely for Others*⁷' and have advised that whilst conflicts can arise between safeguarding and a pastoral response, members are clear that all concerns must be acted upon, which is also outlined within the ICKSP plan.

⁷ Caring Safely for Others and Integrity in Ministry are codes of conduct for all clergy

4.1.10 The Institute of Christ the King Sovereign Priest have developed numerous and extensive policies in relation to St Benedict's Cultural Centre, which is appropriate as this is ministry conducted with children in the absence of parents. St Benedict's Cultural Centre have adopted policy templates from the Local Authority Safeguarding and Inspection Team. There are 16 pupils who attend in total, who are supported by four members of the Institute and four volunteers providing education services. The headteacher is a member of clergy and the assistant head is a parent of one of the pupils. All volunteers and clergy have been subject to DBS vetting and have completed safeguarding training. The headteacher and assistant headteacher have completed first aid training. There are no known children with special educational needs and the provision cannot accommodate any children who would require additional support.

Areas for Development

4.1.11 In addition to safeguarding statements, the Institute of Christ the King Sovereign Priest would benefit from a more comprehensive safeguarding policy for the entire Institute that states the purpose of the policy, scope, training, roles and responsibilities (particularly the expectations of the safeguarding lead) practice guidance, procedures, issues of confidentiality and record keeping and storage. The Institute of Christ the King Sovereign Priest may want to adapt safeguarding policies of the dioceses or adapt the safeguarding policy templates available from the RLSS. At present there is limited reference in the safeguarding policy as to how concerns or allegations are managed or responded to, apart from "*The RLSS has a highly qualified safeguarding team who will manage any casework. The team will work with the Safeguarding Lead and/or Leadership team to ensure that any safeguarding concerns are handled fully and to the highest possible standard.*" A clearer delineation of the responsibilities of the parish safeguarding representative, RLSS, and the safeguarding lead for the Institute of Christ the King Sovereign Priest would also be beneficial.

4.1.12 The ICKSP plan, whilst a good practical document promoting a hands-on approach and helpfully divided into provincial and apostolate levels, could be further developed by increasing actions to meet the eight National Safeguarding

Standards expectations, such as ensuring that there is a communication plan. Furthermore, ensuring that actions have allocated timeframes for follow-up and review, and when appropriate actions are recorded as completed would also be beneficial in tracking progress. Whilst it is identified that the plan will be reviewed by the provincial leader annually, it is recommended that the plan be reviewed by Trustees on a quarterly basis to ensure actions are being achieved in a timely manner.

4.1.13 Whilst there is evidence of the trustees considering safeguarding in meetings, improvements could be made by ensuring oversight of a small number of a key performance indicators to include, allegations and concerns, complaints, training compliance for members and volunteers and DBS compliance.

4.1.14 To ensure that the safeguarding function remains impartial and robust consideration should be given by the Trustees as to whether the provincial leader and safeguarding lead roles should be held by the same person.

Graded: Results Being Achieved

4.2 Standard 2 Communicating the Church's Safeguarding Message

Strengths

4.2.1 The Institute of Christ the King Sovereign Priest have considered safeguarding communications throughout the ICKSP plan. To support developments in standard two the ICKSP plan states that a poster will be positioned in a conspicuous place within each church highlighting the safeguarding representative details, contact details for the RLSS and that the police should be contacted in an emergency. The ICKSP plan also highlights that the safeguarding representative should be named in the weekly bulletins for parishioners. The ICKSP plan states that the safeguarding statement will be reviewed annually and at apostolate level there will "*be at least*

a quarterly meeting with the safeguarding representative to discuss matters of importance and to review any matters arising."

4.2.2 The ICKSP plan also acknowledges the importance of communications in relation to developing practice in line with other standards. In standard one it is noted that safeguarding will be a standing agenda item for the Trustee meetings, and clergy meetings. It is also advised that in the planning of any events the priest in charge will ensure issues of safeguarding are considered, and where the Institute of Christ the King Sovereign Priest are *"hosted in an established parochial location, the ICKSP priest in charge will discuss safeguarding issues with the Parish Priest on a regular basis, and the Provincial will seek assurance this is occurring."*

4.2.3 Internal communications are promoted using a shared virtual cloud, where each parish or convent has its own folder with important safeguarding information such as volunteer registrations forms, and DBS and training tracking for clergy and volunteers.

4.2.4 The Institute of Christ the King Sovereign Priest have a provincial website which then links to websites for each parish. Parish websites include a link to safeguarding which is then a download of the Parish safeguarding statement that is available within church. It is the intention of the Institute of Christ the King Sovereign Priest to ensure that the ICKSP plan is available on the provincial website, which will evidence transparency about safeguarding practice and priority actions for the future.

4.2.5 Interviews and focus group participants shared that open communication is promoted throughout the Institute of Christ the King, and that being a small province enables information to flow easily. WhatsApp messages, e-mails and newsletters are reported to be effective methods of communications between members. Members have also spoken about the importance of non-verbal communication and what is effectively role modelling good safeguarding practice, which is outlined in the directory. The lead sister has shared that communications to the convent are received via the safeguarding representative for the local Institute managed parish, who is also a Trustee.

4.2.6 The Institute of Christ the King Sovereign Priest are guests in some parish settings where safeguarding communications therefore remain the responsibility of the diocese, however newsletters from the Institute of Christ the King Sovereign Priest, contain the details of the parish safeguarding representative for the Institute.

4.2.7 The headteacher within St Benedict's Cultural Centre reports that communicating safeguarding messages, updates in policies and practice and explaining codes of conduct have taken place in person over the course of meetings at the beginning of the school year. As a small volunteer team, it is reported that email communications work well, although the headteacher reports that in person meetings for key issues are valuable.

Areas for Development

4.2.8 The ICKSP plan is a good document where communications have been considered in relation to several of the eight National Safeguarding standards. To support developments further the Institute of Christ the King Sovereign Priest should develop a safeguarding communication plan considering the needs of all members, (clergy and sisters) volunteers and all those who access the churches or convent. The communications plan should consider what communications need to be shared to each group, the best methods of sharing communications and with what frequency, and how often communications should be reviewed to ensure that they are up to date and relevant to the province and ministries.

4.2.9 Whilst safeguarding is referenced on the home pages of parishes, there is no reference to safeguarding on the provincial website, or the parish of St Walburge. Where safeguarding is included on the webpages of parishes, this is a link to a download of the safeguarding statement in which there is no information of what support is available to survivors of harm, and so it is recommended that dedicated communications are produced for survivors of harm and displayed on the website with links to support services.

4.2.10 Embedding the actions of the ICKSP plan will support developments in this standard, as at present there is no evidence of the recommended quarterly meetings with the safeguarding representatives or diocesan clergy. Effectively recording and storing formal meetings and discussions about safeguarding will allow any issues to be identified which can then be reported to the Trustees for oversight and monitoring.

Graded: Firm Progress

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

Strengths

4.3.1 The Institute of Christ the King Sovereign Priest have the safeguarding policy statements available within every parish that states that the apostolates “*must be a safe place of welcome where we support and protect one another. We must take particular care of those who may be vulnerable due to age, illness, disability or current and past experiences in their lives and respond compassionately to their needs to help keep them safe from harm. How we approach this is to follow the guidance and principles of the Catholic Safeguarding Advisory Services (CSAS), promoting this approach in parishes and encouraging appropriate training for all.*”

4.3.2 The Institute of Christ the King Sovereign Priest have direct experience of supporting victims of harm as demonstrated in casework audit 1, which evidenced that members will respond effectively and share information with appropriate services such as the diocesan safeguarding leads and the RLSS in a timely manner. Upon request the provincial leader has also made himself available to speak with victims of harm and their families and there is evidence that the Institute of Christ the King Sovereign Priest have liaised effectively with the RLSS to resource any identified support services as required to support victims of harm and their families.

Areas for Development

4.3.3 Practice in this area could be developed further by ensuring that all active sisters and clergy have received training in supporting victims of harm, and that the provincial leader completes the necessary training to support a trauma informed response to victims, which is considered best practice.

4.3.4 Whilst it is positive that the provincial leader will meet with victims of harm and their families, it is recommended that prior to any meetings taking place discussions are held with the RLSS and statutory authority agreement is secured so that the integrity of any investigation is preserved and to reduce the likelihood of victims having to share their experiences on multiple occasions.

4.3.5 Information recording practices need to be improved, and the use of recording templates would be beneficial in evidencing appropriate and timely information sharing and analysis of why actions are taken. Similarly, ensuring information is deleted in a timely manner is also important. Whilst there are copies of blank recording templates for the diocese of Shrewsbury saved in the shared virtual cloud, there is no evidence of the use of templates in relation to casework audit 1.

4.3.6 The Institute of Christ the King Sovereign Priest should also ensure that a thorough review is conducted of the current concerns to identify any learning for members. They should also ensure that learning is shared across the community with all members and the parish safeguarding representatives. The safeguarding lead in preparing for this audit has also identified that upon the conclusion of the statutory investigation a thorough review of practice in relation to casework audit 1 would be beneficial.

Graded: Firm Progress

4.4 Standard 4 Effective Management of Allegations and Concerns

Strengths

4.4.1. As previously identified the Institute of Christ the King Sovereign Priest have adopted the CSSA *'quick guide flowchart responding to allegations'* to support members on what action is needed if there is an allegation or disclosure of harm. Practice evidenced in casework audit 1 and participants within the clergy focus group and interviews highlighted that members of the Institute understand how to respond to an allegation of abuse, ensuring that information is shared with the leadership and safeguarding professionals such as the local diocesan safeguarding coordinator and the RLSS, who are there to direct and support members.

4.4.2 The safeguarding lead, members and Trustees have demonstrated an effective awareness of managing low level concerns, addressing issues quickly and directly and developing policies to support practice. This is evidenced in the lone working policy which was established following concerns in respect of the behaviour of a parishioner to a volunteer in the church. Again, this incident evidenced that members are pro-active in liaising with the local diocesan safeguarding coordinator about potential concerns.

4.4.3 Clergy participants within the focus group and interviews are acutely aware of the need to respond to allegations and concerns and have verbalised appropriate and expected responses in terms of what actions would be needed. Sisters focus group participants have also verbalised that they would contact the safeguarding representative in line with where they are conducting their ministry, as sisters sometimes offer support to retreats in Ireland.

4.4.4 Minutes of Trustee meetings and casework audit 1 evidence that Trustees are made aware of safeguarding concerns, and the opinions of Trustees were canvassed in respect of proportionate and appropriate information sharing with

parishioners. The Trustees' views have been appropriately sought on serious incident reporting to the Charity Commission, which was completed by the safeguarding lead. There is also evidence that the Institute liaised with insurers. Casework audit 1 also evidences appropriate application of canon law, which will be further explored in standard five.

Areas for Development

4.4.5 As previously identified the Institute of Christ the King Sovereign Priest would benefit from a more comprehensive safeguarding policy, in which it needs to be highlighted how allegations and concerns will be managed, with adherence to the mandatory reporting policy of the Catholic Church and references to adhering to national policies and guidance in respect of timeframes for reporting. The safeguarding policy should also formally capture expectations and practice in line with reporting all concerns to the Trustees.

4.4.6 To promote effective safeguarding practice the Institute need to ensure that case recording templates are routinely used when managing casework. Casework audit 1 has identified gaps in case recording processes; there is no evidenced chronology and limited analysis of why actions have been completed. It is imperative that this is improved as recordings could be requested by statutory agencies to support their investigations .

4.4.7 As previously mentioned in standard three, thoroughly reviewing how allegations are managed and sharing any learning across the Institute will further support the development of safeguarding practice.

Graded: Firm Progress

4.5 Standard 5 Management and Support of Subjects of Allegations and Concerns (Respondents)

Strengths

4.5.1 The Institute of Christ the King Sovereign Priest have several canon lawyers within the congregation, and they have recently had experience of managing a respondent and completing a '*First Inquiry*' in line with canon law expectations. Casework audit 1 evidences that the respondent was the subject of a canonical monition and was forbidden from exercising any ministry and advised that enquiries will be completed by both the national and ecclesiastical safeguarding authorities. The respondent was offered both civil and canonical legal advice, however this was refused.

4.5.2 The Institute of Christ the King Sovereign Priest have established links with the RLSS and have worked closely with them to commission a forensic psychological assessment to inform decision making and to manage risks associated with the respondent. The Institute have supported the RLSS with the development of a safety management plan and have been implementing this effectively, evidencing support for the respondent and balancing his needs with issues of safety. The respondent has been the subject of monitoring and emotional support by both the Institute and the RLSS, and where possible the respondent has been enabled and encouraged to practice his faith safely.

4.5.3 The Institute of Christ the King Sovereign Priest in collaboration with the local diocesan safeguarding coordinator and the Bishop have ensured that a safe place of residence has been available to the respondent. The respondent is also provided with financial support as appropriate. Casework audit 1 evidences good responses by the Institute of Christ the King Sovereign Priest in person centred practice for the management and support of subjects of allegations and concerns.

4.5.4 Minutes of meetings of the Trustees evidence that the Trustees have been kept up to date with the management of the concerns and actions taken by the Institute and the RLSS in respect of managing the respondent.

4.5.5 Clergy and sisters have all shared that they feel well supported within the Institute of Christ the King Sovereign Priest and feel that in the event a concern was raised about them they would be supported effectively. All members have spiritual directors including the safeguarding lead and report that this is beneficial.

4.5.6 The Institute of Christ the King Sovereign Priest oversee the implementation of two lay safety management plans on behalf of the local diocese. The diocesan safeguarding coordinator has expressed confidence in members of the Institute's ability to respond effectively and manage concerns, reporting that information sharing by the safeguarding lead has been pro-active and appropriate.

Areas for Development

4.5.7 Whilst it is evidenced that members of the Institute of Christ the King Sovereign Priest would be well supported by the congregation if they were the subject of an allegation, practice in this standard could be developed by a policy detailing what would be offered to members, as there has been no evidence of any material detailing what support will be offered.

4.5.8 The Institute of Christ the King Sovereign Priest have evidenced effective management of safety management plans; however, the safeguarding lead and other members of clergy would benefit from specific training offered by the RLSS in respect of managing a safety plan.

Graded: Results Being Achieved

4.6 Standard 6 Robust Human Resource Management

Strengths

4.6.1 The Institute of Christ the King Sovereign Priest have over 100 people in formation from all around the world and are a rapidly growing religious order.

Potential members need to be over the age of 18 years, and there is an approximate 6 to 7 year period of formation and informal assessment, during which time postulants will travel to Italy and other destinations. There are currently Postulants in formation in England. The formation is described as thorough and fewer than half of candidates will become clergy. If someone is interested in becoming a member, a '*House of Discernment application*' needs to be completed, which seeks a range of information including reference checks and Police national background checks (DBS). Within the '*House of Discernment application*' are rules for Postulants living in the houses of the Institute of Christ the King Sovereign Priest and there a small number of expectations that are aligned to safeguarding. There are five members of the Sisters Adorers and discernment takes place in Italy, potential candidates are welcome to complete a visit to the Preston convent for a "first look".

4.6.2 Each apostolate for the Institute of Christ the King Sovereign Priest manages their own safeguarding tracker systems, which can be accessed by the safeguarding lead on the shared virtual cloud. Within the tracker it is highlighted what roles those in the apostolate hold, and there is room to record that proof of address, proof of residence, DBS, volunteer forms, training, additional training, diocesan facilities, and testimonials of good standing checks have all been verified. Within the virtual cloud are files for clergy, sisters and volunteers with appropriate documentation that is password protected. All members of the Institute have an up-to-date DBS, with one new sister's DBS pending.

4.6.3 The Institute of Christ the King Sovereign Priest use volunteer registration form templates adopted from the Diocese of Shrewsbury, in which there is space to confirm a right to volunteer in the UK and provide details of two referees who cannot be a priest, deacon, member of the diocesan safeguarding team or a family member. The form advises that a DBS check will be completed, and volunteers are asked to self-declare any convictions.

4.6.4 Overseas visitors are expected to arrive in the UK with a criminal record check from the country of origin. It is reported that the Institute will complete a DBS check if overseas visitors are in the UK for over six months and if planning to minister safeguarding training would be provided to them.

4.6.5 Within the safeguarding policy for the St Benedict's Cultural Centre is guidance on safer recruitment, including pre-recruitment vetting, and ensuring that original DBS certificates are observed for all appointees. It is also documented that a single central record will be kept of all DBS and that anyone removed from role due to safeguarding concerns will be referred to the DBS service. The headteacher at St Benedict's Cultural Centre is clear that those with a blemished DBS will not be appointed to a role within the centre. The safeguarding policy also advises how complaints against staff within the centre will be managed, and it is highlighted that a complaints procedure is available to anyone who wishes to raise concerns.

Areas for Development

4.6.6 The Institute of Christ the King Sovereign Priest need to develop a safer recruitment policy which is implemented across the entire congregation, so that there is no discrepancy or uncertainty for members on processes when recruiting volunteers. The safer recruitment policy should include a process for managing blemished DBS, inclusive of the need to complete a blemished DBS risk assessment. The policy should also include that Trustees must be made aware of all blemished DBS and are the ultimate decision maker in whether to appoint a volunteer. It is also recommended that Trustees should have oversight of any gaps in safeguarding representatives across the congregation so that potential vulnerability of the Institute is understood.

4.6.7 The Institute of Christ the King Sovereign Priest need to develop a safeguarding complaints policy. A complaints policy should highlight to members of the public how they can make a complaint, who a complaint should be made to, what the process will be for investigation and what time frames responses will be provided in, the safeguarding complaints policy should identify the RLSS as a support service and the CSSA as the final port of call for complainants. The complaints policy should be made available on the provincial website as well as providing hard copies on display in churches managed and owned by the

congregation, this is not an expectation of churches where the Institute of Christ the King Sovereign Priest are guests.

4.6.8 The Institute of Christ the King Sovereign Priest need to develop a whistleblowing policy. A whistleblowing policy should highlight to members and volunteers how they can raise concerns, and to whom, and what the process will be for investigation. The policy will need to outline how whistleblowers will be protected and there should be consideration to include the details of the RLSS. the whistleblowing policy should be shared with all clergy, sisters, and volunteers.

Graded: Firm Progress

4.7 Standard 7: Training and Support for Safeguarding

Strengths

4.7.1 All members of the Institute of Christ the King Sovereign Priest have accessed safeguarding training in the past 12 months, except for a sister who has recently arrived in the UK. The sisters and volunteers have accessed safeguarding online training with the CSSA, and clergy have attended safeguarding training offered by the local dioceses, with some members taking advantage of additional training with the RLSS and whilst outside the timeframe of this audit, training on social media safety has been provided to members.

4.7.2 The headteacher, assistant head teacher and designated safeguarding lead for St Benedict's Cultural Centre have all completed an additional safeguarding '*level 3 award in principles of safeguarding and protecting children, young people and vulnerable adults*'.⁶ The safeguarding lead has a PhD in canon law, and there are other members of the congregation who are also qualified canon lawyers.

⁶ The FAA Level 3 Award in Principles of Safeguarding and Protecting Children, Young People or Vulnerable Adults (RQF) is a regulated and nationally recognised qualification, designed to provide

4.7.3 Each apostolate as previously identified in standard six maintains a tracker of safeguarding training for all members and volunteers, which is stored in the shared virtual cloud and accessible by the safeguarding lead.

4.7.4 Due to the levels of compliance with safeguarding training it is evident that training is valued by members and leaders, and where safeguarding training has not been accessed in a timely fashion by volunteers there is evidence of the priest in charge of the apostolate following this up by email.

4.7.5 Trustees and the provincial lead have evidenced an effective understanding in when to share information with the Charity Commission, insurers, and statutory agencies.

Areas for Development

4.7.6 Trustees have spoken confidently about their understanding of Charity Commission expectations; however, they would benefit from the bespoke Trustee training available from the RLSS. When developing the safeguarding policy, the Institute of Christ the King Sovereign Priest should include the expectations of members and volunteers for completing safeguarding training specific to their roles and refresher training. This information could be then used to inform a training needs analysis for roles and individuals within the Institute.

4.7.7 Formal feedback as to the effectiveness of training has not been sought by the Institute of Christ the King Sovereign Priest as it is acknowledged that this has been completed by the diocese. However, discussing training completed would enable leaders to be confident that members and volunteers are understanding the training being provided and what is expected of them, enabling knowledge gaps to be identified and further appropriate training to be sought.

learners with the valuable skills and knowledge required to competently carry out their roles and responsibilities relating to safeguarding.

4.7.8 Safeguarding training compliance whilst excellent is not monitored by the Trustees and so it is recommended that training compliance is amongst a suite of KPI's monitored by the Trustees to ensure any deficits are known and resolved swiftly.

Graded: Results Being Achieved

4.8 Standard 8 Quality Assurance and Continuous Improvement

Strengths

4.8.1 The Institute of Christ the King Sovereign Priest are aware of the need to review and improve safeguarding practice and have developed the ICKSP plan highlighting actions needed to improve practice in each of the eight National Safeguarding Standards, and tasks are allocated at either provincial or apostolate level. The safeguarding lead in preparing for this audit has also identified some key tasks in respect of communication and learning, which include a plan to review the current allegations in respect of the member (casework audit 1) when the statutory investigation is concluded.

4.6.2 The Institute of Christ the King Sovereign Priest have good relationships with the local dioceses and have signed contracts with both the RLSS and the CSSA and have evidenced throughout this audit and casework audit 1 that advice and guidance is appropriately sought from safeguarding professionals as and when required.

4.6.3 In addition to safeguarding training provided by the diocese, members are seeking additional opportunities for training available from the RLSS.

4.6.4 The Institute of Christ the King Sovereign Priest have evidenced in casework audit 1 that they will respond to the needs of victims and survivors and ensure that their voices are heard.

Areas for development

4.8.5 Developments in this standard will be to build on the existing good practice that has been established by the Institute of Christ the King Sovereign Priest. The Trustees are reviewing safeguarding within their meetings, however establishing a small number of specific key performance indicators will support the Trustees to provide more informed oversight of safeguarding practice. Trustees would benefit from oversight of training and DBS compliance for members and volunteers and the monitoring of any parish safeguarding representative vacancies so that a potential vulnerability of the Institute is recognised.

4.8.6 The ICKSP plan whilst set to be reviewed annually by the provincial lead would benefit from more regular review by the Trustees to ensure that actions are being completed and that this is evidencing improvement in practice.

4.8.7 The Institute of Christ the King Sovereign Priest should access support offered by the Safeguarding and Inspection Team for Lancashire County Council in respect of St Benedict's Cultural Centre, as the Safeguarding and Inspection Team can review policies and offer an external overview and report.

Graded: Results Being Achieved

5. Summary of Overall Findings

5.1 The Institute of Christ the King Sovereign Priest have demonstrated that members, volunteers, and Trustees are committed to promoting effective safeguarding practice across the eight National Safeguarding Standards. The Institute have the benefit of Trustees with professional backgrounds in safeguarding who continue to serve as volunteers in safeguarding roles within other faith organisations. The Institute have also evidenced effective liaison with safeguarding professionals within the dioceses and the RLSS and have sought the advice of the CSSA when necessary.

5.2 Casework audit 1 whilst evidencing areas for improvement in practice has demonstrated that leaders are acting on their safeguarding responsibilities, evidenced in liaison with the Charity Commission and statutory agencies when safeguarding concerns have arisen. The Institute of Christ the King Sovereign Priest are also committed to working with victims and survivors of harm and effectively resourcing any support that is required.

5.3 Similarly, it is evidenced that the Institute of Christ the King Sovereign Priest are effectively managing and supporting subjects of allegations and concerns, ensuring access to appropriate support services. The support for respondents however is balanced with ensuring safety of all involved.

5.4 As a rapidly growing religious life group attracting membership from across the world, clear and effective policies and safeguarding communications are going to be vital in ensuring consistency across safeguarding practice and is a key area for improvement for the Institute. Similarly, the Institute need to ensure that safeguarding practice is effectively captured and so recording and storing formal meeting minutes is a further area for development.

6. Recommendations

6.1 To support development in identified areas, the following recommendations are made:

Within 3 months

- Agree a comprehensive safeguarding policy
- Develop the ICKSP plan ensuring that actions have allocated timeframes for follow-up and review, and when appropriate actions are recorded as completed
- Develop a process for managing blemished DBS, inclusive of the need to complete a blemished DBS risk assessment
- Develop a small number of a key performance indicators for Trustees to monitor on a quarterly basis. KPIs to include, allegations and concerns,

complaints, training compliance for members and volunteers and DBS compliance.

- Ensure safeguarding information is available on the provincial website and the parish of St Walburge website
- Discussions to be held with the RLSS (and statutory authority agreement to be secured where appropriate) when meeting with victims and survivors of harm
- Develop case recording templates to be used by all members when responding to an allegation or concern, ensure this is shared widely with members and is understood

Within 6 months

- Trustees to review the ICKSP plan on a quarterly basis to ensure actions are being achieved in a timely manner
- Develop dedicated communications for victims and survivors of harm and ensure that they are displayed on the provincial and parish websites with links to support services
- Record and store formal meetings and discussions about safeguarding on the virtual shared cloud
- Develop a training needs analysis
- Agree a safeguarding communication plan
- Agree a safeguarding complaints policy
- Agree a whistleblowing policy
- Agree a safer recruitment policy
- Agree a policy detailing what support will be offered to members who are the subject of an allegation

Within 12 months

- All active sisters and clergy to receive training in supporting victims of harm
- Provincial leader to complete training to support a trauma informed response to victims
- All clergy to be trained in managing safety plans

- Trustees to access Trustee training available from the RLSS
- Assess the understanding of training completed by members and volunteers
- Ensure that a thorough review is conducted of the current concerns to identify any learning for members, ensure that any learning is shared across the community with all members and the parish safeguarding representatives
- Access support offered by the Safeguarding and Inspection Team for Lancashire County Council in respect of St Benedict's Cultural Centre

7. Arrangements for follow-up

7.1 In accordance with the overall rating of *Results Being Achieved* reaudit by the CSSA will take place after a minimum two-year period, subject to no new risk factors arising.

8. Appendix

Evidence provided

- Public Notice Priest Suspension
- First Enquiry
- House of Discernment Application
- Safety Management Plan
- Minutes Trust Meeting 24 February 2024
- Minutes Trust Meeting 4 May 2024
- Minutes Trust Meeting 24 August 2024
- Combined Minutes Document 30 November 2024
- Safety Management plan
- Eligible DBS Roles and Number of DBS
- ICKSP self-assessment
- ICKSP safeguarding plan

- ICKSP safeguarding plan 2
- Safeguarding plan review 02.12.24
- Règles De Prudence
- Incident Report Form
- Parental Consent for an Activity
- Consent to the Safe Use of Images (Photography and Filming)
- Volunteer registration form
- Session Recording Sheet
- Safeguarding statement
- Concerns information
- Carmel – Laherene Folder
- Safeguarding statement
- Safeguarding poster
- ICKSP Safeguarding Plan
- Blank forms
- DBS & Training Tracking
- Volunteer information
- Clergy information
- Holy Angels – Torquay Folder
- Safeguarding poster x 3
- Blank forms
- ICKSP Safeguarding plan
- Volunteer information
- Clergy information
- DBS & Training Tracking
- Province Safeguarding Folder
- Safety management folder for respondent
- Psychological assessment
- Therapy and support
- 26x communications
- RLSS information x 8 and Educare folder x 2
- RLSS x 6 documents
- Safeguarding Laherne x 2
- Safeguarding New Brighton x 9 folder and 1 PDF
- Safeguarding Preston x 4
- Safeguarding Salford

- Safeguarding Shrewsbury x6
- Safeguarding Torquay x 4
- Emails to canons re safeguarding 2022
- Trustees 2022
- U Check document
- Sisters Adorers Preston Folder
- ICKSP safeguarding plan
- Blank forms
- Sisters information
- Sisters Tracker
- Ss PPP- New Brighton Folder
- Safeguarding data Ss PPP New Brighton
- Safeguarding statement
- Blank forms
- Volunteer documents- DBS Jobs, Non DBS Jobs
- Clergy Information
- ICKSP Safeguarding plan
- Jobs and roles DBS
- St Winefride Shrewsbury Folder
- DBS & Training Tracking
- Volunteer documents
- Clergy Information
- Volunteer information
- Safeguarding plan
- Safeguarding statement
- St Walburge's Preston Folder
- DBS & Training Tracking
- Safeguarding poster
- ICKSP Safeguarding plan
- Safeguarding statement
- Blank forms
- Volunteer documents
- Clergy Information
- Volunteer information
- Candidate information

St Benedict's Cultural Centre

- SBCC Handling DBS policy Revised October 2024
- SBCC Anti Bullying Policy October 2024
- SBCC Code of Conduct Revised October 2024
- SBCC Safeguarding Policy Revised October 2024
- Training certificates x 3
- SCR SBCC 2024