

Missionary Sisters of Christ the King  
also known as  
The Missionary Sisters for Polish Migrants

Baseline Audit Report  
September 2025

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## 1. Introduction

**1.1** This is a baseline audit of the Congregation of the Missionary Sisters of Christ the King, the website for the international congregation describes that the *"Congregation has its roots in the inspirations of Cardinal August Hlond, who proclaimed: "Sisters can play a beautiful role as aid workers in the pastoral care". In the second half of 1958, Father Ignacy placed the first candidates of our Order with the Salesian Sisters in Rokitno, where they participated in a catechetical course. One year later, he admitted 17 aspirants to the formation process. The sisters' first home was the manor house located in Morasko near Poznań, which was given to the new Congregation by the Society of Christ. On 21 November 1959, the Church approved the new Congregation under diocesan law. Already in 1961, the Sisters were sent to pastoral ministry in Poland and, in July of 1978, the first Missionary Sisters of Christ the King left their Homeland to go to serve their brothers living abroad in far-away California. Over the next years, they began to undertake mission work in other countries. The Church appreciated the ministry of our Community. The Vatican Congregation for Institutes of Consecrated Life and Societies of Apostolic Life issued a Decree granting pontifical rite to our religious Institute on 24 November 1996. At present, outside of Poland, we work in 12 countries: in Australia, Belgium, Belarus, Brazil, Canada, Germany, Great Britain, Greece, Hungary, Iceland, Italy and in the USA.<sup>1</sup>*

**1.2** This audit seeks to assess the effectiveness of current safeguarding arrangements within the Missionary Sisters of Christ the King by considering practice against the eight National Safeguarding Standards over the last twelve months. The Missionary Sisters of Christ the King are not managing any casework, and there are no complaints against the community. Whilst there are approximately 200 members total worldwide, there are only 16 members of the congregation in England with sisters often moving between ministries and countries. All members are reported to be active and support the Polish Catholic

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<sup>1</sup> Information about the Missionary Sisters of Christ the King can be found at <https://www.mchr.pl/in-english/>

Mission by ministering under the direction of the dioceses of Lancaster, Salford, Westminster and Southwark. One of the sisters works in a care home for the elderly and there are three sisters registered as child minders who operate under a national Ofsted registered childminding agency, who have an overall rating of effective,<sup>2</sup> the setting managed by the sisters is also subject to Ofsted inspection and achieved the overall rating of good in 2025.

**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 Missionary Sisters of Christ the King were allocated to level 2 of the categorisation scheme.

**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 Missionary Sisters of Christ the King were sent formal notification of the safeguarding audit on 13 January 2025 and a set up meeting to discuss the audit was arranged for 9 April. The Level 2 self-assessment document was provided with a required completion date of 13 April 2025. A list of additional required evidence

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<sup>2</sup> Ofsted is a non-ministerial government department in the UK responsible for inspecting and regulating services that provide education, training, and care for children and young people.

and supporting documentation was also supplied by the CSSA, and an appropriate method of sharing this material was agreed. The CSSA analyst and safeguarding lead subsequently exchanged email communications to finalise arrangements for visiting the Missionary Sisters of Christ the King for audit interviews.

**2.2** The safeguarding lead submitted the level 2 self-assessment and a range of evidence prior to the 13 April 2025. The website for the international congregation has been reviewed, and the dioceses of Westminster and Salford, and the Religious Life Safeguarding Service (RLSS)<sup>3</sup> have also contributed to this audit.

**2.3** English is an additional language for the Missionary Sisters of Christ the King and virtual interviews have been supported by an interpreter at the request of the sisters. Interviews have been completed with the following:

- Virtual Trustee Focus Group 9 June 2025
- Virtual Sisters Focus Group 9 June 2025
- Virtual Delegate Superior 9 June 2025
- In person Sisters Focus Group 10 June 2025
- In person Safeguarding lead 10 June 2025

#### **2.3.2 Document Review**

- A list of evidence provided by the sisters is included as an appendix.

**2.4** The CSSA are grateful to all the sisters and agencies 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

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<sup>3</sup> 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](#)

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 Achieved, Comprehensive Assurance, and Exemplary<sup>4</sup>. Grades for individual standards were combined to produce an overall grading.

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

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<sup>4</sup> Where evidence does not meet the threshold for a grade of ‘Basic,’ a substitute grade of ‘Below Basic’ would be awarded

**3.2** The Missionary Sisters of Christ the King have achieved an overall rating of Results Being Achieved, which is a testament to the efforts of the safeguarding lead in promoting the profile of safeguarding across the congregation within England. The commitment from all members to ensuring that regular and varied training specific to individual ministry is accessed, has enabled the sisters to achieve Comprehensive Assurance in Standard seven. By developing and sharing a communication plan, the sisters will be able to quickly improve the grade in Standard two which is the lowest scoring grade for the sisters.

## **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 Missionary Sisters of Christ the King have a designated safeguarding lead, a member of the congregation, trustee and treasurer, who has been in post for five years. The safeguarding lead is also a registered childminder and runs a child-minding service, she also serves in the diocese of Salford and supports with sacramental preparation, housekeeping of church premises and liturgy preparation. The safeguarding lead also teaches RE in the Polish Saturday school as well as serving as the parish safeguarding representative and a member of the parish council. The safeguarding lead has accessed extensive safeguarding training with the RLSS, CSSA and Manchester City Council, that has included specific training for safeguarding leads.

**4.1.2** The Missionary Sisters of Christ the King have an up-to-date safeguarding policy which has been adapted from the RLSS template. The safeguarding policy highlights the scope of the policy, training expectations, practice guidance and procedures, whistleblowing, recording and storing of information and safer recruitment guidance, and is an appropriate policy to support the ministry of the sisters, as most of their ministry is provided through other organisations, who have

their own policies for the sisters to follow such as local dioceses, education services and the British Association for Counselling and Therapies. The safeguarding policy is reviewed annually by the safeguarding lead and Trustees and will next be due for review in February 2026. The safeguarding policy has been shared with all members who sign an acknowledgement form to confirm it has been read and understood as stated in the safeguarding policy.

**4.1.3** The roles and responsibilities of members are defined within the safeguarding policy for the congregation, in which it is highlighted that the Trustee board has a duty to maintain appropriate governance and oversight of safeguarding and may delegate some responsibilities to members of the congregation; the roles and responsibilities of the delegate superior, safeguarding lead, and all other roles are then defined. There is however a more comprehensive job description for the safeguarding lead, detailing key responsibilities, values, personal qualities and necessary experience for the role.

**4.1.4** Safeguarding practice is overseen by the board of Trustees who are all members of the congregation and are superiors, there are superiors within all convents throughout England. The board of Trustees meets three times a year. Minutes of meetings dating back to March 2023 highlight that safeguarding has been a standing agenda item, with consideration to various issues such as training opportunities and Disclosure and Barring Service<sup>5</sup> processes. A meeting with all sisters based in England was held in March and May 2025, which also featured discussions regarding safeguarding and all sisters were asked to complete lone working training and ensure certificates were shared with the safeguarding lead.

**4.1.5** Safeguarding risks are routinely identified via risk assessments, which have been compiled by the safeguarding lead and shared with the sisters, current safeguarding risk assessments are being used in relation to visits to people in their own home. Focus group participants reported that the pastoral standards '*Integrity*

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<sup>5</sup> The Disclosure and Barring Service (DBS) helps employers make safer recruitment decisions by processing and issuing DBS checks. <https://www.gov.uk/government/organisations/disclosure-and-barring-service>

*in Ministry*<sup>6</sup> have been shared with them and that they view it as a helpful document to support them with safe practice, in addition to the rules of the congregation.

### Areas for development

**4.1.6** The Missionary Sisters of Christ the King would benefit from a low-level concerns policy detailing what action the sisters will take when managing low level concerns that do not meet a threshold for referral to statutory agencies. As a congregation the sisters have had experiences managing low level concerns, and they report being approached by members of the public often who share issues from their lives, it is important that this information is captured and recorded and subjected to scrutiny by the safeguarding lead and Trustees, to ensure that sisters are taking appropriate action.

**4.1.7** The Missionary Sisters of Christ the King should develop a small number of key performance indicators that are reported to the Trustees for oversight, this should include training, DBS, any low-level concerns, allegations and casework.

**4.1.8** Succession planning for the role of safeguarding lead is particularly important to the Missionary Sisters of Christ the King as the current safeguarding lead holds significant responsibility for promoting safeguarding across the congregation including the translation of documents from English to Polish, delivering training to members and Trustees and identifying gaps in knowledge. Ensuring that another member has the suitable skills, knowledge and training to continue to promote good practice will be valuable to the congregation and enable continuity of existing good practices.

**4.1.9** The Missionary Sisters of Christ the King have a website for the international congregation, and within this there is a section in English detailing how the congregation were founded and their mission. The sisters should endeavour to update the website with a public commitment to safeguarding and should provide the details of the safeguarding lead. The website would also benefit from

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<sup>6</sup> Integrity in Ministry is a code of conduct for clergy and religious engaged in Ministry

information for victims and survivors of abuse, with details or links to dedicated survivor services.

**4.1.10** The Missionary Sisters of Christ the King should develop a simple action plan aligned to the eight National Safeguarding Standards that considers the actions needed to further develop and monitor safeguarding practice within the congregation in England.

#### Graded: Results Being Achieved

## 4.2 Standard 2 Communicating the Church's safeguarding message

### Strengths

**4.2.1** As the ministry of the sisters is largely completed in buildings owned and managed by other organisations there is limited opportunity for the sisters to display their own safeguarding communications, however a poster providing contact details for the safeguarding lead, with the brief message "*are you concerned about someone's welfare?*" is displayed in the entrance to the convent which is accessed by the public who have children within the child-minding service. A Safe Spaces<sup>7</sup> poster is also on display.

**4.2.2** The safeguarding lead takes responsibility for translating safeguarding communications from English to Polish and sharing these across the congregation. Posters in respect of domestic violence and child sexual exploitation have been translated into Polish and are reportedly displayed in buildings where the congregation minister and are accessible to the public.

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<sup>7</sup> Safe Spaces is a free and independent support service, providing a confidential, personal, and safe space for anyone who has been abused by someone in the Church or as a result of their relationship with the Church of England, the Catholic Church in England and Wales or the Church in Wales.

**4.2.3** Safeguarding has been discussed at congregational meetings which take place twice a year. Interviewees also shared that all sisters have mobile phones and WhatsApp<sup>8</sup> is regularly used to share safeguarding communications and messages of safety, for example the whereabouts of members and the time they intend to return to the convent.

**4.2.4** One of the sisters is a psychotherapist registered with the British Association for Counselling and Psychotherapy<sup>9</sup>. Prior to accepting new clients, clients are presented with a working agreement outlining the sister's safeguarding responsibilities in line with her role.

**4.2.5** Focus group participants and interviewees have reported that there is regular communication in respect of safeguarding across the congregation, and that emails and telephone calls are most beneficial as miniseries are dispersed throughout England.

**2.2.6** The safeguarding lead for the Missionary Sisters of Christ the King reports positive relationships with the RLSS and Salford diocese and is a member of the north-west regional network for religious safeguarding. The Missionary Sisters of Christ the King utilise their positions working within other organisations to support the congregation in developing and maintaining good safeguarding practices.

### Areas for development

**4.2.7** The ministry of the Missionary Sisters of Christ the King is largely conducted within the dioceses or other organisations who remain responsible for safeguarding communications. However, as demonstrated the sisters have developed some communications for those to whom they minister and ensure that this is displayed when appropriate for example in the church halls, when there are meetings for the Polish community. Practice in this area however could be

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<sup>8</sup> WhatsApp allows users to send text, voice, and video messages, make voice and video calls, and share files with other users who have the app.

<sup>9</sup> The BACP is the first psychological therapists' register to be accredited under the Professional Standards Authority's [accredited register programme](#). This government-backed scheme aims to protect the public by helping them to choose health and care professionals who are competent and trustworthy.

improved by including within the previously recommended action plan a section aligned to standard two which focuses on communication, with consideration to the various ministries of the sisters, and what messages need to be communicated and to whom. It is recommended that the communications plan is inclusive of the needs of all members and includes the frequency in which safeguarding communications will be reviewed.

### Graded: Firm Progress

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

### Strengths

**4.3.1** The Missionary Sisters of Christ the King have adopted the RLSS safeguarding policy which provides a basic overview of what will happen should a disclosure of harm be received by the sisters, and it is highlighted that action must be taken in line with the Church's mandatory reporting policy. The safeguarding policy highlights that the Missionary Sisters of Christ the King will pass the concern and all associated records to the RLSS immediately.

**4.3.2** The sisters have experience of engaging with and caring for those who report having been harmed, however this is in with the context of regulated activity and so outside of the scope of this audit, although it does evidence that the sisters engaged with the RLSS for support and guidance, therefore demonstrating compliance with the safeguarding policy.

**4.3.3** The safeguarding lead has completed survivor training delivered by the RLSS and during interview discussed her actions in response to a concern, that whilst outside the scope of this audit demonstrated she is appropriately knowledgeable to support a victim of harm, giving suitable consideration to the vulnerability of children. All those who have contributed to this audit have demonstrated an awareness of the possibilities of needing to engage with victims of harm and have shared their knowledge of needing to ensure that they are compliant with policies,

and there is knowledge amongst members of support services such as Safe Spaces, which is promoted in convents.

**4.3.4** Trustees reported that there are resources available to support a victim of harm and focus group participants members have shared that resources for support have been made available to members who have required specialist intervention.

**4.3.5** The delegate superior has shared that she is available to meet a victim of harm, should a victim wish to speak with her, and she is clear that she would seek advice from the RLSS and the congregation's safeguarding lead prior to any meeting.

#### Areas for development

**4.3.6** Best practice in this standard will be to ensure that all active sisters have received training in supporting victims of harm, and that those in appropriate roles such as the safeguarding lead and superior delegate have completed training in how to provide a trauma informed response to victims of harm.

**4.3.7** The Missionary Sisters of Christ the King should engage with peers who have direct experience of supporting those who report harm as to reflect on their experience and any learning that could be relevant to the sisters. The sisters should also ensure that a thorough review is conducted following any disclosure of harm to identify any learning for the sisters, and that learning is shared across the community with all sisters.

#### Graded: Results Being Achieved

## 4.4 Standard 4 Effective management of allegations and concerns

### Strengths

**4.4.1** The Missionary Sisters of Christ the King do not have any recent experiences of managing allegations and concerns, however previous records evidence that information was shared with the RLSS, who assumed responsibility for reporting information to the LADO, which complies with the safeguarding policy and the procedure to follow if a disclosure is received, or if a member becomes aware of any safeguarding concerns. The safeguarding policy also highlights procedures to be followed in relation to adults disclosing abuse outside the context of the church, and it is highlighted that where there is continued risk to children a referral should be made to statutory authorities, although the name of the person who has shared the information should not be disclosed without their consent.

**4.4.2** The safeguarding policy provides guidance to the sisters in respect of recording and storing information, under the title *"the recording and storage of safeguarding concerns and case files"* and the safeguarding lead reports that confidential information is stored in lockable cupboards. Focus group participants and interviewees spoke consistently and confidently about responding to allegations, sharing that they would record where possible information as it was reported to them, using quotes, and they would be clear about issues of confidentiality and that it could not be maintained. Focus group participants and interviewees demonstrated an awareness of time constraints and reported that they would ensure all information is passed to the safeguarding lead in line with their ministry.

**4.4.3** The safeguarding lead shares RLSS guidance with members on how to respond to allegations of abuse and signs and indicators of abuse, she has also shared a recording template document 'safeguarding concern form'. The form is clear that *"if you are concerned about the safety and welfare of a child or adult at risk, do not delay in contacting the police using 999"*. The form then has space to

record personal information of the victim/survivor/ person disclosing a summary of concerns, action taken and contact details for the person making the record.

**4.4.4** The safeguarding lead has completed Trustee training with the RLSS as have three of the other Trustees. The remaining Trustees have been provided with Trustee training by the safeguarding lead who with consent from the RLSS translated the RLSS Trustee safeguarding training presentation into Polish. The Missionary Sisters of Christ the King have a large document '*The Missionary Sisters for Polish Migrants Policies & Procedures*' which includes a 'Serious Incident Reporting Policy' providing guidance to Trustees on reporting serious incidents to the Charity Commission<sup>10</sup>. In practice, the Trustees advised that any decision to report a serious incident to the Charity Commission would be made collectively by the Trustees as a group.

#### Areas for development

**4.4.5** The sisters have adopted the safeguarding policy based on an RLSS template; it is recommended that in addition to planned annual reviews the policy should also be reviewed for effectiveness following any allegation or concern being raised. Similarly, in the event of an allegation or concern being raised the sisters should seek feedback from those requiring support and use this to develop and improve policies and processes. Trustees should also seek to quality assure practice and identify any learning as outlined in the Missionary Sisters for Polish Migrants Policies & Procedures document, sharing this as appropriate with all sisters.

**4.4.6** As identified in standard one the Sisters should ensure that any recordings of allegations or concerns are captured in proformas and translated into English, so they are readily available for review by English speaking statutory agencies.

#### Graded: Results Being Achieved

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<sup>10</sup> The Charity Commission for England and Wales registers and regulates charities to ensure they operate effectively and legally, promoting public trust and confidence.  
<https://www.gov.uk/government/organisations/charity-commission>

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

### Strengths

**4.5.1** The Missionary Sisters of Christ the King do not have any experience of, and therefore there is no practice evidence available that would enable a direct assessment of the management or support of a sister who might be the subject of an allegation or concern. The safeguarding lead however advises that the congregation would seek the advice of the RLSS in respect of any sister who is the subject of an allegation or concern.

**4.5.2** The safeguarding lead has completed safeguarding lead training with the RLSS, and in line with other roles and responsibilities she has completed the designated safeguarding lead training with Manchester City Council. Whilst she has not completed any training in respect of managing a safety plan, the safeguarding lead intends to access this training when it next becomes available and has reviewed the safety plan training presentation provided by the RLSS.

**4.5.3** The safeguarding lead has shared guidance from the RLSS with all sisters in respect of maintaining appropriate boundaries. The sisters have also adopted an RLSS code of conduct template which has been shared with all members and members have signed to confirm they have read and understood the code of conduct and will comply with its expectations.

**4.5.4** Each community for the Missionary Sisters of Christ the King has a superior, who the superior delegate advises spends time with each of the sisters and knows them well and would be able to prevent any "*lines being crossed by members*". The safeguarding lead and delegate superior shared that the international congregation have links to canon lawyers, who would be accessible in the event a member was the subject of an allegation or concern. If a member was the subject of an allegation or concern a support person would be identified for the member and if the member could not remain living in their current place of residence the safeguarding lead reports alternative accommodation could be sought, and if suitable the member could return to Poland.

### Areas for development

**4.5.5** Whilst all members of the Missionary Sisters of Christ the King were clear they feel they would be well supported by the congregation if they were the subject of an allegation, there is no reference within existing policies or evidence that has been provided that details the support that would be offered to members if they were the subject of an allegation or concern. It is therefore recommended that a new policy is drafted, or current policies are expanded, detailing what support will be offered to any sister who is the subject of an allegation or concern and that should be shared with all sisters.

### Graded: Results Being Achieved

## 4.6 Standard 6 Robust human resource management

### Strengths

**4.6.1** The Missionary Sisters of Christ the King do not employ any volunteers or employees, although safer recruitment procedures are contained within the safeguarding policy. The selection and screening processes for all members is completed in Poland, and any potential candidates from the UK are directed to make contact with the recruiter for the Missionary Sisters of Christ the King in Poland. New candidates are always welcome to meet the sisters' and attend their houses to join in prayer and spend time with sisters but due to limited space there is no ability for sisters to stay overnight.

in a common area of the house;. It is reported that new members in Poland need to be known to the congregation for some time. The safeguarding lead reports that all new members in Poland are subject to psychological assessments, that she is able to access if required.

**4.6.2** All new members to the UK have a testimonial of suitability from the regional delegate superior and police checks from Poland as outlined in the safeguarding policy. The safeguarding lead ensures that online safeguarding training is completed prior to any new member taking part in ministry with the public. New

members are also expected to read and acknowledge that they have understood the safeguarding policy, code of conduct, eight National Safeguarding Standards and all charity policies. An induction record is kept for all new members highlighting that the aforementioned processes have been completed. Focus group participants shared that during the induction process discussions about safeguarding practice are held with the safeguarding lead, and if they are completing parish ministry, they are introduced to the parish safeguarding representative.

**4.6.3** All members requiring a DBS have an up-to-date DBS and are registered with the online update service<sup>11</sup>. The safeguarding lead maintains a DBS spreadsheet containing details for all sisters, certificate numbers, date of issue, and workforce level. DBS checks completed with other organisations are also recorded and where sisters do not have a DBS or have left England, they still remain on the spreadsheet, therefore allowing an easy understanding of DBS compliance across the whole congregation in England. The safeguarding lead has completed CSSA training, 'Level 3 Safeguarding for Volunteers in the Catholic Church (DBS)' and *'DBS update service, Faith Sector'* training with the DBS outreach team, to support her knowledge of processes.

**4.6.4** The Missionary Sisters of Christ the King do not have a process to manage a blemished DBS, however in the event that a member did receive a blemished DBS the Missionary Sisters of Christ the King would consult the RLSS and seek their support to complete a blemished DBS risk assessment.

**4.6.5** Within the Missionary Sisters for Polish Migrants Policies & Procedures is a complaints procedure in respect of the work of the charity, and there is guidance on contacting outside agencies in line with complaints about Charity practices.

**4.6.6** The safeguarding policy for the Missionary Sisters of Christ the King contains brief procedures for whistleblowing, in which those with concerns are directed to contact the RLSS, who will decide on what action is to be taken. It is detailed that an

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<sup>11</sup> DBS OUS (DBS Update Service) allows individuals who have had a standard or enhanced DBS check to keep their certificate up-to-date and allows employers to quickly check if the certificate is still valid.

investigation will be completed if appropriate and written feedback will be provided.

#### Areas for development

**4.6.7** The Missionary Sisters of Christ the King need to develop a safeguarding specific complaints policy or include within the safeguarding policy how complaints about safeguarding practice by the congregation will be managed. The complaints policy should highlight to members of the public how they can make a complaint, what the process will be and what time frames responses will be provided in. In line with the earlier comment regarding developing a website or a webpage for the English members on the international congregation, the complaints policy should be made available online and be on display within any buildings owned by the congregation that the public access, for example in the entrance to the nursery.

#### Graded: Results Being Achieved

### 4.7 Standard 7 Training and support for safeguarding

#### Strengths

**4.7.1** The Missionary Sisters of Christ the King have evidenced a firm commitment to training, and the training expectations for all roles are detailed within the safeguarding policy. Training and refresher courses are completed in a timely manner and discussions about training can be observed in the minutes of Trustee meetings and meetings of all members, where it was requested that members engage in lone working training and were advised to send copies of training certificates to the safeguarding lead. The safeguarding lead maintains a central training record for all members and all sisters have accessed safeguarding training appropriate to their ministry.

**4.7.2** Members have engaged in a wide variety of training from a number of providers both locally and nationally, and are trained in both safeguarding and

safety issues, with some members having completed first aid and health and safety training courses. Safeguarding training for members has included both basic and advanced safeguarding training with the RLSS, and training which is more suitable to their individual ministry such as 'Safeguarding children in education', 'Safeguarding and Protection of Adults', 'PREVENT training'<sup>12</sup>, 'Female Genital Mutilation'<sup>13</sup> and 'Acting on safeguarding concerns, including risk assessment, safety planning and making referrals' provided by the NHS.

**4.7.3** The ministry of the active sisters is diverse, and the sisters are engaged with services where there are high expectations placed on staff to ensure effective safeguarding practice, such as the NHS, Ofsted and Manchester City Council. One member is also a trained psychotherapist and is engaged with regulatory bodies in line with her ministry. During interviews and focus groups, participants have shared that additional training delivered within other organisations has supported the sisters in developing their safeguarding awareness and practice.

#### Areas for Development

**4.7.4** The sisters should develop a training needs analysis to actively plan future training provision, and consideration should be given by all members to what other training may be beneficial for the sisters. The safeguarding lead should continue with plans to developing procedures to reflect on training effectiveness such as questions and answer sessions.

**4.7.5** Whilst there are no concerns that members are not engaging with safeguarding training, leaders of the Missionary Sisters of Christ the King may wish to consider policies and procedures that would be implemented if training compliance issues did arise in the future.

#### Graded: Comprehensive Assurance

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<sup>12</sup> PREVENT training aims to equip individuals with the knowledge and skills to identify, understand, and intervene with individuals who may be at risk of being drawn into terrorism or extremism.

<sup>13</sup> Female Genital Mutilation is a procedure where the female genitals are deliberately cut, injured or changed, but there's no medical reason for this to be done. This is a form of violence against women and girls and is illegal in the UK.

## 4.8 Standard 8 Quality Assurance and Continuous Improvement

### Strengths

**4.8.1** The Missionary Sisters of Christ the King as a consequence of providing a regulated service for children are subject to scrutiny of safeguarding practice from other agencies and are familiar with being provided with recommendations that promote positive improvements. The sisters have signed contracts with both the RLSS and the CSSA. The sisters have sought advice and guidance from the RLSS as and when needed. The safeguarding lead has attended training organised by the RLSS in addition to attending the RLSS Annual Safeguarding Conferences in March 2024 and 2025. Attendance at the RLSS Annual Safeguarding Conference enables the sisters an opportunity to access on the day training and liaise with safeguarding professionals about good safeguarding practice within religious life.

**4.8.2** The Missionary Sisters of Christ the King are aware of the need to review and improve safeguarding practice and the safeguarding lead has shared that any actions from this audit will form a safeguarding action plan for the sisters.

### Areas for Development

**4.8.3** Developments in this standard will be for the Missionary Sisters of Christ the King sisters to create a simple safeguarding action plan. The safeguarding action plan should be aligned to the eight National Safeguarding Standards as this will allow for ease of understanding for all members. The safeguarding action plan should enable the sisters to review and monitor progress against the eight National Safeguarding standards and the recommendations from this baseline audit. Once the safeguarding action plan is embedded and subject to routine review and development the sisters should consider developing an annual safeguarding report for members, trustees and those accessing the sisters' ministry, demonstrating how they are developing safeguarding practice in line with the eight National Safeguarding Standards.

### Graded: Results Being Achieved

## 5. Summary of overall findings

**5.1.** The Missionary Sisters of Christ the King have suitable governance arrangements in line with Charity Commission expectations to oversee safeguarding within the congregation and safeguarding is discussed at formal meetings. The safeguarding lead ensures that safeguarding communications are regularly shared with all members, and she takes the lead in translating safeguarding communications into Polish for both members and members of the public. Improvements in governance and communications will be to ensure the development of a safeguarding action and communication plan.

**5.2** The sisters have minimal experience of engaging with those who report having been harmed or managing allegation or concerns, however the sisters have developed or adopted appropriate processes and proformas to enable all members to respond confidently to any concerns. Focus group participants and interviewees demonstrated appropriate knowledge of the recording expectations of the congregation and the mandatory reporting policy of the Catholic Church in England and Wales, highlighting their responsibilities to liaise effectively with designated safeguarding lead and statutory authorities.

**5.3** Whilst there are no known allegations or concerns against any member of the congregation, producing guidance for members on what to expect if they are the subject of an allegation would provide members clarity and reassurance about processes and the support available. The sisters do not employ any staff or volunteers, and there is no involvement of the sisters in England in recruiting new members to the congregation. New members do join the region from the international congregation and as such testimonials of suitability, and police checks are routinely sought and documented, and when appropriate DBS checks and safeguarding training are recorded on a centrally managed spreadsheet by the safeguarding lead.

**5.4** The Missionary Sisters of Christ the King are engaged with safeguarding professionals and agencies and have utilised information and training from safeguarding professionals to further promote the skills and knowledge of the

congregation. Committing to continuous improvement, the safeguarding lead ensures her attendance at safeguarding meetings and conferences with other religious safeguarding organisations.

## 6. Recommendations

To support improvement, the following recommendations are made:

### **Within 3 months**

- The sisters should develop a small number of key performance indicators that are reported to the Trustees for oversight, this should include training, DBS, any low-level concerns, allegations and casework.
- The sisters should ensure that any training is reflected upon for its effectiveness and consideration is given by all members to what other training may be beneficial for the sisters.

### **Within 6 months**

- The sisters should develop a low-level concerns policy.
- The sisters should update the website for the international congregation with a public commitment to safeguarding and should provide the details of the safeguarding lead. The website should also include information for victims and survivors of abuse, with details or links to dedicated survivor services.
- The sisters should develop a simple action plan aligned to the eight National Safeguarding Standards.
- The sisters should ensure that there is an effective communication plan for the congregation. This should include both internal and external communications.
- The sisters should engage with peers who have direct experience of engaging with those who report harm.
- The sisters should develop a new policy detailing what support will be offered to any sister who is the subject of an allegation or concern, and this should be shared with all members.

- The sisters should either expand the safeguarding policy to include complaints or develop a safeguarding specific complaints policy. The complaints policy should be made available online and be on display within any buildings owned by the congregation that the public access.
- The sisters should develop policies and procedures that would be implemented for any training compliance issues.

#### **Within 12 months**

- The sisters should ensure that there is succession planning for the role of the safeguarding lead and that another member has the suitable skills, knowledge and training for the role.
- All active sisters should receive training in supporting victims of harm.
- The safeguarding lead and superior delegate to completed training in providing a trauma informed response to victims of harm.
- The sisters should develop a training needs analysis to actively plan future training provision.
- The sisters should develop an annual safeguarding report.

## **7. Arrangements for follow-up**

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

## **8. Appendix**

### **Evidence provided**

- CSE somethings not right-z-card-leaflet-polish
- Domestic Abuse guidelines- Polish version
- Maintaining safe yet caring boundaries-Polish
- Safe Spaces Poster
- Charities Policies

- Code of conduct
- Code of conduct signed
- PSM Acknowledgement
- Safeguarding policy
- RLG activities doc
- Acknowledgement form signed
- Safeguarding actions
- Safeguarding leaf job role and responsibilities
- Sisters' meeting 10<sup>th</sup> March 2025
- Police checks x 6
- Testimonials x 6
- DBS tracker
- Induction process
- Safer recruitment leaflet
- Care and Safety Management plan
- Adult safeguarding body map
- Log of concern template
- Outlines and social media use
- RLG Risk Assessment residential trips
- Safeguarding leaflet
- Signs and indicators of abuse
- Spiritual abuse leaflet
- Ulotka safeguarding
- RLSS training
- RLSS training 2
- Sisters training record
- Minutes Trustees & sisters 6<sup>th</sup> May 2025
- Minutes Trustees 14<sup>th</sup> March 2023
- Minutes Trustees 3<sup>rd</sup> October 2023