

Caldey Abbey

Baseline Audit Report
June 2025

Contents

1. Introduction.....	3
2. Methodology.....	4
3. Audit grading.....	5
4. Audit findings against each standard.....	7
5. Summary of overall findings.....	19
6. Recommendations.....	21
7. Arrangements for follow-up.....	22
8. Appendix.....	22

1. Introduction

1.1 This is a baseline audit of the safeguarding arrangements at Caldey Abbey, a monastery of the Order of Cistercians of the Strict Observance, located on Caldey Island off the coast of Wales. The Abbey owns the island and the Caldey Island Estate Company Limited, which operates the island on its behalf. Therefore, safeguarding arrangements across the island, including the estate company, will be examined in this audit which has been undertaken as part of the Catholic Safeguarding Standards Agency's (CSSA) Baseline Audit phase of Religious Life Groups (RLGs).

1.2 Safeguarding arrangements at Caldey Abbey have been the subject of considerable public scrutiny in recent years due to the efforts of a number of survivors of abuse perpetrated by a now deceased monk. The CSSA would wish to pay tribute to the courage of these survivors who have brought to the fore a longstanding failure to recognise and address the harm caused by a prolific abuser. The circumstances of this case were reviewed by Jan Pickles OBE, whose report, recommendations and Caldey Abbey's response are all publicly available.¹ As a consequence of this review the CSSA brought forward Caldey Abbey's baseline audit, with the final timing providing for a six-month period to implement the review recommendations. This short timeframe does mean that many of the actions reported herein are relatively recent and therefore cannot be said to be embedded and tested. These will consequently be subject to ongoing CSSA review.

1.3 Caldey Abbey has seven professed monks, two of whom are not resident on the island, and two other members including an oblate and a long-term visiting brother from overseas. The members of Caldey Abbey are governed by the Constitutions and Statutes of the Order of Cistercians of the Strict Observance². Their lifestyle is contemplative and they live within the enclosed environment of the Abbey but are free to travel to other parts of the island, and beyond when necessary.

¹ [SG Message1 – Caldey Island](#)

² [Constitutions and Statutes : Order of Cistercians of the Strict Observance: OCSO](#)

1.4 On the date of audit the Abbey had 3.5 Full Time Equivalent (FTE) employees and the trading company had 16 full time and 10 seasonal employees. Roles include the Safeguarding Lead, Island Manager, Guest House masters, shop staff, employees in the chocolate factory and boat crew. Volunteer numbers fluctuate but currently include lay members of the Safeguarding Committee and Trustee board. In addition to an employed Safeguarding Lead, Caldey Abbey has signed up to the Religious Life Safeguarding Service (RLSS)³.

1.5 This audit seeks to assess the effectiveness of current safeguarding arrangements, by considering practice over the last twelve months. The CSSA has categorised RLGs on a scale from Level 1 (a small community with minimal outreach and no known safeguarding concerns), Level 2 (a medium sized community with some outreach with vulnerable populations and/or providing some diocesan activities, such as a Parish Priest), 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). Caldey Abbey has been classed as a Level 2 community due to the previously noted non-recent safeguarding concerns. Caldey Abbey completed a corresponding self-assessment.

2. Methodology

2.1 Initial contact from the CSSA Quality Assurance Team with the Abbot of Caldey Island was made in January 2025. It was agreed that the audit would take place in June 2025, with in-person audit interviews taking place on 24 June 2025. The self-assessment was returned on 29 May 2025 as had been agreed. Access to an electronic folder containing supporting evidence was made available on the same day.

2.2 Prior to the audit a Survivor of abuse from Caldey Island and a witness to the Pickles review made contact with the CSSA. The auditor met with them on 14 May

³ RLSS are an independent team of safeguarding professionals offering safeguarding services to the Religious of the Catholic church in England and Wales

2025. The Safeguarding Lead for Caldey Island also facilitated a telephone conversation with individuals from the Caldey Island Survivors Campaign⁴, which took place on 1 July 2025.

2.3 The CSSA was able to observe a Safeguarding Committee meeting which took place online on 21 June 2025 and the safeguarding section of a Trustee meeting which took place on 24 June 2025. Interviews were completed with the Abbot, the Safeguarding Lead, the Island Manager, the Chair of the Safeguarding Committee, a shop manager and the guest masters of St Philomena's Guest House. A focus group with the members of Caldey Abbey was also held.

2.4 A single safeguarding case audit was completed on the one case that demonstrated safeguarding in practice at Caldey Abbey in the last year. Documentary evidence received from Caldey Abbey is listed in the Appendix. Their website and Charity Commission report for the year ending 31 January 2024 was also read.

3. Audit grading

3.1 Practice was assessed against the eight national safeguarding standards adopted by the Catholic Church in England and Wales⁵ and graded in accordance with the CSSA Maturity Matrix for Level 2 RLGs.

3.2 Potential audit ratings against each standard, and the final overall ratings, are: Below Basic, Basic, Early Progress, Firm Progress, Results Being Achieved, Comprehensive Assurance and Exemplary.

Overall grading

Results Being
Achieved

⁴ [Caldey Island Survivors Campaign](#)

⁵ Full details of the eight standards and underpinning sub standards are available here: [The Eight National Safeguarding Standards \(catholicsafeguarding.org.uk\)](https://catholicsafeguarding.org.uk)

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	Results Being Achieved
Standard 4 – Effective management of allegations and concerns	Firm Progress
Standard 5 – Management and support of subjects of allegations and concerns (respondents)	Comprehensive Assurance
Standard 6 – Robust human resource management	Firm Progress
Standard 7 – Training and support for safeguarding	Firm Progress
Standard 8 – Quality assurance and continuous Improvement	Comprehensive Assurance

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 Safeguarding Policy for Caldey Island was reviewed in March 2025, following initial ratification in February 2024. The next expected review period is three years or sooner if a need is identified. The policy states that “It is the responsibility of everyone to prevent, whether by action or omission, abuse: physical, sexual, emotional, spiritual, neglect, self-neglect, organisational, material, psychological, financial, domestic or verbal”. Caldey Island’s website has a dedicated safeguarding section⁶ with an area for policies and procedures. However, the ratified policy has yet to be made available there. Publishing it will enable any service users, including residents and visitors to the Island, to understand how any safeguarding concerns that they have would be addressed.

4.1.2 Caldey Abbey have only had their current part-time employed Safeguarding Lead in post since January 2025. Two previous Safeguarding Leads have held the post on a voluntary or interim basis, and both were professionally qualified social workers. The current Safeguarding Lead was appointed following a rigorous recruitment process, is a registered social worker and has experience as a Director of Social Care. Therefore, she is appropriately qualified and trained to undertake the role. Interviews with employed Island residents demonstrated that they have already approached the Safeguarding Lead with concerns that they have had and that these have been promptly and professionally addressed.

4.1.3 A Safeguarding Improvement Plan is in place. It plans improvements across eight separate domains including Leadership and Structures, Policy and Procedure, Working with Survivors and Reflecting, Learning and Listening. This is reviewed at the Safeguarding Committee which, as in their terms of reference, meets at least six

⁶ [Safeguarding — Caldey Island](#)

times a year and has the duty and responsibility of advising the Trustees, directors (of the Island Estate Company) and the Abbot on safeguarding matters. The committee has a suitably experienced lay chair who is also a Trustee. The Safeguarding Lead provides reports to and attends these meetings. Safeguarding is now a standing agenda item for the Trustees who meet at least four times a year.

4.1.4 A RAG rated Safeguarding Risk Register has been created. This identifies the risk, the person or groups responsible for it, the controls procedure, action required and who will review it. When the Risk Register was created, prior to the completion of the independent review in October 2024, many of the actions were RAG rated red, as a major risk to the organisation. Only one remains as a major risk which is testament to the progress that has been made in a relatively short period of time.

4.1.5 Standard 1 of the eight safeguarding standards of the Catholic church in England and Wales mandates that, for clergy, the pastoral standards document Caring Safely for Others is promoted. Similarly, for those in Religious Life, Integrity in Ministry should be endorsed. Caldey Abbey monks have signed a document to say they have read, understood and agree to adhere to the expectations of Caring Safely for Others. In addition, Integrity in Ministry is available on the Caldey Island website and the Abbot has shared the document with the monks.

4.1.6 RLSS delivered in-person safeguarding training to the monastic community and employees on the Island. This included generic basic safeguarding training and a bespoke session on safe boundaries. RLSS are also consulted for advice regarding the management of safeguarding concerns that arise.

Areas for development

4.1.7 As noted above, the Safeguarding Policy should be made accessible on the Caldey Island website.

4.1.8 It is evident that much of the identified progress has only been made in the relatively recent past, around or since the publication of the Independent Review in December 2024. Leaders of Caldey Island will need to ensure that the progress made is maintained in the long-term and that there are succession plans for key

roles like the Safeguarding Lead so that the impact of any change in personnel is minimised.

4.1.9 Survivors who spoke with the CSSA raised concerns that abuse was not reported to the authorities as the accommodation and livelihood of witnesses of abuse was dependent upon Caldey Island. This was addressed in part by Recommendation Four of the Caldey Review which recommended an independent, non-resident, visiting safeguarding professional. This has been implemented. However, membership of the Safeguarding Committee and the Trustee board should also remain under regular review with the purpose of ensuring transparency and that any conflicts of interest are declared and mitigated or eliminated. The Safeguarding Committee has recently expanded its membership to include another member of the monastic community and a non-resident social worker. Plans are in place to recruit a further member with a background in policing.

Graded: Results Being Achieved

4.2 Standard 2 Communicating the Church's safeguarding message

Strengths

4.2.1 Caldey Abbey communicate safeguarding messages via their website and in posters located around the Island. St Philomena's Guest House has a Safeguarding poster on display in a communal area. In addition, when bookings are made limited safeguarding information is shared, including that children under 18 must be supervised by their parent or guardian at all times and that, in accordance with UK legislation, photographic identification will be required for all guests over the age of 16. As part of ensuring a safer environment across the island, a missing child protocol was implemented in March 2024. The island safeguarding poster contains contact details for the Safeguarding Lead and RLSS and states that in an emergency then the reporting individual should call 999. The website contains

additional information, including a list of useful links⁷, such as contact details for relevant local authorities and support services such as Age Cymru and Women's Aid. Neither the posters nor the website contains links or details for Safe Spaces⁸.

4.2.2 There is a message from the Abbot on the website, created following the publication of the Independent Review. In this he affirms Caldey Abbey's commitment to "learn lessons from the mistakes in the past and create a safer environment for everyone⁹".

4.2.3 Leaders on the island have been in liaison with, and sought to learn from, other Church bodies including abbeys from the English Benedictine Congregation and the Archdiocese of Cardiff-Menevia. They have also liaised with their Regional Safeguarding Board, the Children's Commissioner for Wales and the Wales National Safeguarding Board for support and advice and to raise issues of relevance.

4.2.4 The Safeguarding Lead is regularly present on the island, although she is not resident. She communicates the importance of safeguarding to others by frequent interaction with the monastic community, staff and residents on the island. The staff and monastic community were confident to contact her promptly with any concerns they had or support or guidance they needed.

Areas for development

4.2.5 The Safeguarding Policy does not contain specific information as to how safeguarding communications will be planned and reviewed for effectiveness. Creating a plan as to how future communications will take place, and how their effectiveness will be reviewed, for example with feedback from Survivors, will ensure that communications are fit for purpose and reaching their intended audience.

Graded: Firm Progress

⁷ [SG Links1 – Caldey Island](#)

⁸ 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.

⁹ [SG Message1 – Caldey Island](#)

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

Strengths

4.3.1 The safeguarding training delivered by RLSS to the monastic community and Island employees covered how to Recognise, Respond, Record, Report and Refer abuse. It also gave instruction on active listening, initial actions and responses to a disclosure of abuse. This is designed to give a practical understanding of how to deal with a disclosure of harm when it is received. The Safeguarding policy also dictates that action must be taken if there is a concern that a child or adult may be suffering from significant harm. The guidance includes reporting to the Safeguarding Lead or RLSS and says that the person reporting harm must be informed of the next steps that will be taken, with timescales where this can be done. They should be offered “any support needed”.

4.3.2 In practice, some Survivors of abuse have been offered, and accepted, financial support with funding for counselling, including planned backdated payments. Payments have yet to be made for this as they are awaiting confirmation that they can do so under Charity Commission guidance on use of charitable funds. The CSSA has been assured that when Caldey Abbey is able to make these payments they will.

4.3.3 The third recommendation of the Caldey Review was that “a survivor or survivors of child sexual abuse [should] sit on the board of the Island”. The Safeguarding Committee of the Board of Trustees has a single Survivor as representation on the panel, currently in an interim capacity, as this is the decision of the individual concerned. She was a member of the recruitment panel for the current Safeguarding Lead. Their active involvement demonstrates an intention to have Survivor voices influence future policy and practice on Caldey Island which, in order to comply with the recommendation, should be maintained. The Safeguarding Lead, and former Safeguarding Lead, have met, and continue to meet, with Survivors of non-recent abuse.

4.3.4 The CSSA were told that the Abbot sent a letter to each witness to the Caldey Review which directed Survivors of abuse to potential sources of support such as Safe Spaces.

Areas for development

4.3.5 The Independent Review's eighth recommendation was that Survivors of abuse who received compensation in 2017 be offered an apology for the failure to protect them, and the antagonistic way that they were treated when they brought their claims. Ongoing support and therapeutic help should be met by the Abbey. As can be seen in 4.3.2, the Abbey is in the process of fulfilling that recommendation. However, Survivors who spoke with the CSSA expressed the view that previous compensation did not adequately reflect repeated failures to protect them from abuse as highlighted in the Review. The decision not to offer further financial compensation was based upon legal advice and detailed consideration by Trustees so will not be commented upon here. Survivors also considered that meetings they have had with the current and previous Abbots of Caldey Abbey were insufficiently empathetic. The Abbot acknowledged that relationships with Survivors remain challenging and that, in his future contacts, he intends to be guided and supported by professionals including the employed Safeguarding Lead. This demonstrates that work with Survivors to demonstrate a consistent caring and compassionate response is needed.

4.3.6 As indicated in 4.2.1, support services such as Safe Spaces should be publicised on the website and printed safeguarding communications. This will allow Survivors to access their support directly without having to engage with Caldey Abbey if they choose not to. However, Caldey Abbey must continue to attempt to engage with and support Survivors. They should also seek to learn from the experience of their work with Survivors with policies and procedures being reviewed and amended in the light of that learning.

Graded: Results Being Achieved

4.4 Standard 4 Effective management of allegations and concerns

Strengths

4.4.1 The Safeguarding policy and training provided to monks and employees give guidance on taking and recording disclosures of abuse. Management of allegations is currently handled by the professional Safeguarding Lead and RLSS. If statutory investigations are ongoing they do not proceed with internal investigations or actions until approved by statutory authorities. The Safeguarding Committee and Trustees discuss open concerns as a matter of routine. Electronic records related to safeguarding allegations or concerns are stored in a secure case management system, My Concern with access limited to those who need to have it.

4.4.2 Caldey Abbey has access to Canon Law support and guidance from within their international Order. Therefore, they can ensure that any allegations or concerns that involve members of the Abbey are managed in compliance with Canon Law requirements.

4.4.3 As noted above, the Safeguarding Lead is professionally competent to deal with the management of allegations and concerns. This includes liaising with statutory authorities and ensuring appropriate support for Survivors and Respondents to allegations. Where necessary, the Abbey can utilise the guidance available via RLSS. Members of the Abbey, staff and the Safeguarding Committee expressed their confidence in the Safeguarding Lead's management of safeguarding on the Island with examples of when they had brought concerns to her and how she had dealt with them.

Areas for development

4.4.4 The single case audit that was completed was on a case opened prior to the appointment of the Safeguarding Lead. It demonstrated that there were areas for improvement in the initial response timeliness and recording practice. The CSSA are

assured that the arrangements currently in place mean that the issues identified in the case audit would not be repeated now.

4.4.5 Prior to the appointment of an employed Safeguarding Lead earlier this year, procedures and practice were not as prompt and robust as they are currently, predominantly as they were reliant upon volunteers. Leadership at Caldey Abbey and the Island Company must ensure that safeguarding resourcing is, and remains, sufficient to deliver effective safeguarding practice.

4.4.6 When the Safeguarding Policy is reviewed, leaders must ensure that consideration is given to learning that has taken place from quality assuring the management of any allegations and concerns that have been received. This will ensure that policy and procedure remain effective, appropriate and relevant.

Graded: Firm Progress

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

Strengths

4.5.1 The Safeguarding Lead's job description includes making appropriate arrangements for monastic members known, or having been accused with some credibility, of having abused children or adults at risk. This includes ensuring that the Respondent is supported practically and pastorally. The Monks of the focus group were confident that, should an allegation be made against them, the Abbot and Safeguarding Lead would ensure they received appropriate pastoral and practical support while safeguarding processes were being followed. The Abbot also confirmed that he can and will make arrangements for those accused to be withdrawn from the Island, in liaison and with the agreement of statutory services, to other abbeys of the same Order. The receiving Abbey's Abbot would be made fully aware of the nature of any allegation and the Safeguarding Plan in place to manage them safely.

4.5.2 It is now routine practice that any safeguarding concerns in the monastic community would be reported to the Safeguarding Committee and to Trustees. Their oversight would ensure that Canon Law expectations were met. Updates should be provided to these meetings for the duration of the case being open.

4.5.3 Guidance and support have been sought from RLSS in managing allegations and concerns, and the Respondents to them, effectively. There is an ongoing statutory investigation in respect of a member of the island community, who is not currently resident. Caldey Abbey are fully engaging with relevant agencies, the plan in place is proportionate and reviewed as expected with contributions from all involved parties.

Areas for development

4.5.4 Whilst the focus group members were content that they would be supported practically and pastorally if there was an allegation against them, there remained a level of confusion around the outcome and recommendations of the Caldey Review of December 2024. The monks need assurance as to how they can carry out their ministry, including potentially providing pastoral care to visitors, whilst being fully compliant with safeguarding expectations.

4.5.5 As and when Caldey Island manages Respondents, or concludes management of Respondents, they should sensitively seek feedback from them as to their experience with a view to improving policy and practice in future.

Graded: Comprehensive Assurance

4.6 Standard 6 Robust human resource management

Strengths

4.6.1 Caldey Abbey's Safer Recruitment Policy says that a Disclosure and Barring Service¹⁰ (DBS) check will be carried out on the successful candidate [following a

¹⁰ [Disclosure and Barring Service – GOV.UK](https://www.gov.uk/government/organisations/disclosure-and-barring-service)

recruitment process]. The level of DBS check will be in accordance with the guidance issued by the DBS for the role in question". The Safeguarding Policy states that all monastic members, lay staff, volunteers and islanders will receive the appropriate level of DBS check, including under any previous names they were known by. In practice this means that many of the checks carried out under these policies are Basic DBS checks, including all the monastic community, as their role makes them ineligible for enhanced checks. Considerable work has been carried out by the Safeguarding Lead with the DBS service to ensure that the appropriate checks are now completed and records are kept. At the point of audit, the CSSA were informed that 80% of the expected DBS checks were completed with others in process. All staff have the DBS check appropriate to their role, including enhanced DBS for guest house masters.

4.6.2 As part of their evidence submitted to the CSSA, Caldey Abbey included a Complaints Policy for those dissatisfied with a product or service they have received from Caldey Abbey. This includes the safeguarding service received. This was only ratified in March 2025 so needs to be embedded for a period and then reviewed for effectiveness. The Complaints Policy directs the reader to the Whistleblowing Policy, also provided as evidence, to raise concerns about wrongdoing or danger affecting any of the activities associated with the island. This is helpful clarity to ensure the correct policy is identified and followed. Staff are also signposted to the Staff Handbook, given to them on joining, for grievances that arise in the workplace. Annual reporting of complaints and whistleblowing to the Trustees was adopted in March 2024 and is an ongoing expectation.

4.6.3 There are no current Novices in the monastic community. However, there is an extended process which those wishing to join have to follow which includes two references, one of which is from their Parish Priest, and a vetting check before they start their Postulancy, a period when they are initiated into the Spiritual Disciplines of the Order. They would be expected to complete safeguarding training with the other members of the community during this period.

Areas for development

4.6.4 The complaints and whistleblowing policies, whilst active, are not available on the website for easy public access and they should be to allow any service user to raise a complaint under the appropriate policy.

4.6.5 Prior to the independent review, vetting procedure was not as rigorous and, in a non-recent case, an individual accused of sex offences was able to live on Caldey Island for a number of years under an assumed name. This explains why the Safeguarding Policy explicitly references other names for vetting checks. Leaders will need to ensure the policy is adhered to and that the expectations of the Safer Recruitment Policy, in which any blemished DBS is risk assessed and the individual only allowed to start in role with the agreement of both the Safeguarding Lead and the Island Manager, is followed whenever appropriate.

Graded: Firm Progress

4.7 Standard 7 Training and support for safeguarding

Strengths

4.7.1 Safeguarding training was provided to the monastic community, employees, volunteers and Island residents by the author of the Caldey Abbey Review in April 2024. RLSS visited the island and provided additional safeguarding training to the monastic community, volunteers and employees in May 2025. This demonstrates that a rolling programme of safeguarding training has commenced. Records are now being kept of attendance for leaders to be assured that there are satisfactory levels of compliance. The Abbot attends the training with the monastic community and he was described in the focus group, which he was requested not to attend by the CSSA, as very pro-safeguarding.

4.7.2 The Safeguarding Lead has developed Level 1 Basic Safeguarding training which will be offered to seasonal staff so they will also have an understanding of the safeguarding expectations at Caldey Abbey.

Areas for development

4.7.3 In their self-assessment Caldey Abbey acknowledged that their training plan is currently in development. Having a clear training expectation by role with reporting on compliance will offer greater assurance to trustees and leaders that individuals are consistently being trained to the expected level. If there are then issues with non-compliance or failures to meet expectation these can be promptly identified and addressed.

4.7.4 The training plan when completed should also consider whether individuals may require bespoke training. For example, anyone who may meet with Survivors of abuse, such as the Abbot may benefit from accessing trauma informed training to help him prepare and respond compassionately.

Graded: Firm Progress

4.8 Standard 8 Quality Assurance and Continuous Improvement

Strengths

4.8.1 To support ongoing improvements in safeguarding practice, Caldey Abbey commissioned an independent review of non-recent childhood sexual abuse within the monastic community. This review generated 12 recommendations to improve current safeguarding practice which the Abbey and Island company have considered and responded to. The independent review is published on the website, and, for transparency, the formal responses should be too.

4.8.2 Caldey Abbey have had a Safeguarding Improvement Plan (SIP) in place since June 2024. It is their intention that any recommendations from this audit are incorporated into the plan. The current iteration of the plan identifies the task or target and the action that must take place to achieve it, cross referenced against Safeguarding Standard and Review Recommendation. The evidence for completion, lead for the task, target completion date, progress and whether the task is complete or ongoing concludes the structure of the SIP. It is comprehensive and clear and will promote continuous improvement in practice.

4.8.3 The Safeguarding Committee endeavour to hear the voice of Survivors through direct representation on the Committee and from report from the Safeguarding Lead on her regular engagement.

Areas for development

4.8.4 Much of the progress in safeguarding practice identified in this report has been implemented within the last twelve months. Therefore, it cannot be considered embedded practice, and trustees and leaders must ensure that there are plans to mitigate the impact of key individuals leaving roles to ensure that improvements continue to be identified and made.

Graded: Comprehensive Assurance

5. Summary of overall findings

5.1. This audit does not seek to reinvestigate the events that led to the commissioning of the Caldey Island review published in December 2024. The focus is on the safeguarding practice of the last 12 months, including the implementation of the review recommendations.

5.2 The evidence demonstrates that there has been notable progress in safeguarding practice over the last 12 months, in particular since the employment of a part-time dedicated safeguarding lead. The Safeguarding Committee meet regularly and have survivor representation to influence future policy and practice. The trustees now routinely discuss safeguarding at their meetings and are informed and guided by the Safeguarding Lead and Safeguarding Committee. A SIP guides future planned improvements and regular safeguarding training has started to be rolled out.

5.3 The CSSA recognises that survivors of non-recent abuse may understandably view the outcome of this audit as generous in light of past failures. Further work is necessary to demonstrate that safeguarding practice is sufficiently improved and transparent. Embedding the recent changes in safeguarding practice, finalising a

training plan and ensuring that the monastic community understand how they can practice their ministry whilst being fully compliant with safeguarding expectations should now take place. Meaningful engagement with survivors would support this work.

5.4 Overall, the evidence seen for this audit demonstrates that Caldey Abbey have achieved a rating of Results Being Achieved against the eight safeguarding standards of the Catholic church in England and Wales.

6. Recommendations

To support improvement, the following recommendations are made:

Within 3 months

- Add the Safeguarding, Complaints and Whistleblowing Policies to the Website
- Link to Safe Spaces from the website and via printed safeguarding communications

Within 6 months

- Continue to work with the monastic community to help them to understand how to safely complete their ministry with regard for effective safeguarding practice
- Finalise a safeguarding training plan and consider whether any roles require bespoke training

Within 12 months

- Review membership of Safeguarding Committee to ensure it maintains sufficient independence and survivor input
- Review the effectiveness of safeguarding communications with key stakeholders such as Survivors and adapt messages based on feedback
- Review the Safeguarding Policy with reference to any learning that has taken place in the management of allegations and concerns, including feedback from any Respondents to allegations
- Succession plan for key roles such as Safeguarding Lead and Safeguarding Committee Chair to ensure continuity and minimise disruption

7. Arrangements for follow-up

7.1 In line with an overall rating of Results Being Achieved, the earliest potential date of the next audit of Caldey Abbey by the CSSA is June 2027. If the CSSA becomes aware of a significant Safeguarding concern or allegation in the intervening period, then an earlier audit will be required.

8. Appendix

- Applying for DBS check guidance
- Board of Trustees Terms of Reference
- Caldey Abbey Response to the Recommendations of the Independent Review
- Caldey Abbey Whistleblowing Policy
- Caldey Annual Safeguarding Report 2024
- Caldey Framework Agreement re the relationship between Caldey Abbey and Caldey Island Estate Company Ltd
- Caldey Island Safeguarding Policy
- Caldey Island Safeguarding Risk Register
- Caldey Island Safeguarding Training Level 1 Slides
- Caldey Island Staff Handbook
- Caldey Safeguarding Poster
- Caldey Safer Recruitment Policy
- Company Terms of Reference
- Complaints Policy
- Draft Administration Process for Visitor Safeguarding
- Draft Local Authority Engagement Framework
- Draft Review of Caldey Island's Governance Structure
- Long-Term Residential Guests Safeguarding Guidance
- Monks signed agreement to comply with Caring Safely for Others
- RLSS Bespoke Training Slides May 2025

- Safeguarding Committee Terms of Reference
- Safeguarding Commitment
- Safeguarding Declaration for Organised Parties
- Safeguarding for Groups in St Philomena's
- Safeguarding Lead Job Description
- Safeguarding Improvement Plan v2
- Safeguarding Promise
- Summary – Report a New Concern
- The Caldey Review December 2024
- The Journey of Becoming a Monk
- Training Certificates of Attendance (RLSS training)
- Visitor Charter
- Volunteer Agreement



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