

Marian Fathers

Baseline Audit Report
March 2026

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1. Introduction

1.1 This report is a baseline audit of the safeguarding arrangements for the Marian Fathers¹. It is undertaken as part of the CSSA programme of baseline audits for Religious Life Groups (RLGs) in England and Wales.

1.2 The Marian Fathers are an international organisation of Pontifical Right founded in Poland with over 500 priests worldwide. There are six members of the Marian Fathers in the UK who live independently and minister in two sites: the London Parish of Our Lady Mother of the Church and the Divine Mercy Apostolate, also in London. Our Lady Mother of the Church has four priests of the Marian Fathers ministering within it and is in the Diocese of Westminster. Overall responsibility for safeguarding matters in the parish lies with the Diocese. Our Lady Mother of the Church serves the Polish-speaking community and is also part of the Polish Catholic Mission. The Divine Mercy Apostolate serves a majority English speaking community and has two members ministering within it. The Apostolate has a chapel in which a daily service is held. From January 2026 the Divine Mercy Apostolate will be led by a member from the American province of the Marian Fathers who also took part in an interview as part of this audit. The Marian Fathers have one employee and four volunteers.

1.3 The scope of this audit includes safeguarding arrangements for the 12-month period preceding the audit week which took place in November 2025. The Marian Fathers serve in 19 countries around the world. However, this audit focusses solely on the activities, governance and operations of the members residing in England and Wales. The audit will not include comment on the safeguarding arrangements in place for the diocese in which the parish support is undertaken nor the work of the Polish Catholic Mission.

1.4 The CSSA has devised a categorisation scheme for Religious Life Groups taking part in safeguarding audits. This categorises groups on a scale of *Level 1, Level 2 and Level 3*. Level 1 is classed as a small community with minimal outreach and no

¹ The Marian Fathers Charitable Trust is a registered charity with charity number 1075608.

known safeguarding concerns. Level 1 is itself divided into two categories: *Enclosed* (for Enclosed Orders) and *Apostolic* (for non-Enclosed Orders). Level 2 is for Orders of medium sized communities with some outreach with vulnerable populations and/or providing some diocesan activities such as a Parish Priest. Level 3 audits cover larger communities and/or one with significant outreach with vulnerable populations and/or a disproportionately high number of open safeguarding cases. The Marian Fathers have been assigned to a Level 2 audit.

1.5 The CSSA recognises the rich diversity of the Religious and acknowledges that the Religious Life Groups within any particular 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 Group Lead for the Marian Fathers was initially contacted by the CSSA Analyst via email on 9th July 2024 to notify them of the intention to complete a safeguarding audit and the relevant Level 2 audit guidance documents were shared. Over further email exchanges it was agreed to postpone the audit due to a temporary drop in member numbers and the subsequent additional pressures an audit would bring during this time. In June 2025 a new date for the audit was agreed and an in-person visit was arranged.

2.2 The Marian Fathers were requested to complete a Level 2 Self-Assessment (an assessment tool which provides background information on the group's adherence to the eight individual National Safeguarding Standards²) four weeks prior to the audit week and provide accompanying evidence. However, despite reminders this was not received in advance of the audit. The CSSA Analyst completed the in-person visit to both the Divine Mercy Apostolate and Our Lady Mother of the Church in Ealing, London on 12th November 2025. During the in-person visit the Director of the

² A description and full details of the Standards can be found on the CSSA website [here](#)

Apostolate, the forthcoming Director, a group member and a Parish Safeguarding representative (PSR) were interviewed. The Director of the Apostolate is also the Chair of Trustees, the Rector of the residential house and the Safeguarding Lead for the Marian Fathers.

2.3 The evidence provided during the in-person visit has been assessed against the Level 2 Maturity Matrix and ratings for each standard have been assigned (see Section 3 Audit Grading), together with a combined overall grade. All the evidence considered in the preparation of this report has been included in the Appendix to this report.

2.4 No case audit work has been undertaken during the course of this audit as there have been no safeguarding allegations or concerns reported involving the Marian Fathers within the last 12 months and hence there are no current case files to pass comment on.

3. Audit grading

3.1 Safeguarding practice is graded in accordance with the CSSA Maturity Matrix for Level 2 Religious Life Groups. Each standard is graded on an ascending six point scale of *Basic*, *Early Progress*, *Firm Progress*, *Results Being Achieved*, *Comprehensive Assurance* and *Exemplary*. Grades for individual standards are combined in order to produce an overall grading for the Religious Life Group as an outcome of the audit.³

Overall grading	Results Being Achieved
Standard 1 – Safeguarding is embedded in the Church body’s leadership, governance, ministry and culture	Results Being Achieved

³ Full information on supporting documentation in respect of the audit methodology is available here: [Quality Assurance Framework for Religious Life Groups](#)

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

4. Audit findings against each standard

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

Strengths

4.1.1 The Marian Fathers have a Safeguarding Policy and a Safeguarding Complaints Policy, both of which have been reviewed in October 2025, outline a zero-tolerance approach to abuse and are based on the RLSS template. All safeguarding policies are reviewed and approved by Trustees annually. The Safeguarding Complaints Policy contains a scope and talks through the stages of a complaint and appeals

process. The roles and responsibilities for those in safeguarding positions are set out in a separate document to the Safeguarding Policy. When policies are reviewed, they are discussed at all-member meetings and a physical copy is shared, as evidenced in meeting minutes. These policies are also translated in Polish for the group members and any Polish-speaking parishioners that need to refer to them.

4.1.2 The Marian Fathers have appointed their Director of the Apostolate as their Safeguarding Lead. Whilst the Director of the Apostolate has no direct professional experience in a related field in order to fulfil their Safeguarding Lead role, they have completed several online and in-person training courses with the RLSS, Diocese and CSSA including Safeguarding training, Safeguarding Adults, Child Protection, Overcoming Loneliness, Equality and Diversity, Understanding Obsessive Compulsive Disorder and Leadership.

4.1.3 The Marian Fathers have six Trustees; all of whom are members of the clergy. The Director of the Apostolate is the Chair of Trustees for the group. The Trustees meet every three months, with extraordinary meetings in between if required, and the minutes show that Safeguarding as a topic is a standing agenda item for all meetings. The Director of the Apostolate states that Trustees are kept informed of any safeguarding issues and, due to the pressing nature of safeguarding concerns, the Polish Catholic Mission and the Diocese are normally the first to be notified. An annual safeguarding report is prepared for the Trustees and reports on training, DBS and safeguarding concerns raised. However, DBS and training are discussed at every Trustee meeting, and the Chair of Trustees follows up with any member, employee or volunteer who appears to be close to not meeting the deadline. Trustees would meet to discuss if an allegation or concern was raised and evaluate whether a Charity Commission referral was warranted and if so, the Director of the Apostolate would be responsible for submitting this. The Safeguarding Complaints Policy also reminds complainants that they can contact the Charity Commission at any point should they wish to do so.

4.1.4 The group's constitutions outline that the Provincial Superior, leader of the Polish province, will visit each community once per year in person and the Director of the Apostolate confirms this happens. The visits include an internal audit of

safeguarding by the Provincial Superior and his accompanying team, inspections of places where ministry takes place, and individual interviews of members which cover personal well-being. Every three years the Superior General, the group's international leader, and his small team from Rome visit the communities, and they undertake their own audit activity so every three years the Marian Fathers in the UK have two internal inspections.

4.1.5 The Divine Mercy Apostolate and Our Lady Mother of the Church have monthly meetings involving all members. Minutes are kept from these meetings which are in Polish. Pastoral issues are discussed and safeguarding is a standing agenda item. In addition to these formal monthly meetings the members also have daily unofficial contact during their daily activity and the group member interviewed confirmed that safeguarding is discussed regularly in the community. The group member also advised of the regular Reflection Days that the group holds which offer an opportunity for members to raise safeguarding practice issues with their fellow members for peer discussion. Although no evidence was received in advance of this audit, a good awareness of how safeguarding fits into daily ministry was evidenced by those spoken to during audit. The group member and PSR confirmed that safeguarding is a topic covered daily in their various interactions with other members and leaders in the group. The PSR also verified that they have at least weekly meetings with the Director of the Apostolate and daily contact with the Priests at Our Lady Mother of the Church and that they adhere to the Safeguarding guidelines and policies of the Diocese of Westminster. The PSR confirmed that any safeguarding matters dealt with by themselves and the Diocese are also shared with the Director of the Apostolate for his information and assurance.

4.1.6 The Director of the Apostolate states that *Integrity in Ministry*⁴ has been shared with all members and that it was translated into Polish by the Polish Catholic Mission for the Polish speaking members. The group member spoken to during the audit

⁴ *Integrity in Ministry* is a code of conduct for Religious engaged in ministry in the Catholic Church in England and Wales. It has been written for the guidance of those in ministry and for the information of those people with and among whom Religious exercise their ministry. A copy can be located [here](#)

was not familiar with the document and so this is something that should be revisited as a group to ensure awareness and understanding.

4.1.7 The Religious Life Safeguarding Service (RLSS)⁵ have confirmed that the Marian Fathers are members and have liaised with the Safeguarding, Training and Membership teams and have attended the AGM and Safeguarding Conference. Email correspondence with the Diocese of Westminster and the Polish Catholic Mission confirms there are no current concerns and no open case work. The Director of the Apostolate advises that approximately every two weeks they receive safeguarding information, updates and invites to events and training from the RLSS and the Conference of Religious and that they disseminate this information as appropriate throughout the group; either by email or in person at meetings.

Areas for development

4.1.8 The Safeguarding Policy and the Safeguarding Complaints Policy should be publicised more widely. A copy should be published on the website and physical copies made available.

4.1.9 The Director of the Apostolate, who is Chair of Trustees, has completed Safeguarding training with the RLSS and with the Diocese of Westminster. It is acknowledged that the majority of the Trustees reside and minister outside of the UK. Therefore, it is recommended that those Trustees outside of England and Wales align themselves with training within this Episcopal Conference.

4.1.10 As expected in the National Safeguarding Standards, the Marian Fathers should have a Safeguarding Action Plan. This should incorporate recommendations from this audit and other identified actions should be agreed, reviewed by Trustees in their meetings and published for transparency. The Action Plan should make clear who is responsible for any actions and appropriate time and resources should be allocated for completion.

Graded: Results Being Achieved

⁵ RLSS are an independent team of Safeguarding professionals offering Safeguarding services to the Religious of the Catholic Church in England and Wales

4.2 Standard 2 Communicating the Church's safeguarding message

Strengths

4.2.1 The website for the Divine Mercy Apostolate has a dedicated safeguarding page with reporting instructions, contact details and support links. It also features a safeguarding policy statement which commits to providing a safe space for growth and spiritual life, caring for those hurt by abuse, managing those who have caused harm and safer recruitment.

4.2.2 A poster identifying the Safeguarding Lead and their contact details is displayed in a prominent position outside the chapel of the Divine Mercy Apostolate. It is on the RLSS template and advises what to do in a safeguarding emergency and also includes the RLSS contact details. There are Diocesan posters in Our Lady Mother of the Church in line with expectations that the parish would use Diocesan communication materials.

4.2.3 The practice of translating policies and documents into Polish, as identified in Standard 1, is a proactive way of improving safeguarding messaging and being responsive to the needs of the audience.

Areas for development

4.2.4 The Marian Fathers do not have a Communications Plan which is an expectation of the Church's agreed National Safeguarding Standards. As they serve a Parish in the Diocese of Westminster they should ensure that they meet the minimum standards of the Diocese. A Communications Plan should be agreed as either a standalone document or could be integrated as part of the Safeguarding Action Plan, which outlines how they plan to meet the Diocese's minimum standards. The Plan should be reviewed and include stakeholder engagement.

Graded: Firm Progress

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

Strengths

4.3.1 Given that there is no current experience of handling allegations of abuse the Marian Fathers have a limited opportunity to evidence working practices in Standards 3, 4 and 5. That said, the group member interviewed for this audit evidenced a good understanding of the potential safeguarding concerns that they may come across in their ministry and what action to take if abuse was disclosed or witnessed. The importance of recording low-level concerns was also acknowledged.

4.3.2 The website for the Divine Mercy Apostolate features the names and telephone numbers of national helplines for survivors. The resources listed are considered to be relevant and the message of willingness to listen and support survivors is conveyed.

4.3.3 During interview the Director of the Apostolate explained how he would respond with empathy and sensitivity to anyone who disclosed abuse and described the need for respect and dignity in responding to survivors and those making an allegation. The Safeguarding Complaints Policy also sets out that complainants will be updated on the progress of their complaint and that a person of contact will be appointed along with timescales for responding to complaints and providing the findings of investigations. During interview the Director of the Apostolate and the incoming Director described in detail the steps they would take in responding to a concern or allegation and evidenced an understanding of appropriate reporting actions. They also confirmed that therapy or other tailored provision would be considered on an individual basis by the group for survivors reporting abuse and that they would scrutinise any information they receive with a view to drawing learning and improving practice.

Areas for development

4.3.4 Although a list of external support helplines is provided on the website for the Divine Mercy Apostolate, the Safe Spaces⁶ provision is not included. This should be added to the services already listed on the safeguarding page. A Safe Spaces poster in the Divine Mercy Apostolate or signposting to other survivor support should also be visible to assist in reaching out to survivors.

4.3.5 As identified in the internal Process Evaluation, the Marian Fathers do not currently have a standard proforma for reporting concerns or disclosures. A form to be used in recording these issues should be devised and publicised throughout the group.

Graded: Results Being Achieved

4.4 Standard 4 Effective management of allegations and concerns

Strengths

4.4.1 Instructions are given to members in the Code of Conduct on reporting any allegations made against themselves to the Major Superior. The same document outlines that the member will be placed on administrative leave whilst an investigation takes place. The document describes the reporting obligations of disclosures and the process for doing so.

4.4.2 During interview the group member described the process they would follow should they have any concerns about their fellow members or leaders. They confirmed that their Provincial Lead visits in person every year and that all members have access to him in between visits via telephone and email if required. The group member also described having easy access to the Superior General. In

⁶ Safe Spaces is a free and confidential support service funded by the Catholic Church for victims and survivors of abuse. Their website can be accessed [here](#)

addition, the Marian Fathers have a designated clergy member based in Poland who they can contact confidentially for adult and child safeguarding issues if they need advice. The group member was aware of the group's Safeguarding and Whistleblowing policies and was confident in understanding how to report abuse.

4.4.3 Being both the Safeguarding Lead and the Chair of Trustees, the Director of the Apostolate understands the importance of relaying any allegations and resulting actions to the board of trustees. The Director of the Apostolate has a sound understanding of the need to treat sensitive information safely and securely and they expressed a desire to constantly learn from experiences to inform future practice. It was also evident from the interviews that, if there were an allegation or concern related to a member of the group, that this would be reported to RLSS.

4.4.4 Both the Divine Mercy Apostolate and Our Lady Mother of the Church have safeguarding books in which to record safeguarding concerns. These books are kept securely by the Director of the Apostolate and the PSR respectively. The Director of the Apostolate also understands that the RLSS would retain electronic records of any concerns or allegations relating to members of the Marian Fathers.

Areas for development

4.4.5 It is acknowledged that any future investigations, risk assessments or subsequent Safeguarding Plans would be managed by the RLSS or the Diocese in which the concern arose. It is recommended that the Marian Fathers continue to develop their engagement with the RLSS and peers and attend relevant training to ensure that they are well-primed in the event of any future accusations of harm.

Graded: Results Being Achieved

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

Strengths

4.5.1 When asked about what support might be available to him should he be the subject of an allegation, the Director of the Apostolate advised that the Polish province has dedicated provision and that professional and personal support would be offered by his superiors. A designated curator would be allocated, pastoral care would be accessible and there would be encouragement to engage with therapy and psychological help. The process for self-reporting allegations of misconduct, along with the support available to respondents, is outlined in the Code of Conduct. The Code of Conduct also clearly outlines that any members facing an allegation will be offered legal counsel and pastoral support whilst any investigations take place.

4.5.2 Although the group member interviewed did not know of specific support services that would be accessed should he be accused of abuse at any stage, they were confident that they would be supported by their congregation leaders and would be offered effective intervention to assist them. In addition, they felt they had sufficient support to draw on from other members in the group should the need arise.

4.5.3 Depending on the circumstances of allegations, the Director of the Apostolate confirmed that the Marian Fathers have retreat houses in the Polish and American provinces that accused members could move to if appropriate. They demonstrated an awareness that any such move would need to be carefully managed and would involve the advice of Diocesan and/or RLSS safeguarding teams.

4.5.4 The RLSS has confirmed that the Marian Fathers have been in contact with their membership and safeguarding teams. All interviewees demonstrated an awareness of how to contact the RLSS should the need arise. The Marian Fathers would liaise with RLSS for support and guidance in managing any respondents and would notify their Trustees and the Diocese.

4.5.5 The Director of the Apostolate also confirmed during interview that the Marian Fathers have a firm of solicitors acting on their behalf whose legal advice would be sought if a member required it due to an allegation. The group also have a Canon Lawyer that could be approached in the event of a member being accused.

Areas for development

4.5.6 The Marian Fathers should continue to develop their engagement with the RLSS and peers and attend relevant training so that they can evaluate their own practice and better prepare for any future allegations and management.

Graded: Results Being Achieved

4.6 Standard 6 Robust human resource management

Strengths

4.6.1 Safer recruitment for the Marian Fathers is covered in their Safeguarding Policy. All volunteers, employees and members within the group are recruited according to the Westminster Diocese guidelines and receive references and ID verification, related safeguarding interview questions and a relevant DBS check. The PSR described the process of reporting to the Director of the Apostolate in the case of a blemished DBS return. Although the Marian Fathers have not received any blemished DBS check returns, the Director of the Apostolate confirmed that in the event they did, the information would be reviewed by the Diocese of Westminster who would also consider suitability for appointment. There would then be a meeting with the applicant, if appropriate, prior to an assessment of all the available by the Trustees who would be responsible for a decision.

4.6.2 The Marian Fathers receive visiting clergy from overseas; albeit infrequently. If visitors are to minister when in the UK they are obliged to attain a satisfactory DBS check or overseas equivalent, complete training and provide adequate references and testimonial of suitability beforehand. For any new members coming to join the Marian Fathers, the same process would be followed, an induction would be

provided, the code of conduct must be signed and the Safeguarding Policy provided and signed to acknowledge receipt and understanding.

4.6.3 The Director of the Apostolate keeps digital records in a password protected cloud file and any physical copies of documents that need to be retained are kept in a locked cupboard within his office. The Director of the Apostolate is aware of the need to store sensitive documentation securely and adhere to data protection legislation and has completed Cyber Security training with the RLSS. The website contains a Privacy Policy which is fit for purpose and the Safeguarding Complaints Policy contains a commitment to handling sensitive data in compliance with data protection legislation.

4.6.4 Members have been provided with a copy of the group's Whistleblowing Policy and this was confirmed by the group member who outlined the process for reporting and commented that they felt confident any concerns raised would be treated confidently and seriously.

4.6.5 As mentioned in the introduction, the Marian Fathers have one paid employee and four volunteers. The employee is an Office Manager and the four volunteers all complete work in Our Lady Mother of the Church. The PSR supports the completion of DBS applications for this group and the Diocese of Westminster process them. Westminster Diocese also process the DBS checks for the members of the Marian Fathers and the Director of the Apostolate retains a record of the level of check required, the date the last check was completed and the date of renewal, with an expectation that they will be renewed every three years.

Areas for development

4.6.6 In order to improve grading in this standard further, a system of quality assuring policies and processes and raising any subsequent issues with the RLSS should be implemented.

4.6.7 As covered in standard 1, the Safeguarding Policy and the Safeguarding Complaints Policy should be publicised more widely. The Marian Fathers should also ensure that their employee, all members and volunteers are aware of the Whistleblowing Policy and how to follow it in the event of any concerns.

Graded: Comprehensive Assurance

4.7 Standard 7 Training and support for safeguarding

Strengths

4.7.1 As stated in the Safeguarding Policy and the Marian Fathers' constitutions, every member of the Marian Fathers is required to refresh their safeguarding training annually and progress against this is tracked at every Trustee meeting. Although the Diocese of Westminster provide the training for the members who minister at the church, the Director of the Apostolate keeps a record of all the Priests, the training they have done and the dates they have completed it, so that he can ensure that these refreshers are completed within the appropriate time scale.

4.7.2 The Marian Fathers have evidenced an element of creativity in training their members. For instance, in one community the members identified that there were members of the parish presenting as vulnerable through drug misuse and so they asked a police officer to deliver a talk to them regarding best ways of working with this group of people.

4.7.3 The employee and volunteers are also mandated to undertake training in safeguarding appropriate to their roles, and a log is kept of completions. All five people in this group complete their training through the Diocese of Westminster.

Areas for development

4.7.4 Although training for members and volunteers is provided by the Diocese in which they minister and by the RLSS, the views of the effectiveness of the training received should be sought to identify if there are any perceived areas for development. A Training Needs Analysis should then be completed to ascertain that the right training is being provided, is targeted and members are receiving the skills and knowledge they need. This Training Needs Analysis could be an integral part of the Safeguarding Action Plan if appropriate and would provide Trustees with an additional tool for overseeing training within the group.

4.7.5 As acknowledged in paragraph 4.1.9 of Standard 1, the majority of Trustees for the Marian Fathers are outside of the UK. Trustees should ensure that they align themselves with training expectations within England and Wales as per the requirements of the Charity Commission. This is offered by services such as the RLSS.

Graded: Results Being Achieved

4.8 Standard 8 Quality Assurance and Continuous Improvement

Strengths

4.8.1 As mentioned in standard 1, the Provincial Superior visits annually and the Superior General visits every three years, and both conduct an internal audit of safeguarding as part of the overall visitation. These internal audits potentially offer a good opportunity for introspection and reflection on the group's own processes. A way of forming conclusions from these audits and tying them in with a Safeguarding Action Plan is encouraged so that progress against identified safeguarding practice improvements can be evidenced in future.

4.8.2 During the in-person visit the Director of the Apostolate produced a Process Evaluation document which is a report on the Marian Fathers' implementation of the National Safeguarding Standards and was completed in October 2025. This exercise shows that the Marian Fathers have examined the eight nationally agreed safeguarding standards and are evaluating their own practice against these standards. Further work on analysing their findings and progressing action points will support their progress.

Areas for development

4.8.3 Strengths reported above include the internal audits from the Provincial Superior and the Superior General which occur every year and every three years respectively and the Process Evaluation. Extending these audits and evaluation by analysing the findings and setting firm actions as a result are recommended. The

Marian Fathers have mechanisms in place for identifying safeguarding improvements to be made but a system of implementing these and tracking actions should be devised.

Graded: Firm Progress

5. Summary of overall findings

5.1 There has been no safeguarding casework over the last 12 months to examine as part of this safeguarding audit and therefore grading is based on the Marian Fathers' policy arrangements.

5.2 The Marian Fathers have demonstrated a sound culture of safeguarding within the group where safeguarding is recognised as a core responsibility of leadership, with policies in place that articulate a zero-tolerance to abuse. Trustees receive regular safeguarding updates, safeguarding is a standing agenda item at meetings and strong links are maintained with the Diocese of Westminster, the RLSS and the Polish Catholic Mission. Members interviewed showed a good awareness of safeguarding responsibilities and safeguarding was evidenced as part of daily ministry, community life and pastoral practice.

5.3 There are notable strengths in human resource management, support for respondents and training arrangements. Safer Recruitment aligns with diocesan requirements, DBS and training requirements are well tracked and records are stored securely. Members, employees and volunteers receive safeguarding training appropriate to their roles and the Marian Fathers have demonstrated responsiveness to areas of need through targeted learning. Clear provision is in place to support members who may become the subject of allegations, including pastoral, professional and legal support, contributing to a grade of Comprehensive Assurance in these areas.

5.4 The CSSA Analyst was verbally advised by the Director of the Apostolate that internal safeguarding audits take place during Provincial Superior and Superior General visits and that records of these audits are stored in the General Curia's

archives. However, key safeguarding policies, including the Safeguarding Policy and Safeguarding Complaints Policy, are not consistently publicised or easily accessible to all stakeholders and there is currently no overarching Safeguarding Action Plan to coordinate and monitor improvements as expected in the National Safeguarding Standards.

6. Recommendations

To support improvement, the following recommendations are made:

Within 3 months

- Ensure that all members have received *Integrity in Ministry* and understand the contents
- The Safeguarding Policy and Safeguarding Complaints Policy should be published on the website
- Include details of Safe Spaces within the safeguarding information on the website

Within 6 months

- A Communications Plan should be agreed as a standalone document or integrated as part of the Safeguarding Action Plan
- Agree a Safeguarding Action Plan and document the findings of the internal audits and incorporate any recommendations within it
- A form to be used in recording safeguarding concerns and disclosures should be devised and publicised throughout the group

Within 12 months

- Trustees should complete training specific to their role
- Links should be made with other RLGs with experience of managing Safeguarding Plans and supporting respondents to draw applicable lessons to apply to their own practice

7. Arrangements for follow-up

7.1 In line with the overall rating of Results Being Achieved, the earliest date for the next audit of the Marian Fathers by the CSSA will be in two years' time. However, this period may be reduced if the CSSA becomes aware of any significant concerns or allegations indicative of a weakening of safeguarding arrangements that are raised in the meantime.

8. Appendix

Evidence reviewed

- Email liaison with Westminster Diocese Safeguarding team
- Email liaison with the RLSS
- Email liaison with the Polish Catholic Mission
- The Marian Fathers' website for the Divine Mercy Apostolate⁷
- The Charity Commission website for the Marian Fathers⁸
- Member safeguarding training records
- Member DBS records
- Divine Mercy Apostolate safeguarding display poster
- Code of Conduct Policy for members
- Safeguarding Policy
- Safeguarding Complaints Policy
- Process Evaluation document
- Trustee meeting minutes
- Safeguarding reports to Trustees
- Record of concerns books for Divine Mercy Apostolate and Our Lady Mother of the Church

⁷ [Home - Divine Mercy Apostolate](#)

⁸ The Charity Commission website page can be accessed [here](#)