Catholic Safeguarding Standards Agency

Daughters of Charity of St Vincent De Paul

Baseline Audit Report

July 2026

Catholic **Safeguarding Standards** Agency

Contents

1. Introduction 3

2. Methodology 6

3. Audit grading 7

4. Audit findings against each standard 9

5. Summary of overall findings 32

6. Recommendations 33

7. Arrangements for follow-up 34

8. Appendix 35

1. Introduction

1.1 This report is a baseline audit of the safeguarding arrangements for the Daughters of Charity of St Vincent De Paul[1]. It is undertaken as part of the CSSA programme of baseline audits for Religious Life Groups (RLGs) in England and Wales.

1.2 The international congregation of the Daughters of Charity of St Vincent De Paul is present in 97 countries globally and divided into 47 Provinces. The International General Councillor for the congregation acts in direct support of the Sister Superioress General; both of whom are based in France. The Province of Great Britain and Australia, known as the Province of Blessed Rosalie Rendu, covers the 101 Sisters living in England, Scotland and Australia. In England and Scotland, half of the members reside in supported community houses or in registered care homes. The group's communities in England are organised as follows:

- The Mill Hill community in London is the headquarters and main administrative centre of the Province and houses nine Sisters.
- Carlisle Place in London houses five Sisters.
- Horseferry Road in London houses three Sisters.
- Abbey Wood in Greater London houses three Sisters.
- Christopher Grange in Liverpool has four Sisters based within a private care home setting not owned or run by the Daughters of Charity of St Vincent De Paul and with its own safeguarding procedures.
- Donworth House in Brentwood houses seven Sisters. This community is a house for independent living with some limited support provided by domestic support workers through assistance with shopping, trips to the doctor, cleaning and related tasks. It has capacity for eight. Six of the Sisters are retired, and the Sister Servant works in the Marillac Centre which is on the same site as Donworth House.
- Hulme in Manchester houses four Sisters and accommodates one female asylum seeker at a time. The asylum seeker's placement is arranged, funded

[1] The Daughters of Charity of St Vincent De Paul CIO are registered with the Charity Commission with the charity number 1204513.

and vetted by a charity which was formerly run by the Daughters of Charity of St Vincent De Paul but which now operates independently.

- Santa Barbara in Southport is an independent-living house with support staff for five Sisters. The Sister Servant is a sixth Sister in the community. Every Sister has their own en-suite and there is a kitchenette area on each floor in addition to the main kitchen. The community has one full-time and one part-time domestic support worker who are responsible for cooking and the domestic running of the house and another part-time member of staff completing grounds maintenance.
- St Vincent's in Southport is a Care Quality Commission (CQC) registered care home which houses up to ten Sisters.
- The Seton Care community in Brentwood houses nine Sisters and is a CQC registered care home for up to ten people.

1.3 The active Sisters undertake ministry as chaplains, supporting the homeless in The Passage homelessness charity, spiritual directors, in family projects, support work for The Marillac Centre, supporting asylum seekers and refugees, pastoral ministry in dioceses and other voluntary work. The Sisters support all the Daughters of Charity (DC) Services. DC Services is an umbrella of organisations run by the Daughters of Charity of St Vincent De Paul which have since become independent charities and organisations. These organisations include Out There in Manchester supporting prisoner's families, St Vincent's Family Centre in London, Vincentian Care Plus in London and The Marillac Neurological Care Centre in Brentwood, a 52-bed hospital for people with severe brain injuries.

1.4 Every house has a Sister Servant who acts as a community leader. The title of Sister Servant was given to the local Superiors by St Vincent de Paul who insisted that the Superior was in fact the servant of her sisters and thus not superior to them in any way.

1.5 The scope of this audit includes safeguarding arrangements for the 12-month period preceding the audit week which took place in March 2026. The Province of Blessed Rosalie Rendu includes Sisters living across Scotland, England and Australia. However, this audit focusses solely on the activities, governance and operations of the Sisters residing in England. The Daughters of Charity of St Vincent De Paul has no presence in Wales. The group operates two care homes: St Vincent's and Seton Care. Both of these homes are registered with the CQC. As CQC registered homes are subject to regular, independent regulatory oversight covering care standards, health and safety, staffing and safeguarding, this audit does not assess these areas for such settings. Instead, this audit focusses on safeguarding practices outside the remit of CQC scrutiny, particularly where care is provided informally or in community-based living arrangements such as the Santa Barbara and Donworth House communities where there is no external regulation. Similarly, the audit will not include comment on the safeguarding arrangements in place for the diocese in which the parish support is undertaken nor the Sisters' voluntary work for host organisations, such as the DC Services.

1.6 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 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 Daughters of Charity of St Vincent De Paul has been assigned to a Level 3 audit.

1.7 In Scotland there have been a number of allegations of non-recent abuse made in respect of services and establishments that the Daughters of Charity of St Vincent De Paul formerly operated. These allegations have resulted in police investigations, a subsequent court case which attracted significant media coverage and led to the group participating in the Scottish Child Abuse Inquiry.

1.8 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 On 14 May 2025 the CSSA Analyst made telephone contact with the Safeguarding Administrator for the Daughters of Charity of St Vincent De Paul. At that time the group were engaged with the Scottish Child Abuse Inquiry, and the Safeguarding Lead was giving evidence and so it was agreed to postpone the safeguarding audit until early in 2026 when they would have more availability. A further telephone conversation was held on 21 January 2026 between the CSSA Analyst, the Safeguarding Lead and the Safeguarding Administrator and a date and venue for the in-person meeting were arranged. A confirmation email was sent following the call which contained the relevant Level 3 audit documentation. Over further telephone calls and emails, it was determined who would be present for the in-person visit and who would need to be interviewed remotely, and a timetable was compiled by the Safeguarding Administrator.

2.2 The Level 3 Self-Assessment (an assessment tool which provides background information on the Daughters of Charity of St Vincent De Paul's adherence to the eight National Safeguarding Standards[2]) was completed by the group and then emailed to the CSSA with accompanying evidence on 27 February 2026. Following the review of the Self-Assessment and the supporting evidence provided, the CSSA Analyst completed the audit over two weeks with virtual meetings and telephone calls being conducted over 25 and 26 March 2026 and face-to-face interviews during the in-person visit to Provincial House, The Ridgeway, Mill Hill on 31 March 2026. Those interviewed for the audit are as follows:

- A Domestic Support worker for Donworth House via telephone on the 25 March
- The HR Manager via telephone on the 25 March
- The Sister Servant for the Santa Barbara community via telephone on the 26 March
- A virtual focus group of Sisters representing four communities was held on the 26 March via Teams.

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

- The Safeguarding Lead and the Safeguarding Administrator during the in-person visit
- The Provincial who is also the Chair of Trustees during the in-person visit
- The Receptionist for Provincial House during the in-person visit
- The Safeguarding Trustee who is also a Safeguarding Committee member during the in-person visit
- A Trustee who is also a Safeguarding Committee member and the Trustee for Care and Wellbeing during the in-person visit

2.3 The evidence provided in both the self-assessment form, virtual interviews and the in-person visit have been assessed against the Level 3 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 has been included in the Appendix, Section 8.

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 Daughters of Charity of St Vincent De Paul within England and Wales over 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] The audit draws on evidence generated from self-assessment, interviews, supporting documentation and any other evidence as listed in the Appendix.

---

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

3.2 This report summarises the findings of the audit undertaken of the Daughters of Charity of St Vincent De Paul and their progress towards meeting the eight National Safeguarding Standards; the grading for each, and an overall rating, are tabulated below:

Overall grading	Comprehensive Assurance
Standard 1 - Safeguarding is embedded in the Church body's leadership, governance, ministry and culture	Comprehensive Assurance
Standard 2 - Communicating the Church's safeguarding message	Comprehensive Assurance
Standard 3 - Engaging with and caring for those who report having been harmed	Results Being Achieved
Standard 4 - Effective management of allegations and concerns	Comprehensive Assurance
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	Comprehensive Assurance
Standard 8 - Quality assurance and continuous improvement	Results Being Achieved

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 Daughters of Charity of St Vincent De Paul has a current Safeguarding Policy that was last reviewed by the Trustees in June 2025 and signed by the Provincial with a next review date for June 2026 set. Earlier iterations of the policy were based on the RLSS[4] template but this has developed over several annual reviews to reflect the group's changing circumstances. The policy states the group's zero-tolerance approach to abuse, which is also cited in the Safeguarding Implementation Plan. The group's Values Statement features at the beginning of the Safeguarding Policy and there are sections on Roles and Accountability, Definitions of Safeguarding, Categories of Abuse, Responding to Allegations, Receiving Disclosures and Witnessing Abuse and Guidelines for Staff in a Community Home. The Safeguarding Lead and Safeguarding Administrator's contact details are clearly noted along with an out-of-hours emergency contact number. The Safeguarding Policy is thorough and robust and directs that if any member, employee or volunteer works or volunteers for a third-party organisation, diocese or charity, they must ensure that they are also familiar with that host organisation's safeguarding policy and procedures. The policy's stated purpose is to ensure that Sisters, employees and volunteers are aware of their responsibilities for safeguarding children and adults at risk, understand the process and procedures to follow in ensuring a safe environment and understand the action to take in the event of becoming aware of, or having concerns about abuse. It is considered that the content of the policy is suitable in meeting this purpose. The Daughters of Charity of St Vincent De Paul also have a Low-level Concerns Policy which is a clear and comprehensive document.

[4] RLSS is an independent team of Safeguarding professionals offering Safeguarding services to the Religious of the Catholic Church in England and Wales.

4.1.2 Each year, once the Safeguarding Policy has been approved by the Trustees, a copy is sent to the Sisters and employees who are obliged to read it and to then sign to show they have done so. The Safeguarding Administrator retains records to track this and evidence was provided. The Safeguarding Lead advised that a hard copy of the Safeguarding Policy is kept in every house for ease of reference, and this was confirmed in the Focus Group.

4.1.3 The Daughters of Charity of St Vincent De Paul has six Trustees, all of whom are religious members of the group and who meet every month except August. The Safeguarding Lead or Administrator provides a written update to each meeting and attends in-person to report on key issues including DBS and training completions and answer any questions. The Safeguarding Report to Trustees is split into Scotland and England updates and offers information on RLSS updates, DBS applications and statistics, safeguarding training assurance and other relevant items. All Trustees spoken to throughout the audit are satisfied that the report gives them sufficient detail for the oversight of safeguarding. In addition to the Safeguarding Report to Trustees the Trustees have a Risk Register which contains a Safeguarding and Reputation section and allocates scores to the likelihood and impact of individual risks.

4.1.4 Outside of the Trustee meetings, the Safeguarding Lead and Safeguarding Administrator have frequent contact with the Provincial and the Trustee for Care and Wellbeing. The Trustee for Care and Wellbeing is responsible for the care and wellbeing of all Sisters requiring care and/or support. Although the Safeguarding Trustee resides in Manchester, she is easily contactable should the Safeguarding Lead need to share information directly outside of Trustee meetings. The Trustee for Care and Wellbeing alerts the Safeguarding Lead as to any safeguarding concerns for Sisters, including those who live in CQC registered homes. She is then kept abreast of the conclusions of any concerns raised which is recorded in the Safeguarding Committee meeting minutes. The Safeguarding Lead and the Safeguarding Administrator maintain a record of low-level concerns. Included as evidence was a log regarding a Sister with a chronic health condition and a subsequent risk assessment meeting with actions and conclusions.

4.1.5 The Safeguarding Committee meets every two months or more often when the need arises; for instance, meetings were more frequent in the build-up to this safeguarding audit. The Safeguarding Committee is an operational group which report back to Trustees via the Safeguarding Trustee. The Terms of Reference for the Safeguarding Committee outlines that membership should include the Safeguarding Trustee, the Care and Wellbeing Coordinator (who is also a trustee), the Safeguarding Lead, the Safeguarding Administrator and a lay person experienced in safeguarding. The Safeguarding Trustee has been in post for less than 12 months and has previous safeguarding experience through setting up projects for young people and families, working with people seeking asylum and housing projects for the homeless. The Daughters of Charity of St Vincent De Paul has recognised that broader representation on the committee would be an advantage and to this end they have recruited a Parish Safeguarding Representative to act as a lay safeguarding specialist who will be joining the committee imminently. The committee oversees the work and development of safeguarding within the group and consider reports from the Safeguarding Lead on current situations, the Care and Wellbeing Coordinator on safeguarding within care homes and from the Safeguarding Administrator on training and DBS records, updates and the report to Trustees for their meetings. The Safeguarding Lead and the Safeguarding Administrator populate the Safeguarding Implementation Plan with initial detail and present it to the Safeguarding Committee who are able to shape the overall direction of safeguarding within the group.

4.1.6 The Daughters of Charity of St Vincent De Paul has a Safeguarding Lead who is a member of the group and has held the position for 12 years. Prior to assuming the role she had no background in safeguarding but did work alongside the previous Safeguarding Lead to understand the role before taking it on. The Safeguarding Lead is supported by a Safeguarding Administrator who is a lay person who has been employed by the group for nine years and works formally from 8am to 2pm Monday to Thursday. The Safeguarding Administrator is a retired Police Officer and was a Safer Schools Officer with experience in child protection. The Provincial is also the Chair of Trustees and has previous experience working as a Safeguarding

Officer in a school for the deaf and blind. The key duties of these safeguarding roles are outlined in the Safeguarding Roles and Responsibilities document.

4.1.7 Although the group's involvement in the Scottish Child Abuse Inquiry resulted in an increase in associated workload for the Safeguarding Lead, in interview she reported feeling supported by the Provincial and Trustees and believes the Safeguarding team is adequately resourced. During interview the Safeguarding Trustee advised that Trustees would be prepared to increase the resources if the Safeguarding Lead felt this was necessary.

4.1.8 The Safeguarding Lead and Safeguarding Administrator described a very close working relationship with the RLSS, most notably with the training department and the Membership Manager/ DBS Lead. Email evidence provided between the Daughters of Charity of St Vincent De Paul and the RLSS confirmed this to be the case.

4.1.9 Each community has a hard copy of *Integrity in Ministry*[5] and the document has also been emailed to every Sister, which was confirmed by the Focus Group members. A key statement from the document is quoted in the group's Safeguarding Implementation Plan. In addition to evidencing an understanding of *Integrity in Ministry* and a sound theoretical knowledge of safeguarding, the Focus Group members were able to offer examples of the practical steps they take in their own ministry, in particular working with the homeless and those in care in order to provide a safe environment for themselves and others. The domestic support worker also described how they provide a safe environment for the Sisters at her community through actions such as advising in advance of expected site visitors and ensuring maintenance people are escorted at all times.

4.1.10 In discussing the culture of safeguarding within the group the Safeguarding Lead, the Provincial and the Safeguarding Trustee all reported that the police investigations and subsequent convictions in Scotland had a profound impact on

---

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

the group's members. As a result, they were concerned that safeguarding as a topic could hold negative and painful connotations and this was an association they were conscious to change. To this end, one of the aims of the Safeguarding Committee, as set out in the Terms of Reference, is to work to develop a culture of safeguarding throughout the province. In the Provincial Briefing Newsletter of March 2026, the Safeguarding and Wellbeing section featured a quote from the Pope's recent address about forming a culture of care as a natural expression of faith. The Safeguarding Lead and the Safeguarding Administrator both commented that they felt the Provincial and other Trustees are always helpful and interested in the safeguarding messages they share within and outside of Trustee meetings, which helps to evidence a positive culture of the topic within the group. During the Focus Group there was a recognition that the Daughters of Charity of St Vincent De Paul's charism relates to working with the poor, those on the margins or excluded in some way and hence fits naturally with safeguarding. The group felt there was a strong link between their constitutions and safeguarding and there was a willingness voiced to talk about safeguarding, learn from experiences and share knowledge between members.

4.1.11 The Safeguarding Policy states that the Trustees will report to the Charity Commission any serious incident which could adversely affect the charity's beneficiaries, work, financial position or reputation. It outlines that the Safeguarding Trustee must be informed of any serious incidents and allegations and would be involved in decision making regarding referrals to the Charity Commission. The Provincial evidenced a strong understanding of the threshold for reporting to the Charity Commission and would provide oversight to the Safeguarding Lead who would make the report. Although the Trustees have not needed to report any safeguarding incidents to date to the Charity Commission, they have had experience of self-referring to the Office of the Scottish Charity Regulator.

Areas for development

4.1.12 According to the Safeguarding Trustee the Low-level Concerns Policy would benefit from being publicised further. It is a relatively new document, and the plan is for safeguarding representatives to visit the group's communities to share and talk about the policy and prompt members to think about the content and how it impacts their ministry. It is recommended that this proactive exercise is carried out as planned to promote the policy.

4.1.13 The Safeguarding Committee is a relatively new committee, having been established less than a year ago, and the Safeguarding Trustee feels there is further work to be done to refine the Terms of Reference and ensure key safeguarding tasks are appropriately allocated. Embedding the positive work undertaken so far by the Safeguarding Committee should continue.

4.1.14 Publicly available statements of the Daughters of Charity of St Vincent De Paul's commitment to safeguarding are present within the Safeguarding Policy, on the group's website, in the Safeguarding Implementation Plan and on display in poster form throughout public areas. These statements should be regularly reviewed to ensure their continued effectiveness and feedback on their clarity should be sought from stakeholders. Feedback from stakeholders should also be sought and acted on to ensure the Safeguarding Policy and governance arrangements remain effective. This could be achieved in part through the stated intention to include a safeguarding section in the bi-annual employee survey.

Graded: Comprehensive Assurance

4.2 Standard 2 Communicating the Church's safeguarding message

Strengths

4.2.1 The Daughters of Charity of St Vincent De Paul has a current Communication Plan that was agreed in 2025 and is due for review in 2026 with a commitment to review at least annually. The plan tabulates stakeholders, the message to them, the format of communication, responsible person, timeframe and updates. The plan is assessed to be thorough and suitable for purpose.

4.2.2 The website for the Daughters of Charity of St Vincent De Paul has a designated safeguarding tab on the home page. The safeguarding section features a Safeguarding Statement and the contact details for the Safeguarding team, the Provincial and the RLSS and is clearly separated into sections for the UK and Australia directing to those countries' respective policies (Safeguarding and Low-level Concerns), reporting instructions and support available. Sources of support available to survivors are highlighted under the heading of External Safeguarding Links.

4.2.3 Following each Provincial Council meeting a briefing is sent to all members in the form of a newsletter which summarises the content and main issues and always includes a Safeguarding and Wellbeing section. Evidence provided shows that Safeguarding and Wellbeing is a standing feature in the briefing. The members of the Focus Group confirmed they receive the briefing and find the content useful. The Safeguarding Lead disseminates any key messages from the specialised safeguarding training she attends and tailors any literature into accessible formats wherever required and possible. The Safeguarding Administrator also shares with group members any messages they receive from the RLSS and the NSPCC.

4.2.4 Twice a year the Daughters of Charity of St Vincent De Paul has a Sister Servant meeting attended by all Sister Servants which both the Provincial and the Safeguarding Lead view as an effective means of disseminating safeguarding messages. The Safeguarding Lead reports that the Sisters Servants act as a conduit for information flow and so in between these meetings the Safeguarding Lead passes safeguarding communications to them for dissemination amongst the more vulnerable members to ensure their understanding.

4.2.5 Each community has informal regular meetings for all Sisters in which the Sister Servant takes notes to summarise key messages and remind of forthcoming dates or expected visitors. The Sister Servant interviewed also described being able to share email and other electronic safeguarding communications with a Sister in her community who does not have access to her own electronic devices via her own tablet and print out hard copies for her to read in her own time. In addition, the

Sister Servant states that recordings of the monthly Provincial Zoom meetings are made to share with any members who are unable to attend.

4.2.6 The Safeguarding Lead and Safeguarding Administrator advised that they are conscious to highlight the positive messages in safeguarding when raising the profile of the topic. They reported the impact the Scottish abuse cases had on the members who were not involved and how they were keen to separate the association that some members had of safeguarding with these negative experiences. To this end the Safeguarding team state they have put thought and effort into their messaging to ensure that safeguarding is viewed as a positive and intrinsic part of their ministry.

4.2.7 The Daughters of Charity of St Vincent De Paul has employed the services of a Public Relations company to coordinate their messaging regarding the criminal convictions of members and their subsequent involvement in Scottish Child Abuse Inquiry. The group have retained the services of this company to advise in the event of any future incidents or concerns which raise adverse media interest. This has the potential to support transparency and accountability.

4.2.8 The Safeguarding team has held a meeting with stakeholders regarding their communication of safeguarding messaging at Provincial House. Minutes from the meeting show that views of a group of people were sought in determining the effectiveness of safeguarding communications and the most suitable locations for posters advertising RLSS and Safe Spaces.

Areas for development

4.2.9 The Safeguarding Implementation Plan has identified an action to contact known survivors of child abuse and stakeholders for discussion on the effective communication of safeguarding messaging. It is recommended that this piece of work is pursued in seeking feedback and any subsequent suggestions are taken forward.

4.2.10 The Self-Assessment notes that the group have well-established links with the RLSS in ensuring they provide a safe environment. During interview the Safeguarding Lead and the Safeguarding Administrator recognised the value in links with other groups to share and learn from experiences and were able to provide examples of doing so, which are further referenced in 4.8.5 below. Links to other Church bodies and organisations should be formalised in promoting a safer environment within the Church and local community.

Graded: Comprehensive Assurance

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

Strengths

4.3.1 The Daughters of Charity of St Vincent De Paul received non-recent allegations of harm prior to this audit period and engaged with the RLSS to manage their response. The group offered to meet with a survivor in a neutral venue of their choosing and was accompanied by a RLSS representative. In instances where survivors have chosen not to take up the offer of a meeting, Trustees have challenged this during Trustee meetings to ensure the Safeguarding team have done enough to reach out to them. The Provincial and the Safeguarding Lead have also written letters of apology to complainants and been involved in the Scottish Redress Scheme.

4.3.2 The Provincial, the Safeguarding Lead and the Safeguarding Administrator all commented that a positive outcome of the Scottish Child Abuse Inquiry was the instigation of a much closer involvement with some survivors and the development of an annual memorial service for survivors who have since died. This memorial was organised by In Care Abuse Survivors (INCAS) in conjunction with the Provincial and the Safeguarding Lead.

4.3.3 The Safeguarding section of the website includes a comprehensive list of sources of support available to survivors, including Safe Spaces[6]. The Safeguarding

[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

Policy also sets out that pastoral support and counselling will be offered, and other forms of support agreed in consultation with survivors.

4.3.4 The Daughters of Charity of St Vincent De Paul has members with dementia and other chronic health conditions. The Provincial acknowledged the potential for this vulnerable group of Sisters in care to raise concerns about their wellbeing and were conscious to create an environment in which they felt safe to do so. The Safeguarding Lead also recognised that the supported living houses may be the source of concerns and advised that low-level concerns between Sisters and staff are addressed in the Safeguarding Policy and the Low-level Concerns Policy with an aim of preventing matters escalating into more significant concerns. In addition, each supported living house has a Sister Servant present who can be contacted immediately with any concerns. The Safeguarding Policy mandates that the care homes must report all safeguarding referrals to the HR Manager as well as their own regulatory body.

4.3.5 There was a recognition from the Provincial and the Safeguarding Lead that allegations of abuse can come from within the group itself, especially from some of the more vulnerable group members. To this end, each house has a Sister Servant who any member can approach with concerns about themselves or others. The Provincial visits each house four times per year in person so members would have the opportunity to report concerns about the Sister Servant. Sisters are also able to contact the Provincial by telephone and email and all Sisters have a telephone in their rooms. Posters are displayed to remind members of the Safeguarding Lead's details as another way to report concerns if required.

4.3.6 During the Focus Group a member described a disclosure she had received which was outside of this audit's timeframe and did not involve any members of the Daughters of Charity of St Vincent De Paul. Nonetheless, it suggested that she took appropriate action in reporting it to the Safeguarding Lead and the Safeguarding Lead supported her in reporting the matter to the police.

4.3.7 The domestic support worker interviewed reported a close working relationship with the Sister Servant in their community. In the event of witnessing or receiving any low-level or more serious concerns about Sisters the domestic support worker stated that they would make a written record and pass their concern on to the Sister Servant in person.

4.3.8 During interview the receptionist set out the steps she would take in responding to any homeless or vulnerable people that present themselves to the Provincial house asking for support. Although this is a rare occurrence the receptionist advised that it has happened in the past. If it were to happen again, they would immediately contact a Sister to come to the reception area and assist in assessing the person's requests. Being the first person that anyone reporting to the house has, the receptionist described how they would manage a disclosure if they received one and confirmed they have received training on responding to those disclosing abuse.

4.3.9 Notes were provided of reflective discussions had by the Safeguarding team during the preceding year. They included the context of an event or incident, the discussion held and the learning the group have gained as a result. Subject matters have been a television programme on the group's non-recent allegations, a low-level concern raised at one of the communities, in-house training provided by the RLSS and non-recent abuse allegations. The records demonstrate that the Safeguarding team devote time to reflective discussions which result in learning which is shared with the Trustees.

Areas for development

4.3.10 The domestic support worker confirmed that there is no formal method for recording low-level or more serious concerns regarding resident Sisters at Donworth House. A formal system for noting concerns and retaining these should be devised. There is no formal shift-handover discussion between staff at Donworth House which this is appropriate given the absence of personal care being provided. However, a system for recording, storing and effectively sharing concerns should be agreed.

4.3.11 The Safeguarding Implementation Plan, under this standard, has identified the need for the Safeguarding team and Committee to enhance the structure of reflective learning sessions to maximise the learning obtained. It is recommended that this piece of work is progressed. Currently the reflective learning sessions have been focussed on the Safeguarding team but attendance could be widened to include more of the group's leadership. Following these reflective learning sessions learning points should be shared more widely within the group.

4.3.12 At present there is annual contact with survivors during the memorial service in Scotland where constructive relationships have been developed over a lengthy period. Internal means by which the Daughters of Charity of St Vincent De Paul reflect, learn from and develop their response to survivors should be developed to support their work in this area.

Graded: Results Being Achieved

4.4 Standard 4 Effective management of allegations and concerns

Strengths

4.4.1 As covered above, the Daughters of Charity of St Vincent De Paul has experience of managing allegations of abuse with members in the Scottish area of the Province. Although not covered within the remit of this report, these convictions have provided the Sisters with experiences to draw upon in evidencing their ability to manage allegations through conviction and following release from custody. The Provincial, the Safeguarding Trustee and the Safeguarding Lead all commented that their involvement with the cases in Scotland has greatly helped them to improve their knowledge and practice in managing allegations.

4.4.2 All members attending the Focus Group knew how to receive and respond to allegations and how and when to report concerns onwards, whether to the host organisation or to the Safeguarding Lead. A good understanding was demonstrated by the Provincial of the need to assess information regarding allegations but not to impede any pending police or statutory investigations.

4.4.3 Featuring in the appendix of the Safeguarding Policy is a Report of Abuse form which should be completed by anyone receiving a complaint of abuse and passed to the Safeguarding Lead. Records are retained in accordance with the group's Data Protection Policy. In the event of a current allegation or a disclosure of non-recent abuse the Safeguarding Lead or Safeguarding Administrator would commence a log on a Word document. Both parties have access to a password-protected electronic drive for storing sensitive information about allegations and survivors. The Safeguarding team also has a lockable filing cabinet which is located in a locked office for any hard copies of documents that cannot be stored digitally.

4.4.4 The Safeguarding Policy outlines the procedures for managing safeguarding allegations against a Sister, employee or volunteer including the direction to complete the Report of Abuse form and the need to pass information to statutory authorities. The policy also outlines that the Safeguarding team will inform the Safeguarding Trustee, the RLSS, the CSSA, the Charity Commission and their insurers. Also included in the policy are sections detailing the procedures to follow if a member witnesses the abuse of a Sister by another Sister or if a member themselves is abused by another member. All those interviewed during the audit were aware of the steps they are obliged to take should they receive an allegation of abuse.

4.4.5 If the Sister Servants have or receive a low-level concern these are recorded and then passed to the Safeguarding Lead. An example was given by the Provincial during interview of a concern that was identified by a Sister Servant, the details recorded and passed to the Safeguarding Lead who then investigated. In this incident it materialised that there was no substance to the concern, but it illustrates that low-level concerns are being identified, recorded and appropriate action taken. The Sister Servant interviewed for the audit reported they have an office where they can secure any sensitive notes taken about low-level concerns prior to sharing them with the Safeguarding Lead.

4.4.6 The Data Protection Policy is comprehensive, includes GDPR, and has a dedicated Confidentiality section. The policy is reviewed biennially and was last updated in November 2025 with the next review set for November 2027.

Areas for development

4.4.7 It is evident from records of reflective discussions, Trustee meetings and Safeguarding Committee meetings that leaders and those in key safeguarding roles reflect on allegations received and seek to draw learning from these reflections. The learning from these reflections and from external input such as the Scottish Child Abuse Inquiry reports, should be shared across the group and more widely. Progress against any actions taken as a result should then be tracked to evidence positive changes made.

4.4.8 The Daughters of Charity of St Vincent De Paul has procedures in place for ensuring allegations are received and responded to, for managing allegations, notifying the CSSA of allegations and has policies covering confidentiality and the recording of information. Whilst these policies and procedures are reviewed and approved there is no evidence that they have been quality assured and so a system of doing so should be developed.

Graded: Comprehensive Assurance

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

Strengths

4.5.1 The Provincial and the Safeguarding Lead both reported in their interviews that their experience of supporting the respondents of allegations in the Scottish cases has helped to develop their awareness of what is needed for members accused of abuse and where support can be sourced. They described how they completed risk assessments and Safeguarding Plans for members in Scotland, accompanied accused members to meetings with solicitors and the police, were present through the court case and visited those found guilty in custody. In addition to supporting survivors and respondents, support was also offered to members who had been affected by the court cases and Inquiry in Scotland.

4.5.2 The members of the Focus Group spoken with during the audit stated that they would feel supported by the leadership if they faced any allegations of abuse. They advised that they have recent experience of seeing how a fellow member was supported during an allegation and therefore know what forms of support, both internally and externally provided, that they could expect to receive. In the event of being subject of an allegation, the Safeguarding Lead was cited by many members as being a main source of support. However, the Safeguarding Policy outlines that support would come from a range of people within the group including the Provincial who would offer pastoral support. The Safeguarding Lead reported that they would seek support from the Provincial and the Safeguarding Trustee if they were accused of harm.

4.5.3 The Safeguarding Lead advised that there are no Sisters within the group who are trained in therapy, but the group would fund external counselling and spiritual guidance for any respondents that required it. The Safeguarding Lead also confirmed the group have a link with a canon lawyer who could be contacted to offer advice to a respondent and a firm of solicitors who could offer civil law support. The Sister Servant had a good understanding of the support available to them if they were to become the subject of an allegation and commented that their recent experience of allegations within the group has affirmed the support she would receive.

4.5.4 Should it be necessary for a respondent member to move from their current address due to an allegation the Daughters of Charity of St Vincent De Paul would be able to facilitate such a move by offering alternative lodgings at another of the communities. However, the Safeguarding Lead was fully aware that any such move would require careful assessment and planning beforehand.

4.5.5 In the event of the Provincial being the subject of an allegation, they have an allocated person for spiritual direction that they could seek support from. In addition, the Provincial advised she would seek guidance from the Safeguarding Lead and the RLSS.

Areas for development

4.5.6 Although all those interviewed for this audit demonstrated a good awareness of the support available to them if they were to be accused of abuse, this knowledge has originated mainly from personal experiences of knowing other members that have received this support. The Safeguarding Policy states that the Provincial will offer pastoral support to respondents but does not make explicit mention of the alternative sources of support that would be offered and nor does this feature in other policies and so these should be formally recorded.

4.5.7 Evidence shows that the wellbeing of respondents and their engagement with allocated support persons has been monitored. However, feedback should be sought from respondents during the course of investigations to assess their views of their wellbeing and the support available. This feedback should then be evaluated and learning drawn to inform future practice.

Graded: Results Being Achieved

4.6 Standard 6 Robust human resource management

Strengths

4.6.1 The Safeguarding Administrator has devised and maintains a DBS spreadsheet which lists name, ministry/role, level of DBS check required, date of current check and certificate number and date for anticipated renewal. The Sister Servants, who provide care for fellow members, and those Sisters involved in ministry are eligible for an enhanced DBS check directly from the Daughters of Charity of St Vincent De Paul, with others being checked by the care home in which they volunteer pastoral support or the diocese for whom they minister. Nearly every Sister who requires a DBS certificate is registered with the update service through the DBS. The Safeguarding Administrator monitors when the annual renewals are due and contacts the Sisters to remind them to expect an email from the update service and what action to take.

4.6.2 The HR Manager is responsible for the safer recruitment of employees within the group. In determining the correct level of DBS to check for employees the Safeguarding Lead or Safeguarding Administrator consult with the HR Manager and/or the RLSS and which was confirmed by email evidence. Prior to the appointment of new employees in the community houses the HR Manager supports the Sister Servants by completing checks of ID and a minimum of two references which must cover the last three years. The majority of the recruitment is to the group's CQC regulated provision and so is beyond the scope of this audit. In interview the HR Manager confirmed that, in accordance with the Recruitment and Selection Policy, the three care homes arrange their own recruitment procedures and employees are required to have Enhanced DBS with Adult Barred list checks and safeguarding-related questions are asked during interview. All new starters' information is passed to the HR Manager who ensures that all required checks have been undertaken prior to putting them through to payroll.

4.6.3 The Recruitment and Selection Policy requires that formal offers of employment are not confirmed prior to the receipt of a DBS check. In the event of a blemished DBS return, the policy states that this must be discussed with the HR Manager before deciding whether to confirm or withdraw the offer. The Daughters of Charity of St Vincent De Paul has a risk assessment form for a blemished DBS which is to be completed to assist decision making on appointments for those with a blemished DBS return. Although it has not been required yet, the Safeguarding Lead advised that she or the Safeguarding Administrator would be involved in this process and would meet with the HR Manager to consider the information, complete a risk assessment and make a decision regarding employment.

4.6.4 The group's HR Manager's role covers all areas of HR including recruitment, employee relations and policy writing. The HR Manager wrote the New Employee Handbook and, in collaboration with the Safeguarding Lead, included a section on instructions for reporting abuse. Within the New Employee Handbook is a list of the group's policies so employees know where to locate policies if needed. Employees are expected to sign to acknowledge they have read and understand key policies.

4.6.5 The Safeguarding Lead is the line manager for the Safeguarding Administrator. Although no formal supervision takes place, the pair see each other every day that the Safeguarding Administrator works, and the Safeguarding Administrator states they would approach the Safeguarding Lead at any point for emotional support if needed. The Provincial is responsible for oversight of, and support for, the Safeguarding Lead, although the Safeguarding Trustee also provides support if required. The Daughters of Charity of St Vincent De Paul has a Supervision and Appraisal Policy and Procedures document which includes a section on confidentiality of information. This highlights that matters may need to be taken outside of supervision if the protection and safety of people receiving care is raised. For those receiving supervision the Daughters of Charity of St Vincent De Paul have a supervision record. The record breaks down areas of work for discussion and includes safeguarding.

4.6.6 There are no formal meetings between the Safeguarding team and the HR Manager. However, the offices for the two parties are in the same corridor and the HR Manager describes a close working relationship with frequent informal contact both in-person and via email. In the event of any allegations of bullying or abuse between Sisters or involving employees the HR Manager would be notified and would guide the group's leaders through any investigation and advise on subsequent necessary action.

4.6.7 While the Daughters of Charity of St Vincent De Paul has a Complaints Policy which is considered to be robust and was last reviewed in 2024 with a three-year review date set, they do not have a standalone Safeguarding Complaints Policy. The Safeguarding Lead advised that this is because the members are not engaged in ministry outside of host organisations that would necessitate them requiring a Safeguarding Complaints Policy. If a Sister wishes to make a complaint regarding a safeguarding matter the procedure to follow is instead embedded in the Safeguarding Policy.

4.6.8 The Daughters of Charity of St Vincent De Paul has Whistleblowing Policy that was updated in September 2025 and has a review date set for September 2028 and copies have been shared with all employees and Sisters. The policy sets out the

Catholic Safeguarding Standards Agency

procedure for raising whistleblowing concerns and the support and protection that is available to those that do. All Sisters and employees spoken to during the audit were confident that they could raise concerns within the group without fear or negative repercussions.

4.6.9 The Trustees have not had any whistleblowing or complaints raised which would require their oversight to date. However, the Trustees do have regular oversight of safer recruitment procedures at Trustee meetings and via the Annual Safeguarding Report to Trustees. Should complaints or whistleblowing be raised in the future, anonymised information would be provided so that oversight can take place of any investigation taking place.

4.6.10 For many years the Daughters of Charity of St Vincent De Paul has received no new members. The Safeguarding Lead advised that group is not expecting to have any further new members join.

4.6.11 From time-to-time the Daughters of Charity of St Vincent De Paul receives overseas visitors and currently has one Sister from the Philippines staying at the Carlisle Place community and one Nigerian Sister residing in the Abbey Wood community. The Sisters come to England for specific ministry and the length of time they stay depends on their visa requirements but can be for several years. The Sisters are recommended by their Provincials and their Council and have a Testimonial of Suitability. Prior to commencing ministry the Safeguarding Lead, or the Sister Servant for the community in which the visitors are residing, gives a verbal induction which includes a safeguarding element. The visiting Sisters are then expected to complete the same minimum safeguarding training with the RLSS as other members. The visitors' home Provincials assure the Daughters of Charity of St Vincent De Paul that the visitors are of good standing and DBS checks are applied for when they have been in the country for six months. It is recommended that, where possible, visitors Sisters should receive an overseas police check to provide additional assurance of their suitability.

Catholic **Safeguarding Standards** Agency

Areas for development

4.6.12 The Recruitment and Selection Policy was last updated in November 2023 with a next review date set for November 2025. The policy review is therefore overdue and it should be updated and approved as soon as practicable.

4.6.13 The Australian Complaints Handling Policy features on the safeguarding page of the website but not the Complaints Policy covering England. This should be publicised on the website for those who wish to refer to it.

Graded: Comprehensive Assurance

4.7 Standard 7 Training and support for safeguarding

Strengths

4.7.1 The Safeguarding Administrator monitors safeguarding training for group members and employees and books training on members' behalf through the RLSS so she can record training completed. Sisters are expected to email certificates and details of any training attended through other providers to the Safeguarding Administrator so that they can update the training record. Any hard copies of training certificates provided which cannot be saved digitally are stored in a locked cabinet within the Safeguarding team's office. Assurance of training completions is provided to the Trustees for their oversight via the reports for Trustee meetings and the Annual Safeguarding Report for trustees.

4.7.2 During interview the Safeguarding Lead advised that the group has maintained a close relationship with a former RLSS employee who is now offering freelance safeguarding training and the group is planning to invite them to deliver face-to-face training to members. The RLSS has delivered safeguarding training at Provincial House to a large group of Sisters from all communities and delivered Safeguarding Adults training at the Christopher Grange community in Liverpool which was attended by 14 members including Sisters from the Hulme and Southport communities.

4.7.3 Members of the Daughters of Charity of St Vincent De Paul in active ministry are expected to complete annual safeguarding training refreshers in Basic Safeguarding Awareness and Safeguarding Adults, and Trustees must undertake Trustee training every two years as a minimum. The domestic support workers also undertake Dementia Awareness training and Manipulation and Coercive Control awareness with annual refreshers. The RLSS advises the Safeguarding Administrator directly of attendance at their training sessions and she updates the training records accordingly.

4.7.4 The Safeguarding Lead reports that should there be any barriers to completion of training or resistance from members she would engage with them to support their compliance with expectations. However, if her interaction was unsuccessful, she would refer to the Provincial and the Safeguarding Trustee. The Provincial encourages all members to complete safeguarding training as soon as they are alerted to it by the Safeguarding Administrator and states she would ask a member's Sister Servant to sit through safeguarding training if they did not complete it with the expected timeframe or facilitate a group training for them to attend. However, she has never needed to do this as Sisters have always completed expected training within timescales, as was evidenced by the training log.

4.7.5 The members of the Focus Group confirmed that they complete annual refresher training with the RLSS in addition to the safeguarding training they complete with the host organisations in which they minister. The Sister Servant for the Santa Barbara community advised of the expectation that she and the domestic support staff complete annual safeguarding refresher training. She confirmed that the Safeguarding Administrator contacts her when this is due and the training is subsequently arranged.

Areas for development

4.7.6 Training should be quality assured and the views of those attending training sought in order to assess the effectiveness of training for members and employees and to ensure the training is meeting all needs and equipping attendees with the skills required. Subsequent action should be taken if feedback reflects the need for change.

4.7.7 A full Training Needs Analysis should be completed to inform the provision of training within the group. The Training Needs Analysis should be dynamic and should include what training is required, the availability of that training and it should be reviewed and updated regularly.

Graded: Comprehensive Assurance

4.8 Standard 8 Quality Assurance and Continuous Improvement

Strengths

4.8.1 During interview the Safeguarding Lead expressed their intention to reflect on the findings of this report to enhance their role and the safeguarding practices of the group. The Provincial advised that they always welcome learning opportunities to enhance their safeguarding practice. To this end the Scottish Child Abuse Inquiry has been viewed as a learning opportunity and key development points have subsequently been transposed onto the Safeguarding Implementation Plan.

4.8.2 The Safeguarding Administrator has met with another group of lay safeguarding representatives from other RLGs for in-person and for virtual meetings in the form of an external support group. This is good practice and something which is encouraged to pursue and formalise into learning points for the group's Safeguarding Implementation Plan.

4.8.3 The Terms of Reference for the Safeguarding Committee state that one of the roles of the committee is to reflect on incidents reported in the group's communities and workplaces for the purpose of improvement for all concerned. Minutes from the Safeguarding Committee meetings shows that this reflection occurs, that conclusions are drawn and subsequent actions are made and followed through.

4.8.4 In addition to the written and verbal reports for Trustee meetings, every year the Safeguarding Lead and the Safeguarding Administrator complete an Annual Safeguarding Report to Trustees which contains updates from the RLSS and summaries in relation to DBS, safeguarding training and any other issues. The Safeguarding Trustee is satisfied with the level of detail contained within the report and feels this is sufficient in providing scrutiny and an opportunity to challenge and ask follow-up questions if needed.

Areas for development

4.8.5 A role for the Safeguarding Committee as outlined in the Terms of Reference is to network with relevant organisations to ensure that their knowledge of legislation and practice remains current. To this end the Safeguarding Lead advised that the Provincial has links with RLGs through her work with the Conference of Religious, another member of the group sits on the Trustee Board of the RLSS and has frequent contact with several RLGs and the lay Safeguarding Committee member has regular contact with other parishes through their engagement as a volunteer with the Diocese. The group should now formalise their engagement with these groups and structures for feeding this into the Safeguarding Committee to share knowledge of safeguarding and learn from the experiences of others.

4.8.6 During interview the Safeguarding Trustee referred to what is included in the Development Plan of the Self-Assessment in that the group have a bi-annual employee survey that could be adapted to include questions of safeguarding. This would provide a means of seeking the views of employees of the Daughters of Charity of St Vincent De Paul and should go ahead as planned as a way of quality assuring safeguarding processes.

4.8.7 The Safeguarding Implementation Plan is a good quality document outlining actions to take place which align to the eight National Safeguarding Standards. However, at present, the plan is a three-year plan agreed in 2025 and due for review in 2028. The Safeguarding Implementation Plan should be a "live" document that is reviewed and approved at least annually by the Safeguarding Committee to drive safeguarding improvement.

4.8.8 Noted in the Development Plan section of the Self-Assessment is a development need to conduct a review to ensure that the group's Safeguarding Policy and its Constitutions are sufficiently aligned with the National Safeguarding Standards. This is recognised as a best practice exercise and therefore it is recommended that this action takes place as planned.

Graded: Results Being Achieved

5. Summary of overall findings

5.1 The overall grading of Comprehensive Assurance indicates the Daughters of Charity of St Vincent De Paul has strong safeguarding structures and practice in place with significant strengths in leadership and governance. The congregation has an up-to-date and comprehensive safeguarding policy, clear reporting procedures, regular trustee oversight, and an active safeguarding committee. Safeguarding is embedded within the group's culture, with strong engagement from leaders, trustees, and Sister Servants. A clear commitment to learning from previous experiences is demonstrated. Training compliance and DBS management are closely monitored by the Safeguarding team and overseen by Trustees.

5.2 Efforts have been made to support survivors of abuse and vulnerable members within the group's own communities although it is recognised there is further work to be done. Employees and Sisters interviewed demonstrated a good understanding of how to respond to safeguarding concerns and disclosures and an awareness of the policies that support them in doing so. However, some areas for development were identified including the need for more formal systems to record low-level concerns in supported living communities, better quality assurance processes, and more structured reflective learning from safeguarding incidents and survivor feedback.

5.3 The Daughters of Charity of St Vincent De Paul has made substantial progress in strengthening safeguarding arrangements and fostering openness, accountability, and continuous improvement. Some recommendations focus on refining and formalising existing good practice. These include improving stakeholder feedback mechanisms, expanding networking with other religious groups and strengthening quality assurance processes.

6. Recommendations

To support improvement, the following recommendations are made:

Within 3 months

- Plans for the Safeguarding team and Safeguarding Committee to enhance the structure of reflective learning sessions are pursued.
- The Recruitment and Selection Policy should be reviewed.
- The Complaints Policy covering England should be publicised on the website.
- Overseas police checks are carried out for any visitors arriving prior to them carrying out their intended ministry.

Within 6 months

- The Low-level Concerns Policy should be publicised and discussed within the group's communities.
- Existing links with other Church bodies and organisations should be formalised and an effective method developed for feeding back shared experiences and learning in promoting a safer environment to the Safeguarding Committee.
- A formal system for recording, storing and effectively sharing concerns should be approved for use in the supported-living communities.
- The internal and external sources of support available to respondents should be included in policy.
- Training should be quality assured and the views of those attending training sought in order to assess the effectiveness of training for members and employees.
- A full Training Needs Analysis should be completed.

Within 12 months

- Feedback should be sought from stakeholders in regard to statements of the group's commitment to safeguarding and the Safeguarding Policy and plans to seek employee's feedback through the staff survey should be pursued.
- The plan to seek feedback from survivors as to the effectiveness of safeguarding messaging should be taken forward and interactions formalised in order to learn from their experiences and improve practice.
- Procedures for ensuring allegations are received and responded to, for managing allegations, notifying the CSSA of allegations, confidentiality and the recording of information should be quality assured.
- The Safeguarding Implementation Plan should be reviewed at least annually.
- A review should be completed to ensure that the group's Safeguarding Policy and its Constitutions are sufficiently aligned with the National Safeguarding Standards.

7. Arrangements for follow-up

7.1 In line with the overall rating of Comprehensive Assurance, the earliest date for the next audit of the Daughters of Charity of St Vincent De Paul by the CSSA will be in three 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 in the meantime.

8. Appendix

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

- The Daughters of the Charity of St Vincent De Paul's website[7]
- Email liaison with the RLSS
- Self-Assessment form
- 2025-26 Safeguarding Policy
- Code of Conduct Policy
- Consent form for Photography Policy
- Data Protection Policy
- Disciplinary Procedures and Policy
- Safeguarding Complaints Policy
- Supervision and Appraisal Policy
- Whistleblowing Policy
- Equality, Diversity and Inclusion Policy
- Positive Work Environment Policy
- Recruitment Selection Policy
- Low-Level Concerns Policy
- Social Media Policy
- Giving and Receiving Policy
- Information Technology and Communication Policy
- New Employee Handbook 2026-2029
- Supervision Record
- CSSA Contract
- 2025-26 Communications Plan
- Safeguarding Implementation Plan

[7] Daughters of Charity of St Vincent de Paul | Province of Great Britain & Australia

- The Charity Commission website for the Daughters of Charity of St Vincent De Paul[8]
- Provincial Briefing Newsletters
- Safeguarding training records
- DBS certificate spreadsheet
- Risk Register
- Risk Register Hulme Guests
- Risk Assessment Form for a Blemished DBS
- Safeguarding Committee meeting minutes
- Safeguarding Committee Terms of Reference
- Safeguarding team discussions and reflections
- Trustee meeting minutes
- Safeguarding Report to Trustees
- Introduction to the Daughters of Charity of St Vincent De Paul document
- Phone call response reminder document
- Annual Safeguarding Report to Trustees
- Safeguarding Roles and Responsibilities document
- Safeguarding Tracker 2025
- Safeguarding Tracker 2026
- Stakeholder's meeting
- Survivor's Statement
- Low-Level Concern log

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