

Religious Consultation Meeting 3
13th April 2021

Catholic Safeguarding Project

Welcome
and thanks for coming!

Opening Prayer

Loving Father God,

We come to you in the knowledge that you hold all your children in unconditional love.

We lift to you those who are vulnerable and in need of protection.

Give them your safety, comfort and peace.

We cry to you for those who are hurting and whose trust has been broken.

Give them your healing, restoration and justice.

We bring to you those who seek to forgive others who have hurt them.

Give them your strength, courage and hope.

For those who have caused your children to stumble,
lead them to seek your forgiveness and to enter into true repentance.

Thank you for all who give their time, knowledge, and skills to make our communities safer.

Give them your wisdom, guidance and grace.

For ourselves, we ask you to give us your heart for the vulnerable, the oppressed, the voiceless and the forgotten.

Help us to see them as you see them; to value them as you value them, and to nurture and protect them as you desire.

Help each one of us play our part in creating safer places for all your people.

In your name we pray. **Amen.**

From: <https://thirtyoneeight.org>

Update

1. Dr Ed Morgan QC has been taken ill and is not able to come today and give his presentation on the National Tribunal Service. Please keep him in your prayers.
2. The Finances Workstream is beginning its work. Mervyn Williams SDB and Anne McEvoy IBVM are on the group. The workstream will propose the proportion that Religious are required to contribute to the CSSA and NTS – provisionally recommended by Elliott at 50:50.

Update

3. The Lead Safeguarding Bishop and Religious (recommended by IICSA) role descriptions are being finalised and coordinated.
4. The Governance Structure for the RLSS is being finalised and will be brought for your approval. At the moment a company limited by guarantee with a board of directors seems favoured. We are seeking legal advice to clarify a few matters.

Update

5. Thought we have a draft Service Manager job description we do not anticipate advertising for the post for at least 2 or 3 weeks yet. We must have the model of RLSS and governance structure clear before we finalise the JD and advertise.
6. The Bishops decided to give themselves 6 months to get the new Standards-based Safeguarding structures in place. This should be by the 6th of June. The RLSS cannot be ready by then. I anticipate that we will be able to have at least a skeleton staff in place by September or October.

Update

7. The workstream to look at the “roadmap” out of alignment for Religious Congregations currently aligned to Diocesan Commissions is shortly to begin its work. We are currently recruiting 2 religious to be assigned to this workstream. The transition from diocesan commissions to the RLSS is likely to take several months, so as to ensure that no victim/survivors are harmed or inconvenienced by the transfer.

Religious Life Safeguarding Service

Which Model?

An apology and an explanation

- Some (4 Congregation Leaders) wrote in expressing disappointment to dismay that I was foreclosing on some of the options with regard to contracting and service provision. This was not my intention.
- I had others (8-10 Congregation Leaders) expressing to me that there were too many options and that I needed to simplify things.
- What I tried to do in my letter of the 21st March by indicating “the direction of travel” was to try and simplify the range of options but without foreclosing on any.
- I clearly failed to do that effectively and caused more confusion for some. My apologies! I will propose a remedy for this later on today.

Another concern

- A few people have expressed to me a concern that this process is moving too quickly and that I need to slow down and allow more time for consideration, consultation and reflection.
- While I fully understand this concern and share it to some extent, I am rather restricted in what is possible.
- Pressure from bishops to get it done (Church has been too slow to respond before). Concern from some Religious Congregations to slow down (so that we can get the best possible approach). What to do?
- I'm trying to steer a mid-course, which risks not pleasing anyone.

Three Dimensions of the Model



CONTRACT

SERVICE PROVISION

FUNDING

Contracting Options (Service Level Agreements)

• 2 x 2-way contracts

- Between CSSA and each Religious Congregation and another between each Religious Congregation and RLSS
- There will be a contract between CSSA and each Religious Congregation to ensure that regular audits can take place. There will need to be an additional contract between each Religious Congregation and the Religious Life Safeguarding Service so that an agreed safeguarding service can be provided.

• 1 x 3-way contract

- CSSA, each Religious Congregation and RLSS have a shared contract
- In this option the contract will be 3-way, meaning only 1 contract will be needed but it will cover all of the responsibilities for each of the 3 contract holders. This will mean CSSA and RLSS must have direct contracting responsibilities to the other.

• 1 x 1-way contract (with CSSA only)

- Some Religious Congregation may choose to contract with CSSA only
- These Religious congregations will need to demonstrate that they have their own safeguarding arrangements that will be able to meet the established standards and any other responsibilities within the CSSA contract

Service Provision Options

All-in

- Religious Congregation will be offered all services as standard.

All-in (as needed)

- Religious Congregation will be offered services based on need rather any other additional factors.
- Example of need – those who are unable to do their own case work due to size or finances will be offered this service but those who have the ability to manage their own case work will be offered advice rather than case management.

Package

- Religious Congregation chooses which package will suit their needs based on their current and anticipated future safeguarding arrangements.
- Example packages: Bronze – training, policy and standards. Silver - training, policy, standards and case advice. Gold - training, policy and standards and case management.

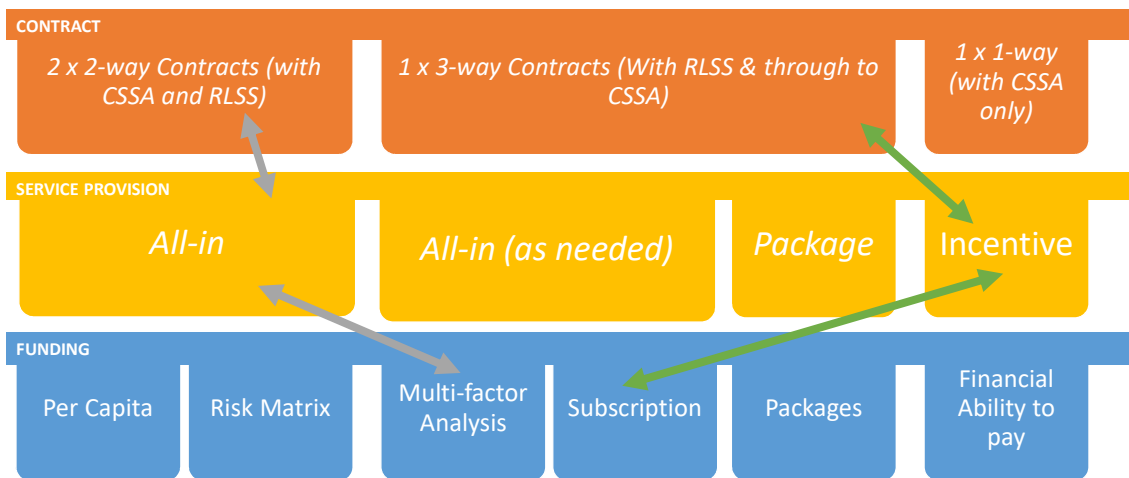
Incentive

- Religious Congregation will be given a discount on services in the following year based on meeting standards set by CSSA (based either on CSSA audit or internal audit).
- These congregations will be adhering to national requirements, these could include such things as: Evidence that they are meeting the new standards, have an up-to-date policy, record keeping is organised and up-to-date and everyone has attended the training deemed necessary, etc.

Funding Options

<p>•Per Capita</p> <ul style="list-style-type: none"> • A simple calculation based on how many members a Religious congregation currently has working in England and Wales. • Each Congregation will thus be charged a different fee from other Congregations 	<p>•Package</p> <ul style="list-style-type: none"> • Religious Congregation choose which package will suit their needs and pay according to the extent of service offered in the package. • Example packages: Bronze – training, policy and standards. Silver - training, policy, standards and case advice. Gold - training, policy and standards and case management. 	<p>•Risk Matrix</p> <ul style="list-style-type: none"> • Religious Congregation will answer questions based on current and passed risk in all aspects of safeguarding and an appropriate fee will be calculated based on how much input from the service they are likely to need.
<p>•Financial Ability to Pay</p> <ul style="list-style-type: none"> • Religious Congregation will provide financial information and a fee set within their ability to pay 	<p>•Multi-Factor Analysis</p> <ul style="list-style-type: none"> • Factors such as number of active members, number of retired religious requiring nursing care, financial resources, number of previous cases, likely future number of cases, whether the post of Safeguarding Lead in the congregation has been filled, etc 	<p>•Subscription</p> <ul style="list-style-type: none"> • Each Religious Congregation will pay a standard joining fee and then a yearly fee to use the service. This will be a standard rate for all (but perhaps with a discount for those that cannot pay the full fee)

The Overall Model can be any combination of one from each row (Contract, Service Provision and Funding)



Feedback so Far

- Of the Congregations that have replied so far:

CONTRACT

- 52% preferred the 2x2 contract
- 3% preferred the 1x3 contract
- 44% expressed no preference (likely presuming that the 2x2 contract was the most preferred)

SERVICE PROVISION

- 46% preferred the all-in service provision
- 1% preferred the incentivised provision
- 52% expressed no preference (likely presuming that the all-in provision was the most preferred)

FUNDING

- 20% preferred the multi-factor analysis
- 73% preferred the *per capita* approach (with 3% adding, but taking account of ability to pay)
- 6% preferred the subscription approach

Feedback so Far

Most Popular



73%

2nd Most Popular



20%

Small Group Discussion

- Questions for discussion

- What was my initial preferred model?
- In the light of what I have heard today, has my opinion changed and, if so, in what way?
- What are the key questions that remain for me with respect to the models?

- Q &A

- Voting

Because I may have inadvertently skewed the results, what I propose today is an indicative vote which we will then send out to all Congregation Leaders for a written ballot.

Voting

Am I in favour of offering the

“2x2 contract, all-in service provision and [all members] per capita funding (with ability to pay being taken into account)”

model to all religious leaders for a simple majority ‘yes or no’ written vote to confirm the tentative indication of today’s meeting.

In favour

against

Mandate

Am I willing to confirm the mandate given to David Smolira SJ so that he may proceed with the implementation of the RLSS and so he may agree on our behalf the proportion that the Religious of England and Wales will make in support of the Catholic Safeguarding Standards Agency and the National Tribunal Service.

Yes or No

(bearing in mind that any Congregation can choose not to opt into the service down the line, if dissatisfied with the final outcome)

Dates of Future Meetings

- **6th May – 10 am to 12 noon**
Standards and The National Tribunal Service
- **16th June – 10 am to 12 noon**

Closing Prayer

Project Prayer

Heavenly Father,
Guide our work for all your people,
to bring your healing love for young and old.
Inspire us with wisdom and justice,
to serve you with integrity and truth.
Enable us to be Christ-like in our wounded world,
to defend the powerless and safeguard the abused.
Embolden us with the fire of your Spirit,
to become the renewed church of tomorrow.
Amen

Thank You