

Question	Answer
Will we have the slides please?	Yes, the slides will be made available
Functions of RLSS	
In case management would RLSS offer the legal guidance that currently we have to engage our lawyers for. This is costly and slow.	It depends. Canonical advice could be offered by the NTS, but for civil legal advice you would still have to go through your lawyers or insurers - we will not have any legal provision within the Religious Life Safeguarding Service.
If we still need to engage our own legal team and no doubt our insurers - what will RLSS bring to the party?	Your legal and insurance teams are an essential part of your governance but having them does not make you compliant with safeguarding standards. RLSS will offer case management and advice, training, policy support and aid you to adhere to the national standards. Unfortunately, no new structures in safeguarding can replace the need for insurance and legal support.
After the feedback from all congregations, will there be ONE model for All congregations?	Yes, that's the plan!
Where congregational schools have been handed over to an Education Trust does the safeguarding for these schools come under RLSS? CSSA? Other?	It will depend on the wording in the Trust deed. If you are still responsible for the overall governance of these schools, then the responsibility will fall to your trustee board. The RLSS may be able to offer some advice in these circumstances but schools already have clear safeguarding policies and procedures based on Government guidance. As I understand it, your trustees would only have to satisfy themselves that the schools are following these policies and procedures.
Currently it is deemed good practise to renew a DBS every three years, Is this likely to change when the FINAL model is chosen.?	3 years will still be adhered to as best practice. Remember though that if the person registers with the DBS online update service then a new DBS certificate does not need to be applied for, in normal circumstances.
Contracting	
is, there a danger that without a 3-way contract some issues may fall in a gap between the CSSA and RLSS?	Yes, that's possible. The wording of these contracts would need to be devised very carefully and we would need legal advice to ensure that they were watertight. We will need to take legal advice before we are able to make a decision about which approach is best.

What is the relationship between RLSS and CSSA? Who holds the authority 'over' RLSS?	The board of directors or Trustees of the RLSS will be the body who is responsible for the RLSS. CSSA will have some regulatory oversight, but the buck stops with the governing body of RLSS.
Costs and Financial Modelling	
Start-up administration will be considerable - signing up Orders, etc.. Work load may then reduce. Perhaps initial start-up administration could be bought in	We have thought about this in the membership role, this post may reduce over time or may be a temporary post. There will also need to be a transition time to allow for the RLSS to get up to speed. This will need to be negotiated with the dioceses.
Might the Risk Matrix also take into consideration numbers in active ministry and e.g. numbers receiving nursing care which reduces risk and might also decrease the ability to pay? In other words, what is the overlap between the Multi-Factor and Risk Matrix?	Yes. The multi-factor analysis will consider all of those variables. Risk matrix will consider risk alone. The multi-factor is by far the fairest but isn't the easiest to implement, by any means.
Is there a possibility of combining two financial models? Or is it inherent in the MFA which includes risk?	Models can be combined. The Multi-Factor approach will include risk but it also might include a 'unit' cost such as per-capita to base on which to base its calculations.
Surely, we need a minimum subscription, service (howsoever adjusted to needs) just to ensure that the you have a stable income to provide the service.	Yes, this is a good point. We are currently working on ways to ensure a steady income to the RLSS. We have a couple of different strategies that we are exploring. We can't offer a solution until we have some draft financial modelling which we are hoping to work on either this or next week.
Many cases are about deceased members and even ones in care can have historic cases. You will need to take that into account. It is more than about active members.	Active members is more about calculating the costs and determining the level of service demand, rather than an assumption that those in care homes can't have an allegation made against them from the past.
Is there a cap on the possible financial implications of the cost of this new administrative structure? If the intake of cash in not enough what happens	We are looking into ways to make the model financially viable and secure and have some ideas but are waiting on the financial modelling information before we can make any progress on this front. It is certain that the RLSS must be financially secure are we will all be in difficulties.
Does per capita mean per capita in active ministry or per capita full stop. Makes a big difference in numbers also given many safeguarding concerns relate to retired or deceased members?	This is still up for discussion while we gather some more data but Per Capita is most likely going to be used in conjunction with another cost structure as it is not the fairest approach to costing (but is one of the simplest)

<p>Can we have costings presented to us next time so we understand what we need to expect going forward with each package?</p>	<p>We will present costings as soon as we have the information. Unfortunately, the business plans requested by Carol Lawrence for all 3 areas (RLSS, CSSA and NTS) have been delayed. We will not do financial modelling for all options but only the one or two which seem most likely from the feedback we receive.</p>
<p>The demographics shared at the beginning were stark. How will the RLSS be financially sustainable for the future, as the numbers of religious decrease even more rapidly in England and Wales over the next few years?</p>	<p>This is something we need to consider when we are looking at the financial modelling. We should be able to plan for this when we have some more information on cost. Fewer Religious in the future <u>may</u> mean less staff for RLSS</p>
<p>will there be a cap on an individual order's contributions?</p>	<p>I imagine there will be a natural cap which will be determined by the costing method we use. However, if some congregations would like to contribute more to this very important work, we would welcome it. This already happens for CoR membership fees.</p>
<p>Is there a cap on the cost of the three tiers of the new administration? The salaries already are big. What is the income from the religious does not meet these costs, what happens?</p>	<p>We are working on a model to ensure that this does not happen. This may include looking for some external grants, for example. Whatever model we eventually choose, It will have to have some financial flexibility built in. We will take full account of this concern in mind as we decide upon the model.</p>
<p>What about an International congregation which holds its funds in the UK? The statutory accounts will show a balance that will not be available for mission in the UK.</p>	<p>This is perfectly understandable. We will decide upon a levy passed on members and finances that apply to the UK only.</p>
<p>The budget for this is the critical issue. The structure already will require salaries for the executive and administration. So, if this is already costly will there money required for us to pay for this.</p>	<p>Yes. The RLSS is being set-up for Religious Congregations and the cost of it is being covered by Religious congregations only. In addition, we are being asked to make a contribution for the running of the CSSA and the NTS. The exact percentage is still to be agreed.</p>
<p>Costs of staffing is likely to be very large - a major problem. Can roles not be shared at least initially?</p>	<p>This is a conversation we are currently having and will depend on some of the consultation work we do. There are pros and cons to asking the team to work in this way and will confuse boundaries. I would be cautious about adopting this approach myself.</p>
<p>We understood in group 5 that there would be an initial subscription/joining fee. Subsequently a yearly fee would be paid to RLSS. Will an annual fee be required for CSSA also?</p>	<p>Yes. Religious congregations will have to support all of the costs of RLSS and a proportion of the costs of CSSA and NTS. This will be required annually.</p>

<p>As most historical cases have been with male orders why should women's orders have to meet much or most of the cost of the RLSS as there are more women religious than men? Should women's orders be charged less per capita?</p>	<p>The fairest way to split the cost is to look at a multi-factor analysis and put a higher proportion of the cost on those that will require more work from RLSS. However, safeguarding isn't just about allegations and female congregations will require safeguarding input for training and older age care and for helping to make the Church a safer place for everyone. etc. We also know from recent events that women's congregations can have historic allegations made against them too (but certainly much less that with the men).</p>
<p>If the majority of the sisters are older, a system that is not complicated and easy to administer would be indicated.</p>	<p>We try for the simplest system but as demonstrated by the presentation the issues we are faced with are complex ones. In general, the simpler the system the better!</p>
<p>Training</p>	
<p>Will we have training on the Spiritual implications and training from a victim point of view. Going forward training content needs to be explored.</p>	<p>Yes. There are recommendations from both IICSA and Elliott to have such training. While we aren't into that level of detail yet, I can say this will certainly be on the agenda for RLSS.</p>
<p>Commissions</p>	
<p>If a decision is made for a congregation to keep their existing safeguarding commission with a one-way contract with CSSA, does the commission have to change to a sub-committee of Trustees, or can it keep the commission as is, and if a committee is needed, does the committee have to be chaired by a Trustee?</p>	<p>In short, any commission will have to become at sub-committee for the Trustees and be chaired by the 'safeguarding' trustee. The charity Commission are requiring this so that the trustees are accountable for any and all safeguarding work</p>
<p>Active Ministry</p>	
<p>Earlier David described active ministry as any ministerial or pastoral work on the part of the church. In the later definition 'on the part of the church' was no included. Is volunteering an hour a month in a charity shop considered active ministry?</p>	<p>If any Religious is doing any work with the public then it is considered active ministry. In my view, this person working in a charity shop should have a DBS check. Imagine (in the very unlikely event) that an allegation were made against this person for inappropriate touch and during the investigation it was discovered that this person did not have a DBS check?</p>

Do you consider active ministry if the community is within the Care Home?	<ul style="list-style-type: none"> • If a community member is being cared for in a care home then they are not in active ministry • If a community member is visiting a fellow community member in a care home (as a family member would) this is not considered active ministry • If a community member is volunteering in a care home and that care home is independent of the community in which that person lives, then this would be considered as active ministry and they would need a DBS check • If a community member is working or volunteering in a care home run by the congregation this would be active ministry
So guests visiting the community...is that active ministry?	It depends! If someone comes on a visit and the person they are seeing is a friend then there is no active ministry. If they are coming for any sort of pastoral advice or reason, then it is active ministry.
Defining active ministry: pastoral, visiting, ad hoc care for another member of a congregation	If a member of the community has any role which has the potential to engage with a child or vulnerable adult, then it is active ministry. If it is occasional visiting of a sister in the same community, then this is unlikely to be considered active ministry. Congregational Leaders and community leaders will need to use their common sense, but always seek advice from RLSS and/or CSSA if unsure.
National Tribunal Service	
Many religious are concerned about the National Tribunal Service. What is the current position, do we still have to pay towards it?	Yes, payment hasn't been discussed in detail yet but the expectation is still there. Our next session will be on NTS on 13 th April and we hope to answer most of your questions then.
Lay staff and volunteers	
What are the implications of new safeguarding approaches for religious congregations who employ non-vowed staff in the delivery of some services: e.g. care or training and development? There will be extended responsibility and accountability.	If they are employed directly by your congregation and adhering to your policies and procedures for safeguarding then they would be accountable to you and the RLSS could assist you with any concerns that may arise in regard to safeguarding. DBS checks would certainly be required on staff who would have contact with children or adults at risk as part of their job.

<p>How the service responds to different ways of belonging. How does it work for the Congregation with associated lay members, in active ministry, are they counted as active members?</p>	<p>Not as far as calculating costs are concerned, but yes in terms of safeguarding policies and practices.</p>
Other	
<p>One question - what was the relevance of the number of people requiring nursing care to the multi-factor analysis? Is this because RLSS would be offering deprivation of liberty assessments (etc) or because these people would be seen as no risk?</p>	<p>the cost implication of providing this care for smaller congregations will often impact on their ability to pay toward the RLSS. If they are in nursing care I would expect the care provider will be doing the capacity and deprivation of liberty assessments, I am no expert in this and we would need to get expert advice on this matter.</p>
<p>What about ministry online?</p>	<p>There are safeguarding issues that need to be considered in online ministry. The RLSS will be able to offer training and advice etc around this area of work.</p>
<p>Where does Dani's post [CoR Safeguarding Advisor] fit into this new set-up. At present we can ask you for advice on where to go training etc.</p>	<p>The service should be able to not only advise you but also provide the training etc you are looking for -Dani will still be around at CoR. Remember the RLSS is offering a service to non-members of CoR as well. Dani's role may need to be adjusted in the light of the development of the RLSS. This is a matter for CoR.</p>
<p>When the new structure comes in June, albeit as a starter, will there be a time limit or transitional period when the congregation will have to switch from their diocese to the new structure?</p>	<p>Yes. We are working on a route map for this. It will be managed in such a way as to allow all congregations to move in a supported way and all live cases to be well handled during the transition.</p>
<p>The Task Group seems to include 3 Bishops, 2 Male Provincials and 1 Female. These I feel does not address the number of Female Congregations. I find it interesting.</p>	<p>The Task Group was not set up by us but by the Bishops. We had to lobby for the participation of any Religious. The Religious membership of the group is as follows: Ellen Flynn, Damian Howard, Martin Ganeri and David Smolira. Apart from me, these were the people who were already on the earlier 'Higher Level' Implementation Group. We did the best we could. The over-representation of male Religious is unfortunate, but the real work happens elsewhere (where women Religious are well represented). The Task Group is mainly a final ratification Group of work already done. In an ideal world the representation would have been better.</p>
<p>Is there a chance of having a Dummies guide to this new system?</p>	<p>Yes, certainly, if it is needed. Things will become much clearer when we agree on a single model to take forward. As soon as we have more details, we should be able to create something that explains the new structures in a clearer way. A lot of details haven't been decided yet.</p>

Clarifying time-scale for implementation: 6 months??	Yes, but we expect to have the start of a service without a full staffing compliment. This will have to be built up at least to some extent depending on demand.
Not every Religious Congregation is represented here. Are there some "resisting" the process? How do we bring them on board?	We will keep working hard to ensure the changes are communicated to all and that we get as good aa buy-in as possible. Eventually there are some Congregations who are cautious and we will work with them as much as possible to encourage their full partivcipation.
Has it been decided where the new CSSA will be located@ eg London , Midlands Northwest?	We are not aware of any decisions being made about this yet.
How audit and assessment will take place, for example, like Care Quality Commission standards?	It will probably be something like the Care Quality Commission, but we are still waiting for details from the Standards and Audit Workstream. We hope to have a session on standards and audits on 6 th May when most of the details have been finalised.