

## Q AND A from Large Religious Consultation Meeting 13<sup>th</sup> April 2021.

Question	Answer
<b>GOVERNANCE</b>	
<b>Could we have some pros and cons for different governance structures for the RLSS?</b>	Yes! We will get to this in time, but we must concentrate on the model for RLSS first.
<b>I was not aware until today that RLSS may be set up as a Charitable Trust or a Company Limited by guarantee. My question is who is paying for this legal advice at present?</b>	At the moment we have a generous donation from a Religious Congregation to pay for the legal advice.
<b>Will each Congregation need to get their own legal advice to draw up the contracts with CSSA and RLSS?</b>	The contracts will be standard as long as we agree to the all-in service provision. If there are different levels of buying in for services, then we will need different contracts to cover whichever service is opted for by each congregation. As things stand, we seem not to be opting for the “package” service delivery option so it should be two standard contracts.
<b>LEAD ROLES</b>	
<b>The Lead Religious and Lead Bishop roles that are an interface between individual communities and RLSS or are they more a voice within RLSS?</b>	IICSA recommended a Lead Safeguarding Bishop and a Lead Safeguarding Religious to provide Leadership and Oversight of safeguarding in the Church. Elliott and IICSA did not coordinate their recommendations so we are now writing and adjusting the role descriptions to make them fit into the new structures. We have sought advice from IICSA on these roles and IICSA is happy for us to come up with the best approach that we can with respect these roles. A small subcommittee of the Task Group is working on this in a very positive way. We hope to have these role descriptions finalised within a couple of weeks.
<b>RLSS Structure and Funding</b>	
<b>The concern from our group was around the number of staff needed for the RLSS to meet the needs of Religious.</b>	This is a critical issue. We look as though we will be working to an “all-in” service provision and so that will require more staff. I suspect that we will begin with a less than full complement of staff and adjust as we get a sense of the demand. This will be part of the role of the governance body.

## Q AND A from Large Religious Consultation Meeting 13<sup>th</sup> April 2021.

<p><b>Could we know if the per capita is active or all members?</b></p>	<p>It could be either just for members in active ministry or for all members living in England and Wales. From what I have received so far, it seems that most prefer the simplest approach of all which is <i>per capita</i> for all members in England and Wales. We will make sure that no congregation is excluded from a safeguarding service from the RLSS because of a genuine inability to pay. I am already sounding out a few Religious Congregations to see if they would be willing to contribute to a hardship fund for congregations with genuine financial difficulties.</p>
<p><b>Before you can employ a Service Manager and her/his office, you're going to need money, so do you need an 'advance' from us for set-up costs before we and the CSSA is up and running?</b></p>	<p>Yes, we will need start-up costs. We are in the process of approaching a small number of Religious congregations to assist us with this need. We hope that all Religious Congregations will make their contributions from the start of service.</p>
<p><b>What if any steps will be taken to engage with those Religious orders who are not yet involving themselves in these proposed changes?</b></p>	<p>As of yet, we have done nothing to engage those Religious Congregations who are not yet involved in the development of this new safeguarding structures. We are aware that there are such and we hope to be able to draw them in over the first few months of the establishment of the RLSS. We do not currently have the capacity to start chasing those not involved, but if you know of any it would be very helpful if you could let us know who their Congregation Leader is and how to contact him/her. It would also be of immense help if anyone who does know of a Congregation that is not yet involved, if you were to approach them and invite them to come along to our next Religious Consultation on the 6<sup>th</sup> of May and/or to invite them to contact us so that we can give them the back papers and explain where we are up to.in the process.</p>
<p><b>There are some Religious Orders who have their own safeguarding arrangements at the moment. It would be good to find out who and how many and what is their provision?</b></p>	<p>We do know of these and they are a relatively small number. So far, all, or almost all are involved in this process. Eventually they will decide whether to simply contract with the CSSA and continue to provide their own safeguarding service, or to join in with the rest of us and use the RLSS. It is my hope that as many of these Religious Congregations as possible will join the</p>

## Q AND A from Large Religious Consultation Meeting 13<sup>th</sup> April 2021.

	rest of us as this helps with the financial burden and with supporting the 'one Church' approach.
<b>What percentage of the 27% of congregations who responded were men and what percentage were women?</b>	I do not have that information to hand, but we can extract it from the data. I will ask Fiona to find out that information for you and I will communicate to you as soon as I can.
<b>It seems to me we are restricted to two models proposed by a minority. Why?</b>	As I tried to explain in the meeting of the 13 <sup>th</sup> of April, we are unfortunately required to be working to a very tight timetable. I was asked by some Religious Congregations (4, I think) why I was shutting down on options so quickly while some other Congregations (8-10, I think) found that there were too many options and were confused. What I tried to do was indicate the likely direction of travel without foreclosing on anything. Seemingly, I did not communicate this very well in my letter of the 21 <sup>st</sup> of March for which I apologise. Part of the reason (as I explained in the meeting of the 13 <sup>th</sup> of April) why I am canvassing all Congregation Leaders for whom I have contact details as to their agreement (or not) to the now proposed model is to ensure that I do have a majority in favour of the proposed model. If not, then I must come back to all of you on the 6 <sup>th</sup> of May with a new way of proceeding. Let's see what the voting reveals and proceed from there.
<b>I am behind the curve on these issues having come in late. I also feeling under pressure in this process. Not from David or the team but from Elliot etc.</b>	I understand that you feel pressured. The truth is we are under great pressure to move this process to completion by the 6 <sup>th</sup> of June which is 6 months after the Implementation process started. I was only appointed from the 18 <sup>th</sup> of January so that is only 4½ months until the 6 <sup>th</sup> of June for the Religious. It is impossible for us to get the RLSS up and running by then while making sure that it best serves the safeguarding needs of Religious and responds in the best way possible to victim/survivors. I estimate that we will only be able to get the RLSS up and running with a skeleton staff by the end of September, at the earliest. I think what was seemingly forgotten in this process was the need to consult with over 300 Religious congregations exercising a ministry in England and Wales. The bishops in their enthusiasm to implement the recommendations of the Elliott Review and avoid the criticism this time that the Church is slow and even reluctant to implement

## Q AND A from Large Religious Consultation Meeting 13<sup>th</sup> April 2021.

	needed safeguarding changes, did not take full account of the far more complicated process of establishing a new safeguarding structure for Religious while they already had their diocesan structures in place and operational.
<b>Does the all-in service cover historical cases?</b>	Yes, the RLSS will cover any safeguarding allegation that arises whether historic or current.
<b>I'm sorry, I do not know what all services means. I cannot vote. It is not clear!</b>	The different safeguarding service options were explained in detail at our meeting on the 7 <sup>th</sup> of March and followed by the slides from that meeting. If you were not present or need further explanation, please phone me and I will gladly explain them to you or ask one of the Congregation Leaders who was at the meeting. It's very important that you take part in this consultation process and that you vote on whether the proposed model is best for you or not. The voting will happen this week, I hope, so please do not delay in contacting me.
<b>I would suggest that people be reminded that the All-in Service does not include Legal or Insurance services as required.</b>	Correct! The RLSS will be a professional safeguarding service and not an insurance company or a law firm. Your insurance brokers will help you with insurance matters relating to safeguarding and if you need legal advice then you will have to seek this out yourself and pay for it. You and your trustees should not need legal advice concerning the standard contracts that you will sign between your Congregation and both the RLSS and the CSSA, unless you or your trustees think otherwise.
<b>Is it really possible to opt out of RLSS?</b>	Yes. As long as you can convince CSSA that you have adequate alternative safeguarding arrangements. The problem is that whatever you put in place yourself, it is likely to be a lot more costly than the RLSS. The second concern is how we keep the 'one Church' approach if various Religious Congregations are doing their own thing. It is possible but I am not sure that it is worth the effort. You have to be convinced that all the extra work and cost would be worth it to have that independence.

## Q AND A from Large Religious Consultation Meeting 13<sup>th</sup> April 2021.

National Tribunal Service	
<p><b>Are we saying now that we are willing to pay for the NTS? Are we simply going to negotiate how much we pay?</b></p>	<p>This is a delicate question. In accepting the Elliott Review recommendations, the Bishops agreed to the establishment of the NTS. Their expectation is that the NTS will be given by Rome the authority to deal with safeguarding matters locally, which should speed up processes considerably and enable victim/survivors to be more in touch with where their case is in the process. The bishops are seeking approval for a General Decree which, as I understand it, will require all in the Church in England and Wales to follow best practice in safeguarding and to use the NTS with its delegated Roman authority. If this is correct, then we Religious would be expected to use the NTS where necessary. It is unfortunate that Ed Morgan was not able to come to our last Consultation meeting, as he would be able to explain this much better and more clearly than I. I hope he will be with us on the 6<sup>th</sup> of May.</p>
<p><b>I am bothered about NTS especially now that I hear our Bishops are asking for a Decree form Rome. Do we pay into something that is not often used by Religious?</b></p>	<p>Again, Ed Morgan can explain this much better than I can, but as I understand it, Religious will be expected to use the NTS and pay our share of its costs (which are relatively modest). The exact proportion of the cost that we will pay are still very much under discussion.</p>
Diocese	
<p><b>The transfer from diocese to the new service takes how and when will live cases be handed over?</b></p>	<p>There is a work stream currently considering these very questions. The handover of cases currently managed by the diocesan safeguarding commissions will be transferred to the RLSS at a time which causes least disruption the management of the case and most importantly causes the minimum of inconvenience to the victim/survivors involved. I think it quite likely that this transition time will take up to a year after the RLSS is has been established, but the work stream will report on these matters as soon as possible and well before any transfer of case management takes place.</p>
<p><b>Several have had very good experiences of the diocesan safeguarding officer. The new RLSS will need to find a similar level of professionalism.</b></p>	<p>If Religious priests are working in a parish, then safeguarding matters will be dealt with by the diocese (as has been the case up to now) and the diocesan safeguarding coordinator should keep the Religious Safeguarding Lead and</p>

## Q AND A from Large Religious Consultation Meeting 13<sup>th</sup> April 2021.

<p><b>Also, there a number of clergy who are religious, who will deal with their cases.</b></p>	<p>the Congregation Leader fully informed about the conduct of the case. Should disciplinary matters be required these are usually handled by the Major Superior of the Religious priest. There are all sorts of permutations where Religious are exercising a ministry in England and Wales. These should all be covered by a decree from the relevant bishop, including who is responsible for safeguarding matters in these situations. Currently, there are some gaps in these arrangements and work is being done to make these arrangements clearer and encourage better compliance.</p>
<p><b>The sisters of Thicket Priory, York, say their diocesan commission has already concluded their safeguarding work with them.</b></p>	<p>This should not be the case! If a new matter were to arise before the RLSS is fully functioning it is the diocese to whom the Religious Congregation is aligned who must deal with it. The Congregation Leader of the Sisters in question should contact Dr Colette Limbrick at CSAS as soon as possible to seek her support in re-establishing the alignment.</p>
<p><b>If one Congregation has a small number of religious in E&amp;W, would it be possible to remain aligned with the Diocese?</b></p>	<p>No. All Religious Congregations who have members in active ministry in England and Wales, must come under the RLSS or be able to satisfy CSSA that their safeguarding arrangements meet the newly established safeguarding standards.</p>
<p><b>A question for the future: will a religious congregation be required to inform a diocesan officer when an allegation is being managed by the DSL and the RLSS?</b></p>	<p>Good safeguarding practice requires open, timely and transparent communication with all relevant parties. Certainly, a diocesan Safeguarding Coordinator must be informed about any safeguarding matters related to a Religious working in that diocese.</p>
<p><b>DBS</b></p>	
<p><b>We are Missionary Sisters and our work is missionary animation. We do the appeals to parishes so is it necessary to get the DBS certificate. How do we get that certificate for the new comers? And how long it is valid? Do we need to renew that those have it?</b></p>	<p>These are important questions and the whole DBS process is managed and supported by CSAS now and very soon by the new body which replaces it, the Catholic Safeguarding Standards Agency (CSSA). Any Religious in active ministry must have a DBS certificate. If they have not registered their certificate on the online Update Service, best practice requires the DBS</p>

## Q AND A from Large Religious Consultation Meeting 13<sup>th</sup> April 2021.

	<p>certificate to be renewed every three years. Please contact CSAS for more information. Here is their website: <a href="https://www.csas.uk.net">https://www.csas.uk.net</a></p>
<p><b>Can I ask if DBS enquiries will continue to be dealt with by Diocesan safeguarding commissions until transition is effected or will they be managed by CSSA beforehand?</b></p>	<p>DBS enquiries are currently handled by CSAS and will soon be handled by CSSA. All enquiries should be made through the CSAS website or by calling them (their number can be found on their website).</p>
<p><b>Financial Negotiations</b></p>	
<p><b>What are the financial boundaries that you will be negotiating?</b></p>	<p>What I am trying to make sure of is that the contribution that Religious Congregations make to the CSSA and the NTS are fair and proportionate. I also want to make sure that the RLSS is real value for money without reducing staff to a level that cannot provide a quality service to all Congregations who opt into the service. I hope that within two or three weeks we should know at least rough costs and the level of the annual contribution that Congregations will need to make. I am also looking at if it would be possible to have a differential contribution for male and female Religious Congregations. I will put this information before you as soon as I can.</p>
<p><b>Should we not give indicators of financial limits?</b></p>	<p>You can certainly do so if you wish. I suggest that you wait and see what I propose and then decide if it is financially possible for your congregation to pay. If not, you could opt out of the RLSS, but you would still have to provide a safeguarding service for your Congregation which enabled you to reach the required safeguarding standards of the CSSA. You would also still need to contract in to the CSSA for regulatory oversight and audit purposes.</p>
<p><b>Are we giving an open cheque in this mandate?</b></p>	<p>No! I need to be able to negotiate and I need to demonstrate that I am doing so on behalf of Religious of England and Wales. The mandate which I have been given enables me to do that. I will, of course, come back to Religious with the outcome of these negotiations and calculations. If you don't accept</p>

## Q AND A from Large Religious Consultation Meeting 13<sup>th</sup> April 2021.

	<p>what I have been able to negotiate then you will simply not vote in favour and even if the vote is in favour and you do not agree, you can still opt out of the service altogether (though you will then have to provide your own safeguarding service to the satisfaction of the CSSA). I also intend to try and set up a hardship fund so that no Religious Congregation who wants to contract into services from the RLSS is prevented from doing so by genuine financial difficulties).</p>
<p><b>You may have to consult about the CSSA contribution before saying 'yes'.</b></p>	<p>As I hope you have seen up to now, I am trying to consult all Religious as much as I possibly can and I am not making any key decisions without consulting and/or having a vote. Certainly, the financial contributions will be of great importance to Congregations and we are working now to make these as small as we possibly can, but Congregation Leaders must understand that the RLSS will have to provide an all-in service to around 300 Religious Congregations. This is inevitably an expensive operation. The more Congregations who opt in the lower to cost to each individual congregation.</p>
<p><b>Transition Work Stream</b></p>	
<p><b>Mrs Lucy Jones and Sr Anne Stewart attended the first meeting of the work stream on transition yesterday on behalf of the Religious. Colette Limbrick chaired the meeting and they will meet again in two weeks. It is clear that we will need a long timescale for the transition. They identified many practical things that will have to be looked at for a safe and supportive transition.</b></p>	<p>Yes indeed. And thanks to Anne and Lucy for agreeing to be on that work stream. While I am at it may I again thank all the Religious and lay people who are helping me on this project. I simply could not do it on my own and many are giving a considerable amount of their time to be of assistance. I am so grateful for your generosity.</p>
<p><b>Could support groups be facilitated during the transition?</b></p>	<p>Yes, I am sure that could be possible. I suggest that you email Sr Anne Stewart of Lucy Jones and propose the idea. If you encounter any difficulties, do not hesitate to contact me.</p>
<p><b>Concerns were raised about if we could continue good contacts after alignment ends.</b></p>	<p>There is no reason for good contacts to end just because alignment ends. You could set up support groups or more informal get-togethers to suit the varying needs. Good relationships and good support help good safeguarding!</p>

**Q AND A from Large Religious Consultation Meeting 13<sup>th</sup> April 2021.**

**Would it be beneficial for Orders aligned to Archdioceses to meet to provide reassurance and support in meeting the challenges ahead, albeit that major decisions are still to be agreed?**

I'm not entirely sure I understand the question but if you are asking if there can still be meetings with diocesan safeguarding coordinators and commissions during the transition time, I would suggest that this would be very desirable. This is a matter for the alignment work stream to address. May I suggest that you write to Dr Colette Limbrick who chairs that work stream.