

# Jesuits in Britain

Baseline Audit Report  
March 2026

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## 1. Introduction

**1.1** This is a baseline audit of the safeguarding arrangements of the Jesuits in Britain<sup>1</sup>, referred to for the remainder of this report as the Jesuits. This audit has been undertaken as part of the Catholic Safeguarding Standards Agency's (CSSA) Baseline Audit phase of Religious Life Groups in England and Wales.

**1.2** There are currently 86 members of the British province of the Jesuits, with a further 45 Jesuits from overseas in the UK to study. The Jesuits have a varied ministry which includes providing Parish Priests to six Parishes in England and a Chaplaincy at Manchester University. Other ministries include St Bueno's Jesuit Spirituality Centre<sup>2</sup>, which offers residential retreats and courses, the Jesuit Fund for Social Justice and the Heythrop library. Care for eleven Jesuits is provided at a Care Home in Boscombe which is not registered with the Care Quality Commission. Therefore, the safeguarding arrangements there are within the scope of this audit. This audit excludes activity of the Jesuits in Scotland and the work of the Jesuit Refugee Service as it is a separate organisation.

**1.3** Although they are one Charity, the Jesuits' ministries have significant autonomy under each Director of Works, some of whom are Religious members and some are lay employees. St Bueno's, for example, currently employs 38 staff and engages around 70 Spiritual Directors and they are responsible for ensuring Safer Recruitment is completed to Jesuit expectations for all their staff and volunteers.

**1.4** Three part-time staff are employed in the Jesuits safeguarding team. These are a Safeguarding and Professional Conduct Coordinator, a Safeguarding Support Advisor and a member of staff providing administrative support. The Jesuits are members of the Religious Life Safeguarding Service<sup>3</sup> (RLSS) and one of their members is a Non-Executive Director of the service.

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<sup>1</sup> [Home | Jesuits In Britain](#)

<sup>2</sup> [St Beuno's](#)

<sup>3</sup> RLSS are an independent team of Safeguarding professionals offering Safeguarding services to the Religious of the Catholic Church in England and Wales

**1.5** This audit seeks to assess the effectiveness of the current safeguarding arrangements by considering practice over the last 12 months. The CSSA has categorised Religious Life Groups (RLGs) on a scale from Level 1 (a small community with minimal outreach and no known safeguarding concerns), Level 2 (a medium sized community with some outreach to vulnerable populations and/or providing some Diocesan activities, such as Parish priests), to Level 3 (a large community and/or one with significant outreach to vulnerable populations and/or a disproportionately high number of open safeguarding cases). The Jesuits are categorised as a Level 3 community due to the number of members and ministries, and they completed a corresponding self-assessment.

## 2. Methodology

**2.1** The CSSA Quality Assurance Manager met with the Jesuits' Safeguarding and Professional Conduct Coordinator on 29 January 2025. It was agreed that audit of the Jesuits would take place between 1 September 2025 and 12 September 2025 with the self-assessment and supporting evidence to be submitted by 4 August 2025. The self-assessment was returned on 4 August 2025 with supporting evidence submitted the following day. Additional evidence was requested and received during audit weeks. A list of the evidence provided is in the appendix.

**2.2** Audit Interviews were undertaken with the following:

- Director of St Bueno's
- The Provincial
- A Trustee (Religious)
- Safeguarding and Professional Conduct Coordinator
- The Safeguarding Committee Chair
- The Safeguarding Support Advisor
- The Lead Trustee for Safeguarding (Religious)
- The Office Manager
- Communications Manager
- A Parish Priest

- The Finance and HR Manager
- An Archivist

**2.3** CSSA auditors met with a group of Jesuit Superiors and observed a Safeguarding Committee Meeting.

**2.4** The Jesuits provided a list of eleven cases which have been open to them over the last 12 months. All the cases involved engagement with Survivors of abuse and there are no current Jesuits subject to a safeguarding plan. Four of the cases were audited by the CSSA.

**2.5** An anonymous online survey about safeguarding practice was sent to members of the Jesuits in Britain. It was open between 25 September and 10 October 2025. 43 responses were received.

**2.6** A visit was conducted to assess the safeguarding arrangements at the Jesuits' Care Home in Boscombe, Dorset.

### 3. Audit grading

**3.1** Practice was assessed against the eight national safeguarding standards adopted by the Catholic Church in England and Wales<sup>4</sup> and graded in accordance with the CSSA Maturity Matrix for Level 3 Religious Life Groups.

**3.2** Potential audit ratings against each standard, and the final overall rating, are: Below Basic, Basic, Early Progress, Firm Progress, Results Being Achieved, Comprehensive Assurance and Exemplary.

**3.3** The Jesuits have received an overall rating of Results Being Achieved, achieving that in six of the eight standards. Standards 4 and 5 received the lower overall grading of Firm Progress.

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<sup>4</sup> Full details of the eight standards and underpinning sub standards are available here [The Eight National Safeguarding Standards](#)

Overall grading	Results Being Achieved
<b>Standard 1</b> - Safeguarding is embedded in the Church body's leadership, governance, ministry and culture	Results Being Achieved
<b>Standard 2</b> - Communicating the Church's safeguarding message	Results Being Achieved
<b>Standard 3</b> - Engaging with and caring for those who report having been harmed	Results Being Achieved
<b>Standard 4</b> - Effective management of allegations and concerns	Firm Progress
<b>Standard 5</b> - Management and support of subjects of allegations and concerns (respondents)	Firm Progress
<b>Standard 6</b> - Robust human resource management	Results Being Achieved
<b>Standard 7</b> - Training and support for safeguarding	Results Being Achieved
<b>Standard 8</b> - 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 Safeguarding Policy of the Jesuits, last updated in March 2025, lays out their approach to safeguarding and is applicable to all Jesuits, their employees and any volunteers. It says that it is the responsibility of all to “prevent, and respond effectively to, abuse whether by act or omission”. Interviews with individuals such as the Archivist, who has been part of a team reviewing Jesuit paper files up to 100 years old, and the manager of St Bueno’s demonstrated that, when any information indicating a safeguarding concern is received or discovered, it is promptly reported to the Safeguarding Coordinator. The Jesuit care home had a complete suite of policies in place, including safeguarding, to ensure that all residents are proactively protected from harm.

**4.1.2** Supporting Survivors of abuse is an operational priority for the Jesuits. They have employed a Safeguarding Support Advisor to fulfil this role and her hours of work, outside of normal working hours, are designed to make her contactable at times convenient for those working with her. Observation of the Safeguarding Committee demonstrated anonymised discussion of cases with active group consideration of how to most effectively provide support. This includes oversight of the effectiveness of the counselling provision in place for individual Survivors. They are engaged in trying to reduce barriers to timely facilitation of compensation claims from Survivors against the Jesuits.

**4.1.3** The Jesuits in Britain safeguarding page on the website<sup>5</sup> contains a statement of their commitment to safeguarding which says that the “protection of children and adults absolutely underpins all of [their] work”. Associated websites, such as that of St Bueno’s, contain links back to the Jesuits’ safeguarding page from the

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<sup>5</sup> [Safeguarding | Jesuits in Britain](#)

front page of their website. Safeguarding posters were also on display in Jesuit locations. These include details on how to report a safeguarding concern and separate posters containing contact details for Safe Spaces<sup>6</sup>. Transparency in safeguarding is promoted by the publication of Safeguarding Committee meeting summaries on the website. In addition, when a Jesuit who had been convicted of non-recent abuse in 2024 passed away, the Jesuits published details on their website. This included the Provincial expressing his profound sorrow and regret for the abuse and a call for any Survivors of abuse to contact the Safeguarding Team.

**4.1.4** Responses to the online survey of Jesuits members consistently reported that those in Jesuit leadership take safeguarding seriously and endeavour to embed it in organisational life. Whilst he is not a member of the Safeguarding Committee, the Provincial of the Jesuits routinely attends their meetings as part of demonstrating the Jesuits commitment to safeguarding. Safeguarding is also a standing agenda item for Trustees' meetings which occur every two months. The Superiors modelled their leadership in safeguarding as everybody's responsibility by making sure that Jesuits in their areas of work understood that safeguarding is fundamental to what they do for ethical, pastoral and legal reasons.

**4.1.5** The Safeguarding Committee meet six times per year and are composed of a mix of lay and Jesuit members. The lay Chair has a background in senior leadership in Social Care and of a Healthcare Trust. The deputy Chair is a Jesuit with significant experience in safeguarding leadership in the Catholic church in England and Wales, including as a current Non-Executive Director of RLSS. He is line manager to the Safeguarding Coordinator. Other lay members have experience in the legal profession and as chairs of local authority safeguarding boards. This helps to ensure that oversight of safeguarding practice and decision making is robust and challenging as was demonstrated to the CSSA in their observation of a meeting. The Committee hold an action log which is proactively monitored. At the point of audit, 70 total actions had been identified of which 63 have been completed. A

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<sup>6</sup> Safe Spaces is a free and independent support service, providing a confidential, personal and safe space for anyone who has been abused by someone in the Church or as a result of their relationship with the Church of England, the Catholic Church in England and Wales or the Church in Wales.

safeguarding work plan, agreed by the committee, for 2024/5 is in place which has four overarching objectives which are compliance, training, casework and communications.

**4.1.6** The Jesuits have invested in safeguarding through the employment of three staff in the safeguarding team, including one dedicated to survivors. Decisions around funding counselling are delegated to her, with the proviso that counsellors will be contacted during the period of support to ensure that counselling is meeting the needs of the Survivor. Significant efforts have been made to ensure that Survivors in other countries can access counselling services in their home nation. One current case involves funding counselling in an African nation which has required significant work time to facilitate.

**4.1.7** The Safeguarding Coordinator has experience as a Regional Head of Safeguarding for NHS England. The work of the Safeguarding Team is promoted across the Jesuits. The Safeguarding Coordinator regularly visits places of work across England and Wales to raise the profile of safeguarding. She delivers some of the safeguarding training provision and provides online “Lunch and Learn” sessions for staff on specific areas of safeguarding, such as Domestic Abuse in June 2025. Interviewees described her as approachable and swiftly responsive to any concerns they raise. The Safeguarding Coordinator has also been part of a working group to produce safeguarding policies for the Catholic church in England and Wales which demonstrates hers, and the Jesuits, commitment to effective and compassionate safeguarding practice in the wider church.

**4.1.8** The Jesuits are taking steps to create a safe environment in their places of work and residence. At the Care Home in Boscombe it was observed that the premises is purpose built and meets all the requirements for providing a safe and appropriate environment for those with elderly care needs. All equipment seen was in good order and records showed regular maintenance and cleaning. Residents are supported to maintain their independence through the provision of care and support by appropriately trained and supervised staff. The Parish Priest that was interviewed also demonstrated that he had considered creating a safe

environment for himself and others. This includes taking confession in a small chapel with glass doors so he, and the penitent, can be always seen.

**4.1.9** The Safeguarding Training provided by the Safeguarding Coordinator at the Novitiate in Birmingham in 2024 references Integrity in Ministry<sup>7</sup>. The Superiors who met with the CSSA also had an awareness of the conduct expectations of the document.

### Areas for development

**4.1.10** Whilst it was evident that leaders of the Jesuits take their safeguarding responsibilities seriously, messages on the website are not attributed to the Provincial, or other senior leaders. It would be beneficial to website visitors if a message was available from a senior leader stating their unequivocal support for effective and compassionate safeguarding practice across the Jesuits in Britain. Website messaging should also be regularly reviewed to ensure it remains up to date and relevant.

**4.1.11** In the Safeguarding Committee that was observed, the Safeguarding Work Plan was not discussed although their Safeguarding Risk Register was. The Safeguarding Committee chair said that the Work Plan and Risk Register are discussed periodically. The CSSA were told by the Safeguarding Coordinator that they are individually discussed at alternate meetings as a minimum. The Committee should assure themselves that they are discussed sufficiently frequently to drive the intended improvements. The Risk Register itself is an area for development as it identifies issues but not the risks associated with them. It also has some anomalies in the scores created by multiplying the likelihood of the risk by the impact of it. For example, the loss of key staff is scored at the highest potential score, considered catastrophic and very likely. This is because a member of staff is on long term sick leave, but the impact has been effectively controlled and is not catastrophic. The Jesuits intend to revisit their risk register. They should also consider whether to

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<sup>7</sup> Integrity in Ministry is a code of conduct for Religious engaged in ministry in the Catholic Church in England and Wales

publish their Safeguarding Work Plan online to demonstrate how they intend to continue to make safeguarding improvements across the Jesuits.

**4.1.12** Although, as mentioned above, there is evidence that Integrity in Ministry is referenced in some training events, the Jesuits should assure themselves that knowledge of its expectations is widespread amongst members.

**4.1.13** This will be referenced in more detail across standards 3 to 5, but the Jesuits' current case record creation and maintenance does not meet acceptable standards. Whilst individual workers hold knowledge of cases, and report these to the Safeguarding Committee, this practice is vulnerable to staff sickness or turnover. They must ensure that records are created in a timely manner, are chronological and coherent for a reader so they can understand the progress of a case.

**4.1.14** Delegation of safer recruitment to Directors of Works means that there is no single centralised record of all safeguarding training and safer recruitment compliance. To address this the Safeguarding Team distributed a Safeguarding Self Evaluation Template for different Works to complete in 2025. Questions included how many people were in each area of work and whether they had the appropriate level of vetting and safeguarding training for their role. Some of the responses to the self-evaluation were shared with the CSSA as evidence for this audit. The responses shared indicate that there are some areas where additional resources and support need to be directed to ensure a universally effective safeguarding service across the Jesuits.

**Graded: Results Being Achieved**

## 4.2 Standard 2 Communicating the Church's safeguarding message

### Strengths

**4.2.1** The Jesuits have created a draft Safeguarding Communications Plan with three objectives and five actions to achieve those objectives. The objectives are to provide ease of access to raise safeguarding concerns or complaints, make safeguarding policies and procedures accessible and promote transparency and accountability by making reports to the Trustees from the Safeguarding Committee available. The actions accompanying the objectives are largely already in place, such as having safeguarding posters on display and the website containing contact details for the Safeguarding Team. The website has a prominent safeguarding section with policies and procedures available, reports regularly published and any recent convictions of Province personnel being detailed there. Leaders in the Jesuits should ratify the plan if they consider it meets their needs and plan for how and when its effectiveness will be reviewed.

**4.2.2** The Jesuits have a communications team who manage the Jesuits in Britain website and social media platforms. Individual work areas manage their own websites if they have them. The Head of Media and Communications liaises with the Safeguarding Team and the Provincial to deal with any adverse publicity that may arise. Recently this has related to non-recent abuse cases. One of her team regularly updates the safeguarding section of the website, adding the Safeguarding Committee meeting summaries and, when necessary, links related to Jesuits who have been convicted of abuse<sup>8</sup>.

**4.2.3** As noted above, the Jesuits are members of RLSS as well as having representation on its board of directors. The Safeguarding Coordinator is involved in the working group aimed at developing a suite of safeguarding policies for use in the Catholic church. A dedicated page on the website<sup>9</sup> links to external sources of

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<sup>8</sup> [Statement regarding Fr Peter Brook SJ | Jesuits in Britain](#)

<sup>9</sup> [External safeguarding | Jesuits in Britain](#)

support, including Safe Spaces, and guidance related to safeguarding. To further assist in promoting safer environments across the Catholic church, the Jesuits made a financial contribution towards The Cross of the Moment<sup>10</sup> report, about the “impact and implications of clerical child sexual abuse in the Catholic church in England and Wales”. In February 2024, the Jesuits published their own Spiritual Abuse guidance, commissioned by a former Provincial, to “develop a shared understanding of spiritual abuse that could inform the Jesuits in Britain and their partners in mission” with a commitment to preventing spiritual abuse and responding appropriately if concerns were raised.

**4.2.4** Safeguarding messages are shared with the community and staff at the care home through regular in-house meetings and through the provision of posters and other information seen in communal and staff only areas. Community members at the care home who are still providing occasional ministry at the local parish church also receive safeguarding messages via the Diocese of Plymouth safeguarding team when they attend training events with them.

#### Areas for development

**4.2.5** One of the Jesuits’ marketing team measures the effectiveness of the Jesuits’ communications by examining the number of website visits and engagement with the Jesuits’ social media. This examination could be developed to specifically assess the effectiveness of safeguarding communications to assure leaders in the Jesuits that they are reaching and engaging target audiences. If possible, this should include through feedback from the Survivors that they are supporting.

**4.2.6** As in 4.1.10, the safeguarding messaging on the website is not seen to be directly attributable to the leaders of the Jesuits. Including a specific message in support of safeguarding from the Provincial would demonstrate to members of the Jesuits and website visitors the importance of safeguarding.

#### Graded: Results Being Achieved

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<sup>10</sup> [The Cross of the Moment – Durham University](#)

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

### Strengths

**4.3.1** Much of the evidence for Standards 3–5 comes from Case Audits. Unfortunately, the Jesuits have not been able to effectively utilise their Case Management System to create timely and coherent records. This has had a negative impact on their overall rating even in areas such as Standard 3 where their commitment to supporting Survivors is evident.

**4.3.2** The Safeguarding Policy of the Jesuits, available on the website, contains a procedure to follow if a Jesuit, member of staff or volunteer becomes aware of a safeguarding issue. This contains some detail of how to support the Survivor of abuse if they are the person that has disclosed. The person receiving the concern should ensure that the Survivor is made aware that the issue, and any associated documentation, will be referred to the Safeguarding Team. The Safeguarding Team will then inform the Survivor of the next steps that will be taken and the timescales for those steps. Further detail for how individuals should respond to a disclosure of abuse is given in the safeguarding training provision by the Safeguarding Coordinator. This includes responding to immediate concerns, not interviewing the person, only asking essential questions and not promising to keep the disclosure secret. A key facet of all the guidance is prompt reporting to the Safeguarding Team.

**4.3.3** The Safeguarding Support Advisor, whose professional background is in forensic psychology, has been specifically employed to support Survivors of abuse. When referrals are received in which there is a known Survivor, she is responsible for engaging with and supporting them. The Jesuits have granted her significant autonomy in doing this as she makes initial decisions around sourcing and funding the right counselling for the individual. Oversight is provided to her work in line management meetings with the Safeguarding Coordinator and in anonymised discussions in the Safeguarding Committee. Decisions are made in the Safeguarding Committee including on when funding for counselling should cease.

The Safeguarding Committee have audited the effectiveness of the counselling provision in each open case through the Safeguarding Support Advisor's liaison with Survivors.

**4.3.4** The Safeguarding Committee are also committed to learning from the experience of others in their work with Survivors. This has included from the Irish Province who commissioned reports into abuse in schools controlled by Religious Orders. Discussion is ongoing around issues such as naming deceased Jesuits who have had credible allegations against them but were not convicted of abuse in their lifetime. The experience of the Irish Province has been that doing so has led to other Survivors coming forward and receiving redress. The Jesuits in Britain are committed to ensuring that any barriers for Survivors in compensation claims will be mitigated as far as possible.

**4.3.5** The Provincial has met with four Survivors of abuse who have chosen to meet with him. He was supported by the Safeguarding Coordinator and Safeguarding Support Assistant for these meetings. He said that all four meetings were different, and he learned a lot from them. The Jesuits should source additional training in trauma informed practice for current and future leaders who may meet with Survivors of abuse.

#### Areas for development

**4.3.6** The identified deficiencies in case recording practice meant that it was not possible to confirm if the guidance on receiving disclosures of abuse is acted on in practice. Similarly, the CSSA could not ascertain if referrals to statutory agencies were promptly completed following new safeguarding allegations or concerns. However, there was no evidence seen that suggested that the Jesuits are routinely non-compliant with the reporting expectations of their Safeguarding Policy.

**4.3.7** The Jesuits should now consider how the feedback they receive directly from Survivors, through their contact with the Safeguarding Support Advisor, and the available learning from external reviews, should impact upon their current suite of policies and procedures when they are next reviewed.

#### Graded: Results Being Achieved

## 4.4 Standard 4 Effective management of allegations and concerns

### Strengths

**4.4.1** The Jesuits' Safeguarding Policy contains a procedure for reporting allegations and concerns. This is supported by the training provision by the Safeguarding Coordinator which advocates referrals to the Safeguarding Team within one day of the individual becoming aware of the concern. The policy and training are clear that situations where there is immediate danger should always be reported to the police. Non-emergencies, where it is believed that a crime has been committed, should be referred to the police within 24 hours. Concerns that require internal case progression and management are the responsibility of the Safeguarding Coordinator although she can refer cases to RLSS.

**4.4.2** Although there are no current Jesuits subject to safety management plans, as those who concerns have been raised against are deceased, the job description for the Safeguarding Coordinator includes amongst her responsibilities drawing up, and reviewing, safety management plans of Jesuits subject to allegations, convictions or credible findings of abuse or serious misconduct. This may include liaison with the CSSA when required. She is also responsible for arranging professional risk assessments of, and support for, Jesuits or their employees who are subject to allegations or concerns. There is a specific directive that she works closely with health and wellbeing leads of the province when working on safeguarding plans.

**4.4.3** Trustees routinely receive information about open cases for their meetings. At present these all relate to support for Survivors, but new allegations or concerns would be brought to them as they arise. The Safeguarding Committee Chair confirmed that, when necessary, he is informed of new allegations outside the normal meeting schedule by the Provincial, the Trustee for Safeguarding or the Safeguarding Coordinator.

**4.4.4** The Case Management System that the Safeguarding Team use allows them to keep records securely, with access limited to those that need to have it. Trustee

meeting reports on the website are anonymised and the confidential section of the meeting, when Survivor engagement is discussed, has attendance limited to those who need to be there.

**4.4.5** The Jesuits reflect on their case management to learn and improve practice. The CSSA were told that they have learned from the experience of a Jesuit, now deceased, who was sentenced to prison and lost all his telephone contacts when he entered custody. The Jesuits did not know which prison establishment he was in, and he was unable to contact them, so it was some time before they were able to make arrangements for support through visits to be provided. If this situation reoccurred the Jesuits would ensure the individual had a printed list of phone numbers to take with them into prison.

**4.4.6** The care home at Boscombe has a comprehensive suite of documents that can be referred to if there is a need to report a safeguarding concern. Staff at the care home were able to describe how they would use these policies and procedures to report any concerns they might have regarding the safety and wellbeing of a member of the community. All were confident that any issues they raised would be investigated and any issues would be managed. Community members were aware of potential safeguarding issues arising in the care of elderly residents and all those spoken to were able to articulate how they would report a concern and to whom if one arose. Those providing occasional ministry for the Diocese of Plymouth were aware of their reporting procedures. Low level concerns within the care home were recorded on a register and reviewed by the care home manager and the Superior of the community. Records of decisions and actions were maintained which provided an audit trail that showed effective management and oversight of concerns.

#### Areas for development

**4.4.7** The Safeguarding Policy directs that the Safeguarding Coordinator must ensure an accurate, auditable and secure record of any safeguarding concerns or allegations. Whilst records were secure, the case audits that were completed demonstrated that case records were not accurate or effectively auditable. It was not possible to ascertain if the policies and procedures in place for managing

allegations or concerns were implemented in practice. It is imperative that the Jesuits review their usage of the Case Management System to ensure that records are timely, chronological and complete. Documents that are uploaded into the system need to be labelled in a way that makes them searchable by the date they were created and stored.

**4.4.8** The Treasurer, a Trustee, said that he would complete Charity Commission serious incident reports<sup>11</sup>, based on the advice of the Safeguarding Coordinator, on behalf of the Jesuits. The Chair of the Safeguarding Committee said that if there is deliberation about whether a report needs to be made this will take place by consultation between the Safeguarding Coordinator and the Trustee for Safeguarding. However, the Safeguarding Committee need to ensure that they are sighted on any Charity Commission reports that are made, reporting appropriate detail to the Trustee board, from the point of referral until confirmation that the Charity Commission are satisfied with the steps taken to mitigate the serious incident.

Graded: Firm Progress

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

### Strengths

**4.5.1** Although they have no current Respondents to allegations, the Jesuits would be able to manage, support and monitor any they have in the future through the professional experience and training of the Safeguarding Coordinator or through engagement of the services of RLSS. The Safeguarding Coordinator would take the lead in the first instance and would utilise RLSS if additional support was required.

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<sup>11</sup> [How to report a serious incident in your charity - GOV.UK](https://www.gov.uk/guidance/how-to-report-a-serious-incident-in-your-charity)

**4.5.2** As seen in the Safeguarding Coordinator’s job description, it is expected that a Respondent to allegations would receive support through the Jesuits. The Superiors spoke about how they would provide support to any Respondent in their area of work or ministry. The Trustee for Safeguarding explained that he would be involved from the start of the process, explaining the requirements of the safety management plan to the Respondent at an in-person meeting with them. Personal support is put in place for them at the beginning of the process with oversight from the Trustee for Safeguarding. The Superior said that he has access to individuals who can provide Canon Law advice to Respondents when necessary.

#### Areas for development

**4.5.3** None of the current cases that are open to the Jesuits have Respondents. However, even if there were, the poor recording practice seen in case audits would mean that the CSSA would be unable to review and understand past work with Respondents to allegations.

**4.5.4** Clergy responses to the survey showed that there was a gap in knowledge about how they would be supported and by whom in the event that there was a safeguarding allegation or concern raised against them.

#### Graded: Firm Progress

## 4.6 Standard 6 Robust human resource management

### Strengths

**4.6.1** The Safeguarding Policy has Safer Recruitment practice guidance. Appointment to a role should not be confirmed until a satisfactory Disclosure and Barring Service<sup>12</sup> (DBS) check and previous employment references have been received. New Jesuit employees are expected to be provided with a copy of the Safeguarding Policy and to sign to confirm they understand it. The 2025 Works Audit

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<sup>12</sup> [Disclosure and Barring Service - GOV.UK](https://www.gov.uk/government/organisations/disclosure-and-barring-service)

tool asks questions designed to check compliance with the recruitment expectations. This includes how many people are in the works/community and if they all have the appropriate level of DBS for their role and have had references checked. A recent review of the DBS expectation means that St Bueno's are still in a process of completing retrospective vetting checks on their 70 Spiritual Directors, who are engaged and paid for specific retreats so not in full time employment. Directly employed staff at St Bueno's have a DBS check, when required by their role.

**4.6.2** All DBS checks are facilitated via the Safeguarding Team. Central records are kept of members of the Jesuits' DBS and safeguarding training completion. The Work Plan states that Jesuits from overseas will have a vetting check after they have been in the UK for six months. Overseas vetting also includes criminal records checks from the country of origin and testimonials from sending provinces that individuals have no known safeguarding concerns. Jesuits from overseas are primarily in the UK for academic study and may also become involved in ministry, but this does not take place prior to vetting. The Provincial explained that the process for receiving new members is lengthy and after a year-long candidacy programme may take around 10 years from being a Novice until Ordination. In this period, prior to any ministry, vetting and training in safeguarding would take place. Psychological testing also occurs alongside placements in ministry in the UK and training in philosophy and theology which takes place in Europe.

**4.6.3** The Jesuits provided an Allegations and Complaints Policy and Procedure for Jesuits in Britain as evidence for this audit. It was first created in 2022 with annual reviews until it is superseded by planned national policies for the Catholic Church in England and Wales which are in development. As one of its four strands it includes how to raise a complaint against a Jesuit service or department. Whistleblowing is addressed in the staff handbook, and the Jesuit members would be entitled to raise concerns under the whistleblowing guidance there.

**4.6.4** The Jesuit safer recruitment processes were seen to be observed in the care home in Boscombe. All staff had current DBS checks in place, and these were overseen by the care home manager. Probationary periods were observed for new staff who were provided with mentorship as well as a comprehensive induction

programme. All staff spoken to were aware of the complaints and whistleblowing policies and were confident that any concerns would be listened to without any detriment to themselves. There was a record of concerns and complaints raised by community members that showed when and how these had been responded to and the outcomes generated by them.

### Areas for development

**4.6.5** The Safeguarding Policy states that a satisfactory DBS disclosure must be received before confirmation in employment. It does not stipulate what process of assessment of suitability will be undertaken if an individual discloses a conviction or a blemished DBS check is received. In their self-assessment the Jesuits wrote that blemishes will be managed by the Safeguarding Coordinator, overseen by the Safeguarding Committee. Formalising the process of how a risk assessment would be undertaken and who would make the final decision regarding appropriateness of employment would provide clarity of expectation. The individual risk assessments should also be recorded in the Case Management System to create an audit trail.

**4.6.6** One of the completed works audits provided in evidence showed that some clarity is required about which roles need DBS checks and the individual completing the form asked for advice. Whilst they are a large organisation with varied roles in different locations the Jesuits must endeavour to provide clear guidance to each work area about the expected level of vetting by role.

**4.6.7** The Allegations and Complaints Policy and Procedure is not available via the Jesuits in Britain website. Therefore, individuals who are dissatisfied with the service they have received do not have an easily accessible route to find out how to raise a complaint and how it will be managed. Even though they are waiting for an updated complaints policy the Jesuits should make their current policy publicly available. The completed Works Audit Tools provided as evidence consistently demonstrated a lack of awareness of the whistleblowing arrangements. The Jesuits must therefore refresh staff awareness of whistleblowing procedures.

**4.6.8** The Safeguarding Coordinator said that DBS and training compliance are standing agenda items for the Safeguarding Committee who formally report in turn to the full Trustee board. The autonomy of individual Jesuit works means that there

is no central record confirming that all Safer Recruitment expectations have been met. The Works Audit Tool goes some way to addressing this and the examples that were provided in evidence show that references were routinely taken up for employed staff and volunteers. Leaders in the Jesuits should decide if the current system, with periodic audits, is sufficient to reassure them that Safer Recruitment is taking place or if a more centralised approach is needed.

Graded: Results Being Achieved

## 4.7 Standard 7 Training and support for safeguarding

### Strengths

**4.7.1** The Safeguarding Policy sets out a basic safeguarding training expectation for the various roles across the Jesuits in Britain from the available RLSS training provision. For example, the Provincial, Superiors and Directors of Work should complete Religious Lead Training whereas employees and volunteers in non-public facing positions are expected to complete Basic Safeguarding Training. A Training Needs Analysis (TNA), created in 2025, gives a much more detailed training expectation across 21 different roles from the Provincial to Lay Staff who oversee work experience. For each role this includes what training is mandatory, what would build on current knowledge, identified gaps in training and next steps in future training. Jesuits who do not perform any ministerial works are exempted from the training expectation. The TNA states that the level of compliance is 98%, with those who are non-compliant expected to be reported to their Superior or Manager. This level of compliance is for Jesuit members. Any Jesuit who wilfully fails to comply with safeguarding training will have their celebret<sup>13</sup> withheld. The Jesuits who responded to the survey were asked to rate the training provision on a scale of 1-10 (with 10 being excellent). The average rating was 8.1 which suggests the training is

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<sup>13</sup> A celebret is a letter issued by a bishop or religious superior in the Catholic Church that authorises a priest to celebrate Mass in a diocese other than his own. It serves as a form of identification for the priest, confirming that he is free from canonical censures and is permitted to perform sacraments.

largely received positively. Responses also said that safeguarding training is leading to increasing levels of awareness and engagement.

**4.7.2** The specific training requirements for overseas Priests, Brothers and Novices are outlined in the TNA as are those for Novices who are from the UK. Compliance with this will ensure that there is a good understanding of local safeguarding expectations, for adults and children, before active ministry is commenced. Jesuits in Parish ministry must comply with Diocesan expectations of safeguarding vetting and training.

**4.7.3** Continuous professional development training for the Safeguarding Coordinator and Safeguarding Support Advisor is funded by the Jesuits. The Safeguarding Coordinator maintains her registration as a nurse and has also completed training on Managing Sexual Offenders. She is also able to commission external sources of training and a session on Reinforcing Boundaries was planned with an independent training company.

**4.7.4** In the Safeguarding Committee the CSSA observed a discussion about the “Lunch and Learn” training briefings provided online, and recorded for those who cannot attend, by the Safeguarding Coordinator. These have addressed topics such as Domestic Abuse and the Mental Capacity Act. They were reported to the Committee as positively attended and received.

**4.7.5** Staff at the care home in Boscombe had all undertaken a comprehensive program of training as part of their induction and this was supplemented with annual refreshers as required. Staff had access to a variety of accredited training providers to ensure that all training needs could be met regarding specialist training in topics such as dementia. All staff had completed health and safety training as well as education and training in safeguarding, medicines management, manual handling, mental capacity and infection control. A specific TNA for the care home had been completed and training records showed compliance and forward planning.

## Areas for Development

**4.7.6** Some of the survey feedback was that individuals wanted training to be tailored to specific circumstances and more regular. The TNA may go some way to addressing this issue, but it is newly created so not an embedded part of Jesuit training practice. Therefore, its effectiveness has not been reviewed yet although there is a plan for review in April or May 2026. In the work plan for 2024/5 it states that training packages were reviewed in quarters three and four of 2024. It is not clear what the reviews of the training packages were based on and feedback from attendees appears to be informally gathered, rather than in structured feedback forms which are collated and analysed. To ensure that training is effective and meet the needs of the Jesuits across all works they should formally seek feedback on the training that has been completed to inform the review in 2026.

**4.7.7** The TNA says that compliance with training is at 98% and the Safeguarding Committee were informed that “Lunch and Learn” sessions were well attended and received well. Updates to the Safeguarding Committee on overall training compliance are routinely reported but do not form part of the published reports on the website. Demonstrating that trustees were updated that safeguarding training expectations were complied with, or action taken to address non-compliance, would emphasise the importance that the Jesuits place on regular and effective safeguarding training.

## Graded: Results Being Achieved

## 4.8 Standard 8 Quality Assurance and Continuous Improvement

### Strengths

**4.8.1** The Works Audit tool, which has been running in 2025, specifically addresses how each area of work is complying with each of the eight safeguarding standards individually. Responses from all areas of work should be collated, analysed, shared with the Safeguarding Committee and contribute to review of the Work Plan.

**4.8.2** The Jesuits have demonstrated their ongoing commitment to improvements in safeguarding practice by considering learning from the Irish province's experiences and commissioning their own report into Spiritual Abuse. A previous Provincial recognised a growing recognition of Spiritual Abuse and commissioned a working group in July 2023 to develop an understanding of the issue and produce guidance for the Jesuits. This was completed in February 2024.

**4.8.3** An annual safeguarding report for 2023 was published on the website in January 2024 although no previous or subsequent annual safeguarding reports are available. Jesuit Annual Reports are published and the most recent of these is for 2022/3. It reports on short term targets the Jesuits set themselves and the progress that has been made against them. The targets include those in safeguarding. Arrangements for the publication of the most recent Annual Report have been impacted by the change of status of the Jesuits in Britain from a Registered Charity to a Charitable Incorporated Organisation (CIO) in 2024. An Annual Report covering the period September 2023 to March 2025 will be published on the website in early 2026.

### Areas for Development

**4.8.4** The Jesuits must decide how reports of Quality Assurance work will be reported to the Safeguarding Committee and on to Trustees. Information on compliance with the vetting and training expectations of the Safeguarding Policy and TNA should routinely be reported and included in the published reports on the website. This will demonstrate that the Jesuits, and their leaders, are holding people to account for their adherence to safeguarding expectations.

**4.8.5** The Jesuits should consider whether they return to publishing a dedicated safeguarding annual report or if additional detail in the Jesuit Annual Report will demonstrate sufficient transparency of practice.

### Graded: Results Being Achieved

## 5. Summary of overall findings

**5.1** The Jesuits in Britain are a large Religious Life Group with varied ministries, or works, across the UK which employ staff and engage volunteers to support their work. In addition to 86 members of the British Province, Jesuits from overseas regularly stay in the UK to further their education.

**5.2** The leadership of the Jesuits are committed to safeguarding and supporting Survivors of abuse. This is demonstrated through the appointment of a strong Safeguarding Committee, the recruitment of a skilled and experienced Safeguarding Team and their investment in research to support effective safeguarding practice across the Catholic church. The commitment of leaders has permeated throughout the organisation with interviewees and survey results demonstrating that safeguarding is seen as an integral part of the Jesuit ministry.

**5.3** Improvements in safeguarding practice should still be made with a priority given to effectively utilising their Case Management System to create timely, chronological and auditable records. Leaders should ensure that they have sufficient information reported to them that demonstrates consistent safer recruitment across the entire organisation.

**5.4** The Jesuits care home in Boscombe demonstrated excellent standards of care and the management and staff should be commended for their commitment to ensuring that all community members resident there are provided with a safe and supportive environment in which to retire.

**5.5** The evidence seen for this audit demonstrates that the Jesuits in Britain have achieved an overall rating of Results Being Achieved against the eight safeguarding standards of the Catholic church in England and Wales.

## 6. Recommendations

To support improvement, the following recommendations are made:

### Within 3 months

- Add a message in support of Safeguarding from the Provincial to the Jesuit website
- Instigate and implement case recording practice expectations
- Ratify the Safeguarding Communications Plan and set an expected review date
- Agree the process for reporting safeguarding Charity Commission Serious Incident Notifications to the Safeguarding Committee
- Publish the Complaints Policy on the website

### Within 6 months

- Review the Safeguarding Risk Register to ensure that it identifies risks appropriately and at the correct level of likelihood and impact
- Superiors to ensure that Jesuits in their areas of work have read and understood Integrity in Ministry
- Safeguarding Committee to dip sample case recording practice to ensure it is effective
- Source and offer Trauma Informed Training to the Provincial and any individual likely to have contact with Survivors
- Formalise a blemished DBS process and record associated risk assessments in the Case Management System
- Directors of Works to refresh staff and volunteer knowledge of Whistleblowing guidance
- Publish information on safeguarding training compliance across employees and volunteers as reported to the Safeguarding Committee
- Analyse the information received from the Works Audits and share it with the Safeguarding Committee for review of the Work Plan

#### Within 12 months

- Publish the Safeguarding Work Plan
- Review policies and procedures based on feedback from Survivors and learning from case management
- Develop guidance on vetting per role across all Works of the Jesuits
- Consider developing centralised Safer Recruitment Records
- Seek formal feedback on the training providing and use it to inform review of the Training Needs Analysis
- Decide on whether to complete and publish a dedicated Annual Safeguarding Report or a more detailed safeguarding segment in the Jesuit Annual Report

## 7. Arrangements for follow-up

7.1 In line with an overall rating of Firm Progress, the earliest potential date of re-audit by the CSSA is in two years. If the CSSA becomes aware of a significant safeguarding concern or allegation in the intervening period, then an earlier audit will be required.

## 8. Appendix

### 8.1 Evidence Provided:

- Lunch and Learn Session PowerPoint – Domestic Abuse
- Jesuit Works Audits Tools (Birmingham Novitiate, Heythrop Library, Preston Parish and St Bueno's)
- Jesuits in Britain Complaints Policy
- Jesuits in Britain Safeguarding Committee Terms of Reference
- Jesuits in Britain Communications Plan
- Jesuits in Britain Safeguarding Committee Learning from Irish Province Document
- Jesuits in Britain Spiritual Abuse Guidance February 2024
- Jesuits in Britain: The Cross of the Moment Report Summary (Durham University part funded by the Jesuits)
- Safeguarding Committee summary reports for Trustees March, April and June 2025
- Job Description Safeguarding and Professional Conduct Coordinator
- Job Description Safeguarding Support Advisor
- Safeguarding Training Slides – Mental Capacity Act
- Safeguarding Training Slides for training given online, at Campion Hall, in the library and at the Birmingham Novitiate
- Jesuits in Britain Staff Handbook
- Safeguarding Risk Register June 2025
- Safeguarding Committee Action Log June 2025
- Safeguarding Policy March 2025
- Training Needs Analysis
- Rolling Safeguarding Workplan 2024/5