

The Diocesan Council held 11 Meetings during the reporting period. The record of attendance is set out below.

Attendance

Name	Eligible meetings to attend (1 July 2017 – 31 July 2018)	Meetings attended
Present		
The Right Reverend Dr Peter Stuart #	11	11
The Right Reverend Charlie Murry #	11	10
The Right Reverend Sonia Roulston#	3	3
The Venerable Canon David Battrick#	11	9
Ms Bev Birch (resigned 3 February 2018)	5	4
The Reverend Canon Katherine Bowyer #	11	10
The Venerable Canon Arthur Copeman #	11	10
The Venerable Wendy Dubojski	2	0
Mr Stephen Dunstan	2	1
Mr Peter Gardiner	2	2
The Reverend Canon Janet Killen	2	2
The Reverend Dr Fergus King	2	1
The Reverend Canon Dr Julia Perry	11	10
Mr Richard Turnbull	9	9
Mrs Lyn Wickham	2	2
The Very Reverend Stephen Williams	2	1
Mrs Sue Williams	2	2
The Reverend Murray Woolnough	2	2
Mr Howard Benson #	9	9
Mr Phillip Weston #	9	9
Mr Jamie Young #	9	9
Ms Emma Clark # (resigned 26 July 2018)	3	3
In attendance		
Mr Stephen Phillips	11	10
Mrs Linda Wilson	9	7
Bishop Sonia Roulston	8	7

Members of DC post restructure Synod 2017

Conflicts of Interest

Diocesan Council members are required to declare any conflicts of interest at the commencement of each meeting. Any such declaration is recorded in the minutes.

Responsibilities

The Diocesan Council is constituted in accordance with the Anglican Church of Australia Constitutions Act and the *Diocesan Council Ordinance 1929* and discharges the powers and functions as delegated to it under various ordinances including the *Synod (Delegation of Powers) Ordinance 2009*. When Synod is not in session, the Diocesan Council discharges the powers and functions bestowed on the Synod by virtue of the *Anglican Church of Australia Constitution Act 1902 (NSW)*, the *Anglican Church of Australia Trust Property Act 1917 (NSW)*, the *Anglican Church of Australia (Bodies Corporate) Act 1938*, and any other Act of parliament bestowing power and authority on the Synod.

Key Highlights

The Diocesan Council congratulated the Right Reverend Dr Peter Stuart on his election as the 14th Bishop of Newcastle and assured him of its prayerful support. The Diocesan Council expressed its gratitude and appreciation for the members of the Bishop Nomination Board and its Chair, Archdeacon Sonia Roulston for presiding at the Bishop Election Synod in November 2017.

The Diocesan Council concurred with the nomination by the Bishop of Newcastle, of the appointment of Venerable Canon Sonia Lee Roulston and Venerable Charles William Murry into the positions of Assistant Bishop (Inland Episcopate) and Assistant Bishop (Coastal Episcopate) at a special meeting on 3 February 2018.

The Diocesan Council extended its thanks and appreciation to the following people who have resigned their positions: the Chancellor; the Honourable Justice Peter Young, the Dean; the Very Reverend Stephen Williams and trustee and member of the NACC Mrs Jayne Drinkwater.

The Diocesan Council adopted the Child Safe Standards as set out in the Final Report of the Royal Commission into Institutional Responses to Child Sexual Abuse. The Diocesan Council has resolved to join the National Redress Scheme.

With the concurrence of the Bishop, the Diocesan Council established a Diocesan Faith and Order Commission to receive references from the Bishop, the Synod, the Diocesan Council and the Diocesan Ministry Council and to prepare theological resources for consideration by the Synod and other Diocesan forums.

Other key pieces of work of the Diocesan Council have included the addition of an annual work schedule which timetables regular reviews and presentations for key policies, ordinances, entities and groups. The Bishop also consulted with the Diocesan Council on key ministry and governance issues such as Radically Reorganising Assets, Creating Sustainable Ministries, Reviewing Culture and Risk and the National Redress Scheme.

Ordinances, Protocols and Regulations

July 2017 (Synod Delegation of Powers)

- Professional Standards Ordinance Amendment Ordinance 2017
- Tea Gardens Land Sale Ordinance 2017
- Dungog Land Transfer Ordinance 2017

August 2017 (Bodies Corporate)

- The Anglican Care Ordinance 2017
- The Samaritans Foundation Ordinance 2017
- The Samaritans Housing Ordinance 2017
- The Newcastle Anglican Schools Corporation Ordinance 2017

August 2017 (Synod Delegation of Powers)

- The Administration of Parishes Ordinance Amendment Ordinance 2017
- Clerical Ministry Ordinance (Ensuring Clergy Wellness) Ordinance 2017
- The Diocese of Newcastle Parish Assistance with the Funding of Redress Ordinance 2017
- Professional Standards Ordinance Amendment Ordinance #3 2017

October 2017 (Synod Temporary Delegation of Powers)

- Safe Ministry to Children Canon 2017 Adoption Ordinance 2017
- Holy Orders (Removal from Exercise of Ministry) Canon 2017 Adoption Ordinance 2017
- Episcopal Standards (Child Protection) Canon 2017 Adoption Ordinance 2017
- Canon Concerning Confessions (Revision) Canon 2017 Adoption Ordinance 2017

October 2017 (Synod Delegation of Powers)

- Clerical Ministry Ordinance (Ensuring Clergy Wellness) Amendment Ordinance 2017

November 2017 (Synod Delegation of Powers)

- Matcham Land Sale Ordinance 2017

December 2017 (Synod Delegation of Powers)

- Saratoga Land Sale Ordinance 2017

February 2018 (Synod Delegation of Powers)

- Bungwahl Land Sale Ordinance 2018
- Singleton Land Sale Ordinance 2018
- Clerical Ministry Ordinance 2009 Regulation 1

- Ordinance Clarification Ordinance 2018
- Clerical Ministry Ordinance Amendment Ordinance 2018
- Parish Support for Redress Facilitation Ordinance 2018

April 2018 (Synod Delegation of Powers)

- Variation of Trusts for Church Property which forms part of the Parish of Churches Under the Care of the Bishop
- Clerical Ministry Ordinance Amendment Ordinance 2018
- Diocesan Mission and Ministry Trust Ordinance 2018
- Denman Land Sale Ordinance 2018
- Newcastle Anglican Church Corporation Ordinance Amendment Ordinance 2018
- Administration of Parishes Ordinance Amendment Ordinance 2018

May 2018 (Synod Delegation of Powers)

- Singleton Variation of Trust Ordinance 2018
- Merriwa (Glebe & Gooch Streets) Boundary Adjustment Ordinance 2018

June 2018 (Synod Delegation of Powers)

- Diocese of Newcastle Commitment to the National Redress Scheme Ordinance 2018
- Anglican Church Newcastle Redress Corporation Ordinance 2018

July 2018 (Synod Delegation of Powers)

- Singleton (Gibson Close) Land Sale Ordinance 2018
- Cathedral Ordinance Amendment Ordinance 2018
- St Peter's East Maitland Endowment Trust Ordinance Amendment Ordinance 2018
- Clarence Town (Allworth) Land Sale Ordinance 2018

Key Policies

- Reporting Conduct to Police and other Authorities
- Emergency Payments to Survivors of Child Abuse
- Procedure for Closing a Church Building
- Policy for Safe Ministry with Persons of Concern.

Financial Matters

The Diocesan Council considered and resolved the financial matters summarised below.

- Receipt and signing the audited Financial Report for the General Fund and Budget Account for the Financial Year Ended 31 December 2016
- Approval for the Parish of Murrurundi to access the Murrurundi Endowment Trust T0206
- Approval for the Parish of East Maitland to access the St Peter's Endowment Trust
- Approval of the Clergy Emoluments for 2018 and the receipt of advice from the Clergy Emoluments Advisory Board
- The transfer of funds to the Exceptional Special Purposes Trust for the purpose of paying redress pursuant to the *Funding of Redress Ordinance 2017*
- Establishing the Exceptional Special Purposes Trust #2 for the purpose of paying redress from the Myrine Jones Bequest and withdrawals from the Morpeth Trust in accordance with the *Variation of Morpeth Trusts Ordinance 2017*.

Matters for Report to the Synod Under the Administration of Parishes Ordinance

Parish Assessment Exemptions

The Council confirmed the exemptions which are approved for purposes of the Parish assessment in accordance with Part 9 of the *Administration of Parishes Ordinance 2010* being:

1. Diocesan missions
2. Bequests (capital received in 1st year)
3. Government grants
4. GST Refunds
5. Interest earned on ASDF accounts
6. Mission monies raised for the Samaritans Foundation

7. Monies raised by Mothers Union in pursuit of Mothers Union objectives
8. Contributions from parishioners towards farewell and retirement gifts for clergy
9. Cathedral Foundation and Cathedral Board Fundraising account
10. Insurance claims monies
11. Retirement Village income to be assessed on the basis of contribution to parish
12. Parish Aid and Assistance Grants
13. Monies remitted from the Long Service Leave Fund
14. Any contributions raised by the Parish towards a donation to the diocese for redress.

Changes to Parishes

- The Parish of Birmingham Gardens was closed as at 1 July 2018.
- The Church of St Peter's Hamilton be transferred to become part of the Parish under the Care of the Bishop as at 26 April 2018.
- The Church Buildings of St Lukes Toukley, St David's Teralba and All Saints Boolaroo be transferred to become part of the Parish under the Care of the Bishop from 1 August 2018.

Appointments to Boards, Councils and Committees

General Synod Representatives

- Mrs Sue Williams, DC Appointment, July 2018

Diocesan Faith and Order Commission

- Ms Alexandra Banks, DC Appointment, April 2018
- The Very Reverend Katherine Bowyer, DC Appointment, April 2018
- The Reverend Andrew Eaton, DC Appointment, April 2018
- The Reverend Kevin Wares, DC Appointment, April 2018

Newcastle Anglican Church Corporation (all initial appointments by The Bishop)

- Mr Wayne Russell, July 2017
- Mr Peter Francis, July 2017
- Mr Mark Hedges, July 2017
- Mrs Michelle Jarvie, July 2017
- Mr Richard Turnbull, July 2017
- Mr Garry Whitaker, July 2017
- Ms Jayne Drinkwater, resigned 2 May 2018
- The Right Reverend Charlie Murry, Bishop's Delegate, May 2018

Anglican Care

- Mrs Joy Fogg, DC Appointment, November 2017

Clergy Emoluments Board

- The Right Reverend Charlie Murry, DC Appointment, October 2017
- The Reverend Mark Harris, Bishop's Appointment, June 2018
- The Venerable Canon David Battrick, DC Appointment, October 2017

Manning Valley Anglican College

- The Reverend Peter Tinney, DC Appointment, April 2018

Professional Standards Committee

- Mrs Alison Barry (Chair), DC Appointment, April 2018
- Mr Peter Gardiner, DC Appointment, September 2017
- Mrs Helen Deas (Chair), DC Appointment July 2017 (resigned April 2018)
- The Reverend Canon Janet Killen, DC Appointment, July 2017
- Ms Lyn Wickham, DC Appointment, July 2017

Professional Standards Board

- Mrs Alison Barry (Secretary), DC Appointment July 2017

- Mrs Sally Davies (Secretary), DC Appointment May 2018

Provincial Synod Representatives

- Mr Richard Turnbull, DC Appointment, October 2017

Samaritans Foundation

- Mr Robert Buch, Board Appointment, September 2017
- Rev Mother Moria Evers, DC Appointed, August 2017
- Professor John Hamilton OBE, DC Appointed, October 2017
- Mr Michael Leach, DC Appointment, April 2018
- Ms Virginia Newell, DC Appointment, October 2017

Standing Appointments

- Mr Stephen Phillips was appointed Diocesan Chief Executive on 24 July 2017
- Mrs Jenny Chung resigned 11 April 2018
- Mr Glen Cousins was appointed Chief Financial Officer on 14 May 2018

Thanks

The Diocesan Council thanks all of the Diocesan Office staff for their work. The last few years have involved many changes and demands, and the Diocesan Office staff have given of themselves willingly and cheerfully to their work.

The Diocesan Council also expresses gratitude to those who serve on various boards and committees.

In particular the Diocesan Council acknowledges the ministry, time and expertise of those serving on the newly creating Diocesan Ministry Council and the Newcastle Anglican Church Corporation.

Both of these bodies have been very well served by their chairs; Mrs Sue Williams and Mr Wayne Russell.

+Peter, Newcastle

Bishop of Newcastle since February 2018

Bishop Administrator July 2017 – February 2018

2017 to 2018 Financial Year Report of the Professional Standards Committee to Synod

Professional Standards Board

How many times did the Professional Standards Board meet in 2017/18 and how many matters were considered?

The Professional Standards Board met once for a Directions Hearing, 4 times for formal hearings and twice for the delivery of Determinations and Recommendations.

Professional Standards Committee

How many times did the Professional Standards Committee meet in 2017/18?

Ms Helen Deas was appointed as the Chair of the Professional Standards Committee on the 27 July 2017 and established monthly meetings since that date, totaling 11 meetings up to 31 July 2018. The meetings are held on the first Thursday of the month at the Diocesan Office

Membership

The position of the Director of Professional Standards has moved from being a member to that of an Executive Officer. I have taken on the role of executive officer since Mr Michael Elliott has been on sick leave since September 2017.

Current members

Name	Role	Date Appointment	Date Expiry
Alison Barry	Chair	05.04.2018	
Lyn Wickham	Member	25.06.15	25.06.21
Janet Killen	Clergy Member	13.07.17	30.06.20
Peter Gardiner	Member	30.09.17	30.09.20
<i>Michael Elliot</i>	<i>Director</i>	<i>01.02.09</i>	
Cathy Rose	Executive Officer	10.09.2018	

It is noted that the committee members bring a high level of knowledge and experience from their particular fields of expertise to matters being considered by the PSC.

How many matters were considered by the Professional Standards Committee in 2017/18?

There were 46 matters considered by the Professional Standards Committee following investigation by the Professional Standards Office.

Management of Investigations and Risk Assessments

A standardised risk assessment tool has been implemented by the Professional Standards Office for all investigation matters. This provides a transparent and consistent measure of risk which enables the application of appropriate treatment measures. It also enables investigations to be prioritised based on the risk that matters pose.

A formalised standardised investigation plan format has also been developed which clearly articulates the planned course of action for each matter. The Professional Standards Office provide comprehensive evidence-based written reports on all completed investigations to the Professional Standards Committee to assist decision making.

A tracking spreadsheet has been developed of all current matters which provides a status update on a monthly basis. It also enables visibility of matters, which are then prioritised for investigation. This has enhanced the transparency, tracking and accountability of all matters. The focus of the Professional Standards Committee and the Professional Standards Office has been ensuring that all matters are included in the tracking process and then prioritised for investigation.

Persons of Concern currently requiring a Safety Agreement have been identified and are now being monitored as per the newly adopted National Policy for Safe Ministry.

Professional Standards Office

There have been significant changes to the Professional Standards Office in the second half of 2017. Mr Michael Elliott has been on extended sick leave and I have been relieving as the Director. Ms Jenny Parlett has been employed as an Investigator. She is highly experienced in investigations, risk assessment and presentation of evidence.

The Survivor Support and Advocacy Service has been established with two highly experienced part time workers on a contracted basis. There is a clear progressive and collaborative approach between PSO and The Survivor Support Service regarding PSO matters.

Survivor Support Service appears to be having a positive impact on the experience of survivors in the Diocese. The majority of key stakeholders within the community services sector, Diocesan members and staff, as well as the broader community have generally responded positively to the introduction of the service. The service is playing an integral role within an improved service system to better respond to the needs of victims and survivors of child sexual abuse within the Diocese, and assist in their recovery. They have engaged with over 40 survivors and are have regular, ongoing engagement with approximately 20 survivors and their supports.

Legal representation of the Professional Standards Committee

The Professional Standards Committee has now established a panel of suitably qualified legal practitioners to represent the Committee at these hearings. The selection of the representative for individual matters is based on the level of complexity of the hearing as well as availability of the advocate.

Presentations to Diocesan Council

I delivered a presentation to Diocesan Council on 23 August 2018 in relation to emerging issues for the Professional Standards Committee and the Professional Standards Office.

Cathy Rose
Acting Director, Professional Standards Committee
6 September 2018

No	Recommendation	Response from the Diocese of Newcastle to September 2018	Next steps including responsibility and time lines	Tracking compared to last report Green – on target/completed Orange – behind target/next steps revised Pink - Stalled/External Input required
National Anglican Recommendations				
1	<p>Recommendation 16.1 The Anglican Church of Australia should adopt a uniform episcopal standards framework that ensures that bishops and former bishops are accountable to an appropriate authority or body in relation to their response to complaints of child sexual abuse.</p>	<p>Adopted by General Synod in September 2017 and in the Diocese of Newcastle in October 2017.</p>	<p>Special Tribunal legislation to be considered at Synod in October 2018.</p>	
2	<p>Recommendation 16.2 The Anglican Church of Australia should adopt a policy relating to the management of actual or perceived conflicts of interest that may arise in relation to allegations of child sexual abuse, which expressly covers:</p> <ul style="list-style-type: none"> a. members of professional standards bodies b. members of diocesan councils (otherwise known as bishop-in council or standing committee of synod) c. members of the Standing Committee of the General Synod d. chancellors and legal advisers for dioceses. 	<p>Diocese has a conflict of interest policy.</p>	<p>The Diocesan <i>conflict of interest policy</i> to be amended to include specific reference to any conflicts around matters relating to child sexual abuse. Stephen Phillips to ensure that draft comes to the November 2018 meeting</p>	
3	<p>Recommendation 16.3</p>	<p>Awaiting on action of the General Synod</p>	<p>Diocese will adopt revised versions of Being Together when adopted</p>	

	The Anglican Church of Australia should amend Being together and any other statement of expectations or code of conduct for lay members of the Anglican Church to expressly refer to the importance of child safety		by the General Synod (or its Standing Committee)	
4	Recommendation 16.4 The Anglican Church of Australia should develop a national approach to the selection, screening and training of candidates for ordination in the Anglican Church.	Awaiting on action of the General Synod	Diocese will review national recommendations when they have been developed.	
5	Recommendation 16.5 The Anglican Church of Australia should develop and each diocese should implement mandatory national standards to ensure that all people in religious or pastoral ministry (bishops, clergy, religious and lay personnel): a. undertake mandatory, regular professional development, compulsory components being professional responsibility and boundaries, ethics in ministry and child safety b. undertake mandatory professional/pastoral supervision c. undergo regular performance appraisals.	<ul style="list-style-type: none"> a. Safe Ministry Canon adopted by General Synod in September 2017 and by the Diocese in October 2017. b. Diocese adopted compulsory professional supervision to be rolled out in January 2018 c. Performance appraisals mandated at 18 months and then every 4 years d. Diocesan Ministry Council has commenced work on an annual review for clergy. 	<ul style="list-style-type: none"> a. ADON to plan 3 year training calendar using <i>Safe Ministry Resources</i> training. b. Program being rolled out in late 2018. c. Further consideration to clergy annual review will be given to this at August 2018 clergy conference and Synod with legislation coming to Synod in 2018. 	

Child Safety Standards				
6	<p>Recommendation 16.31 All institutions that provide activities or services of any kind, under the auspices of a particular religious denomination or faith, through which adults have contact with children, should implement the 10 Child Safe Standards identified by the Royal Commission.</p>	<p>Diocesan Council has adopted the Child Safe Standards.</p>	<p>The Bishop to ensure that NASC, Schools and Samaritans have adopted the Child Safe Standards and report to Diocesan Council in November 2018.</p>	
7	<p>Recommendation 16.32 Religious organisations should adopt the Royal Commission’s 10 Child Safe Standards as nationally mandated standards for each of their affiliated institutions.</p>	<p>Diocesan Council has adopted the Child Safe Standards.</p>	<p>The Bishop to ensure that NASC, Schools and Samaritans have adopted the Child Safe Standards and report to Diocesan Council in November 2018.</p>	
8	<p>Recommendation 16.33 Religious organisations should drive a consistent approach to the implementation of the Royal Commission’s 10 Child Safe Standards in each of their affiliated institutions.</p>		<p>Safe Church built into Diocesan Strategic Directions and forms part of the Workbook for Parish reviews.</p>	
9	<p>Recommendation 16.34 Religious organisations should work closely with relevant state and territory oversight bodies to support the implementation of and compliance with the Royal Commission’s 10 Child Safe Standards in each of their affiliated institutions.</p>		<p>Diocesan leaders to promote adoption of the safety standards at provincial and national level</p>	
10	<p>Recommendation 16.35 Religious institutions in highly regulated sectors, such as schools and out-of-home care service providers, should report their compliance with the Royal Commission’s 10 Child Safe Standards, as monitored by the relevant sector regulator, to the religious organisation to which they are affiliated.</p>		<p>Diocese to conform with the requirements of the Safe Ministry Canon 2017 and report as required by that Canon.</p>	

Implementing the Child Safety Standards				
Child Safety Standards #1 - Child safety is embedded in institutional leadership, governance and culture				
11	<p>Recommendation 16.36 Consistent with Child Safe Standard 1, each religious institution in Australia should ensure that its religious leaders are provided with leadership training both pre- and post-appointment, including in relation to the promotion of child safety.</p>	<p>Diocese changed from local provision of Safe Church Training to provision by Canberra based Safe Ministry Resources which provides face-to-face and online training and will add additional training in 2018 for parish leadership.</p>	<p>Training expectations already meet this criteria and will be ongoing.</p>	
12	<p>Recommendation 16.37 Consistent with Child Safe Standard 1, leaders of religious institutions should ensure that there are mechanisms through which they receive advice from individuals with relevant professional expertise on all matters relating to child sexual abuse and child safety. This should include in relation to prevention, policies and procedures and complaint handling. These mechanisms should facilitate advice from people with a variety of professional backgrounds and include lay men and women.</p>	<p>The Professional Standards Committee locally and the Safe Ministry Commission nationally provide this advice.</p>	<p>No further action required</p>	
13	<p>Recommendation 16.38 Consistent with Child Safe Standard 1, each religious institution should ensure that religious leaders are accountable to an appropriate authority or body, such as a board of management</p>	<p>Clergy and church workers are accountable to the Professional Standards Committee. The Bishop is accountable to the Episcopal Standards Commission.</p>	<p>No further action required.</p>	

	or council, for the decisions they make with respect to child safety.			
14	<p>Recommendation 16.39</p> <p>Consistent with Child Safe Standard 1, each religious institution should have a policy relating to the management of actual or perceived conflicts of interest that may arise in relation to allegations of child sexual abuse. The policy should cover all individuals who have a role in responding to complaints of child sexual abuse.</p>	<p>Conflict of Interest Policy in place</p> <p>PSC considers conflicts of interest in all aspects of its work.</p>	<p>The Diocesan <i>conflict of interest policy</i> to be amended to include specific reference to any conflicts around matters relating to child sexual abuse.</p> <p>Stephen Phillips to ensure that draft comes to the November 2018 meeting.</p>	
Child Safety Standards #2 - Children participate in decisions affecting them and are taken seriously				
15	<p>Recommendation 16.40</p> <p>Consistent with Child Safe Standard 2, wherever a religious institution has children in its care, those children should be provided with age-appropriate prevention education that aims to increase their knowledge of child sexual abuse and build practical skills to assist in strengthening self-protective skills and strategies. Prevention education in religious institutions should specifically address the power and status of people in religious ministry and educate children that no one has a right to invade their privacy and make them feel unsafe.</p>	<p>Awaiting advice from the General Synod</p>	<p>The Ministry Council has provided awareness information about hearing the voice of the child.</p> <p>Looking for suitable resources - waiting on advice from the Safe Ministry Commission of General Synod.</p>	

Child Safety Standards #3 - Families and communities are informed and involve				
16	<p>Recommendation 16.41</p> <p>Consistent with Child Safe Standard 3, each religious institution should make provision for family and community involvement by publishing all policies relevant to child safety on its website, providing opportunities for comment on its approach to child safety, and seeking periodic feedback about the effectiveness of its approach to child safety.</p>	<p>Policies available on the Diocesan website</p>	<p>Communication Manager and Professional Standards Director to review information provided by 31 October 2018 for accuracy and completeness.</p> <p>The Bishop and the Communications manager to enable annual feedback survey on policies in March each year.</p>	
Child Safety Standards #5 - People working with children are suitable and supported				
17	<p>Recommendation 16.42</p> <p>Consistent with Child Safe Standard 5, each religious institution should require that candidates for religious ministry undergo external psychological testing, including psychosexual assessment, for the purposes of determining their suitability to be a person in religious ministry and to undertake work involving children.</p>	<p>All candidates for ordination receive external psychological testing.</p>	<p>Director of Formation to seek feedback from our psychologist by the end of 2018 on psychosexual component and refer to Diocesan Ministry Council & the Bishop for consideration.</p>	
18	<p>Recommendation 16.43</p> <p>Each religious institution should ensure that candidates for religious ministry undertake minimum training on child safety and related matters, including training that:</p> <p>a. equips candidates with an understanding of the Royal Commission's 10 Child Safe Standards</p> <p>b. educates candidates on:</p>	<p>Initial training provided as part of training available to all church workers</p> <p>Diocese has agreed to purchase and implement Safe Ministry Resource training module for leaders which is intended to meet this training requirement.</p>	<p>This Safe Ministry Resource training module to be introduced with a special professional development day for clergy late-2018 and then rolled out to parishes.</p>	

	<p>i. professional responsibility and boundaries, ethics in ministry and child safety</p> <p>ii. policies regarding appropriate responses to allegations or complaints of child sexual abuse, and how to implement these policies</p> <p>iii. how to work with children, including childhood development</p> <p>iv. identifying and understanding the nature, indicators and impacts of child sexual abuse.</p>			
19	<p>Recommendation 16.44</p> <p>Consistent with Child Safe Standard 5, each religious institution should ensure that all people in religious or pastoral ministry, including religious leaders, are subject to effective management and oversight and undertake annual performance appraisals.</p>	<p>Churchwardens have a responsibility report concerns about safety.</p>	<p>Churchwarden induction to be re-introduced in 2019 following annual elections. Looking at induction video.</p> <p>Ministry Review arrangements considered in detail at Clergy Conference in August 2018 with legislation to October 2018 Synod.</p> <p>Ministry Council led this work.</p>	
20	<p>Recommendation 16.45</p> <p>Consistent with Child Safe Standard 5, each religious institution should ensure that all people in religious or pastoral ministry, including religious leaders, have professional supervision with a trained professional or pastoral supervisor who has a degree of independence from the institution within which the person is in ministry.</p>	<p>Professional Supervision program commenced 1 January 2018</p>	<p>Implementation to be monitored by Clergy Supervision Coordinator.</p> <p>Program to be extended in full to all clergy exercising voluntary ministry from 2019 including those in locum ministries.</p>	

21	<p>Recommendation 16.46</p> <p>Religious institutions which receive people from overseas to work in religious or pastoral ministry, or otherwise within their institution, should have targeted programs for the screening, initial training and professional supervision and development of those people. These programs should include material covering professional responsibility and boundaries, ethics in ministry and child safety.</p>	<p>Recruitment from outside Australia is uncommon. All clergy recruited in this way receive same training as Diocesan clergy.</p>	<p>No further action.</p>	
<p>Child Safety Standards #7 - Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training</p>				
22	<p>Recommendation 16.47</p> <p>Consistent with Child Safe Standard 7, each religious institution should require that all people in religious or pastoral ministry, including religious leaders, undertake regular training on the institution's child safe policies and procedures. They should also be provided with opportunities for external training on best practice approaches to child safety.</p>	<p>Some minimal training provided as part of Safe Ministry Training. Diocese has agreed to purchase and implement Safe Ministry Resource training module for leaders which is intended to meet this training requirement.</p>	<p>This Safe Ministry Resource training module to be introduced with a special professional development day for clergy late-2018 and then rolled out to parishes.</p>	
<p>Child Safety Standards #8 - Physical and online environments minimise the opportunity for abuse to occur</p>				
23	<p>Recommendation 16.48</p> <p>Religious institutions which have a rite of religious confession for children should implement a policy that requires the rite only be conducted in an open space within the clear line of sight</p>	<p>Action completed in March 2018.</p>	<p>No further action.</p>	

	of another adult. The policy should specify that, if another adult is not available, the rite of religious confession for the child should not be performed.			
24	<p>Recommendation 16.49</p> <p>Codes of conduct in religious institutions should explicitly and equally apply to people in religious ministry and to lay people.</p>	Faithfulness in Service applies to all clergy and laity in ministry.	Definition of church worker needs to be reviewed to ensure that role of volunteers is properly included. Diocesan Solicitor to work with PSC to bring policy proposal to Diocesan Council by April 2019.	
25	<p>Recommendation 16.50</p> <p>Consistent with Child Safe Standard 7, each religious institution should require all people in religious ministry, leaders, members of boards, councils and other governing bodies, employees, relevant contractors and volunteers to undergo initial and periodic training on its code of conduct. This training should include:</p> <ul style="list-style-type: none"> a. what kinds of allegations or complaints relating to child sexual abuse should be reported and to whom b. identifying inappropriate behaviour which may be a precursor to abuse, including grooming c. recognising physical and behavioural indicators of child sexual abuse d. that all complaints relating to child sexual abuse must be taken seriously, regardless of the perceived severity of the behaviour. 	Some minimal training provided as part of Safe Ministry Training. Diocese has agreed to purchase and implement Safe Ministry Resource training module for leaders which is intended to meet this training requirement.	This Safe Ministry Resource training module to be introduced with a special professional development day for clergy late-2018 and then rolled out to parishes.	

Complaint handling				
26	<p>Recommendation 16.51</p> <p>All religious institutions' complaint handling policies should require that, upon receiving a complaint of child sexual abuse, an initial risk assessment is conducted to identify and minimise any risks to children.</p>	<p>This occurs in practice but is not explicit in the protocols.</p> <p>Since May 2017, PSO has adopted a formal risk assessment for PSO investigations.</p>	<p>The Protocols under the Professional Standards Ordinance (especially protocol 5) will be reviewed to ensure this is a specific requirement. PSC will provide revised protocol for consideration by April 2019.</p>	
27	<p>Recommendation 16.52</p> <p>All religious institutions' complaint handling policies should require that, if a complaint of child sexual abuse against a person in religious ministry is plausible, and there is a risk that person may come into contact with children in the course of their ministry, the person be stood down from ministry while the complaint is investigated.</p>	<p>Current suspension/prohibition/standing down provisions in Ordinance and Protocol are cumbersome. Suspension is a matter on which the Synod must exercise decision-making authority under 1902 constitution.</p> <p>Professional Standard Ordinance 2012, Section 37 has been utilised by the PSC in a current PSO investigation.</p>	<p>Amendments to the suspension procedures will be considered by the Synod in October 2018.</p>	
28	<p>Recommendation 16.53</p> <p>The standard of proof that a religious institution should apply when deciding whether a complaint of child sexual abuse has been substantiated is the balance of probabilities, having regard to the principles in <i>Briginshaw v Briginshaw</i></p>	<p>This is the standard applied by the Diocese of Newcastle.</p>	<p>No further action is required.</p>	

29	<p>Recommendation 16.54</p> <p>Religious institutions should apply the same standards for investigating complaints of child sexual abuse whether or not the subject of the complaint is a person in religious ministry.</p>	<p>The Professional Standards Committee has powers under the Administration of Parishes Ordinance 2010 in relation to risk management.</p>	<p>Professional Standards Ordinance and other relevant ordinances to be reviewed by PSC with the assistance of the Diocesan Solicitor with a view to changes to Ordinance or additional Ordinance to ensure scope of PSC role covers all church workers (clergy and lay).</p>	
30	<p>Recommendation 16.55</p> <p>Any person in religious ministry who is the subject of a complaint of child sexual abuse which is substantiated on the balance of probabilities, having regard to the principles in <i>Briginshaw v Briginshaw</i>, or who is convicted of an offence relating to child sexual abuse, should be permanently removed from ministry. Religious institutions should also take all necessary steps to effectively prohibit the person from in any way holding himself or herself out as being a person with religious authority.</p>		<p>The practice of the PSC is to ensure that this recommendation is before the PSB on all occasions when this conduct is before the PSB.</p> <p>The Bishop is aware of this recommendation.</p> <p>The Bishop has advised that his actions will be to implement the recommendation of the PSB.</p>	
31	<p>Recommendation 16.56</p> <p>Any person in religious ministry who is convicted of an offence relating to child sexual abuse should:</p> <p>a. in the case of Catholic priests and religious, be dismissed from the priesthood and/or</p>	<p>The option for deposition is available to the Church Authority.</p>	<p>The practice of the PSC is to ensure that this recommendation is before the PSB on all occasions</p>	

	<p>dispensed from his or her vows as a religious</p> <p>b. in the case of Anglican clergy, be deposed from holy orders</p> <p>c. in the case of Uniting Church ministers, have his or her recognition as a minister withdrawn</p> <p>d. in the case of an ordained person in any other religious denomination that has a concept of ordination, holy orders and/or vows, be dismissed, deposed or otherwise effectively have their religious status removed.</p>		<p>when this conduct is before the PSB.</p> <p>The Bishop is aware of this recommendation.</p> <p>The Bishop has advised that his actions will be to implement the recommendation of the PSB.</p>	
Risk Management				
32	<p>Recommendation 16.57</p> <p>Where a religious institution becomes aware that any person attending any of its religious services or activities is the subject of a substantiated complaint of child sexual abuse, or has been convicted of an offence relating to child sexual abuse, the religious institution should:</p> <p>a. assess the level of risk posed to children by that perpetrator's ongoing involvement in the religious community</p> <p>b. take appropriate steps to manage that risk.</p>	<p>The Professional Standards Committee and Director undertakes this work.</p>	<p>Acting Professional Standards Director and PSC have reviewed all persons of concern against Diocesan Policy which is based on the General Synod recommended policy.</p> <p>All parishes without known persons of concern have been included in review.</p>	

33	<p>Recommendation 16.58</p> <p>Each religious organisation should consider establishing a national register which records limited but sufficient information to assist affiliated institutions identify and respond to any risks to children that may be posed by people in religious or pastoral ministry</p>	National Register in place		
----	--	----------------------------	--	--

The Child Safe Standards are:

1. Child safety is embedded in institutional leadership, governance and culture
2. Children participate in decisions affecting them and are taken seriously
3. Families and communities are informed and involved
4. Equity is upheld and diverse needs are taken into account
5. People working with children are suitable and supported
6. Processes to respond to complaints of child sexual abuse are child focused
7. Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training
8. Physical and online environments minimise the opportunity for abuse to occur
9. Implementation of the Child Safe Standards is continuously reviewed and improved
10. Policies and procedures document how the institution is child safe.