

Safe Ministry Board and Professional Standards Unit Annual Report 2016-2017

(A report from the Safe Ministry Board and Professional Standards Unit.)

Introduction

1. This report is provided under the *Safe Ministry Ordinance 2001* (cl 17) and the *Discipline Ordinance 2006* (cl 114) for the period 1 July 2016 to 30 June 2017 (reporting period).
2. The Diocese of Sydney has taken a multi-faceted approach to the issue of safe ministry and child protection. Broadly speaking the policy objectives are –
 - (a) to exercise careful selection and screening of all clergy and church workers;
 - (b) to provide clear requirements and expectations of behaviour through the Diocesan Code of Conduct, *Faithfulness in Service*;
 - (c) to provide regular and comprehensive training and support of all clergy and church workers;
 - (d) to make a timely and caring response to all who are affected by abuse; and
 - (e) to enact just procedures to deal with respondents and persons of risk.

Safe Ministry Board

3. The Safe Ministry Board (SMB) was established under the *Safe Ministry Ordinance 2001*. The SMB is tasked with ensuring that safe ministry, child protection and child abuse issues are properly dealt with throughout the Diocese. This includes development and review of practices and policies in these areas. The functions of the Board are defined in clauses 5 and 6 of the Ordinance.
4. The members of the SMB over the reporting period were: the Rev. Dr Keith Condie (Chair), Mrs Juliet Buckley, Dr Tim Channon, Ms Stephanie Cole, the Rev. Steven Layson, the Rev. David Mears, the Rev. Gary O'Brien, the Rev. Janine Steele, Dr Ruth Shatford AM, the Rev. Jon Thorpe (resigned May 2017), and Mr Alex Trevena.
5. The SMB has met 8 times in the reporting period.

Professional Standards Unit (PSU)

6. There have been some changes to the PSU team over the reporting period and subsequently.
7. Brenda Sheppard joined the team in mid-March 2017 to provide administrative support, particularly for Safe Ministry Training.
8. Kylie Williams joined the team on 1 April 2017 as Training Consultant for Safe Ministry Training, bringing much experience to the role after having worked in this area for Anglican Youthworks over the past seventeen years.
9. The Rev. Catherine Wynn Jones continues to serve as PSU Chaplain (Manager, Pastoral Support and Education), The Rev. Neil Atwood as Parish Consultant for Safe Ministry, Mrs Annelie Singh as Personal Assistant and the Unit's Administrator and Lachlan Bryant as Director.
10. Stephanie Menear resigned from her position as Manager, Legal Support just after the end of the reporting period, in early July 2017. We are sorry to see Stephanie go and are very thankful for her diligent and faithful service in the role since 2014. Stephanie will be taking up a role with the NSW Ombudsman's Office. We will be looking to fill this position in due course.
11. In practice much of the work of the PSU derives from the Safe Ministry Board, which has the overall responsibility to encourage all parishes and other units of the Diocese to be safe ministry and child protection aware, compliant and responsive.
12. The Director has overall responsibility for the PSU and is responsible for the day-to-day administration of the complaints and discipline procedure for clergy and church workers (*Discipline Ordinance 2006*) and the National Register (*National Register Canon 2007 Adopting Ordinance 2008*).
13. When the PSU receives a complaint alleging abuse by a member of the clergy or church worker, the Chaplain follows up and provides a caring response to complainants and victims of abuse. The Chaplain provides pastoral support and coordinates the provision of counselling in each case. The Chaplain works closely with the PSU Contact Persons.
14. The PSU undertakes screening of all clergy appointments on behalf of the Archbishop. The screening includes a Working With Children Check through the Office of the Children's Guardian (**OCG**) and a National Register check. The PSU provides ongoing support and advice to office holders, parishes and organisations in this regard.

15. Anglicare's Case Manager for Pastoral Care and Assistance for Care Leavers provides a pastoral and caring response to former residents of the Church of England Homes and Sydney Anglican Mission Society Homes, who have complained of abuse or mistreatment during their time at the Homes. The Case Manager, Ms Angela Ferguson, currently works from Anglicare's Telopea offices, under the management of the Rev. Dr Andrew Ford, General Manager Mission and Partnerships.

The Royal Commission into Institutional Responses to Child Sexual Abuse (Royal Commission)

16. This is the subject of a separate report to the Synod from the Royal Commission Steering Committee. Only limited information will be provided in this Report.

17. The Royal Commission commenced in 2013 and has been charged with examining institutional responses to the sexual abuse of children in the context of institutions throughout Australia including churches and their agencies.

18. The Royal Commission presents an important opportunity for the Diocese to review both past and current practices from a 'best practice' perspective.

19. A Steering Committee was appointed by Standing Committee in December 2012 to oversee the response of the Diocese to the Royal Commission and to provide the Director of the PSU with a point of reference for undertaking this work.

20. Additional funding for resources to respond to the Royal Commission has been allocated by the Standing Committee which is being administered by the Steering Committee. Significant work has been done in all PSU files relevant to the Royal Commission and a major revision of PSU policies.

21. In March 2017 the Diocese was involved in Case Study 52, a public hearing of the Royal Commission to inquire into the current policies and procedures of Anglican Church authorities in Australia in relation to child protection and child safety standards, including responding to allegations of child sexual abuse.

22. The Royal Commission completed its public hearings schedule in March 2017 and the work of the Commission will be completed when the Commission's final report is provided to the Governor-General on 15 December 2017.

Review of the Safe Ministry Ordinance 2001

23. In 2014 the SMB considered the *Safe Ministry Ordinance 2001* and formed the view that that some parts of the Ordinance have either never been used or have become outdated. The Ordinance has been referred to the Standing Committee for review, and a review Committee has been appointed. The work of the review Committee is ongoing.

Safe Ministry Policy Resolution 24/15

24. The SafeMinistry.org.au website and the Safe Ministry Journey policy model were launched at Synod in 2015. Synod passed the following motion at that time (Resolution 24/15):

Synod –

- (a) affirms the following diocesan Safe Ministry Policy Statement adopted by the Synod in Motion 18/04 –

“The Anglican Church of Australia is committed to the physical, emotional and spiritual welfare and safety of all people, particularly within its own community. To ensure the safety of children and vulnerable people in our communities, the Church will –

- carefully recruit and train its clergy and church workers
- adopt and encourage safe ministry practices by its clergy and church workers
- respond promptly to each concern raised about the behaviour of its clergy and church workers
- offer pastoral support to any person who has suffered abuse, and
- provide supervision of and pastoral accountability to any person known to have abused a child or another vulnerable person.”;

- (b) encourages all parishes and organisations that have not adopted the diocesan Safe Ministry Policy Statement to do so;
- (c) recognises the SafeMinistry.org.au website as an important access point for survivors of abuse in the Diocese of Sydney for seeking information and support and for reporting abuse;

- (d) commends the SafeMinistry.org.au website to parishes in the Diocese of Sydney for safe ministry support, information and resources; and
- (e) recommends each parish adopt the Safe Ministry Journey policies for Parishes, and specifically the policy documents for those serving in the following roles –
 - Ministers
 - Safe Ministry Representatives
 - Head of Youth Ministry
 - Youth Ministry Leaders
 - Head of Children’s Ministry
 - Children’s Ministry Leaders

25. Both SafeMinistry.org.au website and the Safe Ministry Journey policy documents have been well received and are being fairly well utilised. A circular was sent to all parishes (Rectors, Wardens and Safe Ministry Representatives) on 26 February 2016 bringing the Synod motion to their attention and encouraging them to adopt the new Safe Ministry Journey policy documents: <http://safeministry.org.au/safe-ministry-policies-website-circular-february-2016/>.

26. In terms of the SafeMinistry.org.au website, over the reporting period there were 41,245 unique website visits. The most visited page is the Resources page for parishes. The visits from other parts of Australia and other countries are also increasing.

27. The SMB encourages all parishes that have not yet accessed the SafeMinistry.org.au website and utilised the Safe Ministry Journey policy documents to do so as soon as possible.

Archbishop’s Meetings with Survivors

28. Throughout the reporting period the Archbishop has continued to make himself available to listen to complainants and relate to them pastorally. This usually includes the making of an appropriate apology on behalf of the Church. During the reporting period there were six apology meetings with survivors and their family members in PSU matters and one apology meeting with a Care Leaver.

29. These meetings are of immense value in almost all cases and survivors are appreciative of the effort taken by the Archbishop and the PSU Chaplain to arrange them.

Screening of Lay Workers

30. All paid lay church workers in the Diocese are required to apply for the Archbishop’s authority. This involves their completing a comprehensive screening and disclosure Lifestyle Questionnaire with the applicable Regional Bishop or his representative.

31. All workers in ‘child-related’ employment (including licensed or authorised ministers and unpaid volunteers) must undertake a Working With Children Check. In addition, it is recommended that parishes seek full disclosure of any relevant history and fully complete reference checks with prior supervisors or employers.

32. Persons with a criminal conviction for an offence listed in Schedule 2 of the Child Protection (Working with Children) Act 2012 (including serious sexual offences and certain other offences involving children) cannot be appointed or elected as wardens, parish councilors, parish nominators or Safe Ministry Representatives.

The Working With Children Check

33. In 2013 the NSW Government introduced laws that require all clergy and each person involved in child-related work in parishes (or organisations), to obtain a Working With Children Check (WWCC) number and to have this number verified online by the relevant parish or church authority. The *Parish Administration Ordinance 2008* was amended to authorise the Registrar to collect relevant details of persons involved in child-related work in parishes. In the course of the last year the Registrar has been undertaking a progressive collection of this data from parishes and then verifying the WWCC number for each person.

34. At the date of this report the WWCC details have been collected and verified from approximately 70 per cent of parishes and a total of 11,051 people. Based on the numbers to date, it seems almost 20,000 people in the Diocese of Sydney are involved in parish ministry to children or have a WWCC number verified for other reasons. The collection of WWCC details from the remaining parishes will continue throughout the next year.

35. The term of a person’s WWCC number generally expires 5 years after it was issued which means WWCC numbers will need to be renewed and re-verified starting in mid-2018. The government has not yet released full details of what will be required but parishes will be notified as information becomes available.

36. Some exemptions to the WWCC apply. In many cases careful thought is required before an exemption is relied upon. Penalties apply for non-compliance with the requirements of the WWCC legislation.

Screening of Ministry/Ordination Candidates, Clergy and Paid Lay Ministers

37. All candidates for ordination by the Archbishop are required to complete a comprehensive screening and disclosure questionnaire. This is administered by Ministry Training and Development (**MT&D**) in consultation with the PSU.

38. Ordination/ministry candidates undergo extensive assessment and screening by way of reference-checking, general psychological testing, interviews, chaplaincy supervision reports and Moore College reports. A PSU record check and National Register check are also undertaken. The *Discipline Ordinance 2006* provides a mechanism for pre-ordination disclosure and consideration of prior sexual misconduct or abuse.

Training of Volunteer Lay Children's and Youth Workers – Safe Ministry Essentials/Refresher

39. The Diocese is a member of the National Council of Churches' Safe Church Training Agreement. There are 37 independent churches and other dioceses who are members of the Safe Church Training Agreement across Australia.

40. The Safe Ministry Essentials course remains the mandated safe ministry training for the Diocese followed by *Safe Ministry Refresher* every 3 years.

41. The PSU took on full responsibility for the delivery of Safe Ministry Training across the Diocese from 1 April 2017. This had previously been outsourced to Youthworks since 1999. The key reason for this change was that the SMB approved of the development of online safe ministry training for the Diocese in late 2016, and it was therefore ideal for the PSU to assume this responsibility to manage more effectively the transition from face-to-face training to online training as the primary mode of safe ministry training across the Diocese. The SMB and PSU are grateful for the work of Youthworks in safe ministry training over the past 18 years which has ensured that the Diocese is well placed in this area for the years ahead.

42. In anticipation of taking on this responsibility the PSU set up a new website in February 2017 as the place to go for all safe ministry training needs in the Diocese (<https://safeministry.training>). The safe ministry training website has gone well since its soft launch in February 2017 and there were 11,801 unique visits to the site before the end of the reporting period. Apart from the website, the key contacts for safe ministry training inquiries are:

- Brenda Sheppard, Safe Ministry Training Administrator; email: brenda@safeministry.org.au, phone: (02) 9265 1588.
- Kylie Williams, Safe Ministry Training Consultant; email: kylie@safeministry.org.au, phone: 0416 158 075.

The development of online safe ministry training

43. Online safe ministry training is being developed for implementation over the next reporting period. The main points to note about the training are as follows:

- All the current safe ministry training courses will be available online. The Refresher course will be launched in October 2017, and the Essentials course will be available in early 2018. Both have been thoroughly re-worked and adapted for the different modes of learning that online courses involve including online self-directed modules and a webinar. The Junior Leaders course for under 18 year olds will also be available in early 2018.
- Additional optional modules are planned to focus on equipping people for safe ministry when working with a variety of ministry groups, such as seniors, intellectually and physically disabled people, refugees, people with English as a second language. These modules will be made available over time once the foundational courses are online.
- Complete translations into other languages are also planned.
- With the online system making safe ministry training much more accessible, the local trainer system will conclude in early 2018. Face-to-face training will still be available at regional events run by the PSU at various times throughout the year.
- A number of new roles have been created with the new training system including Webinar Presenters, Webinar Producers (managed by the PSU) and Local Safe Ministry Online Assistant (managed by the local church to assist their members with accessing online training).

44. The key messages for parishes at this stage are:
- The PSU continues to aim for accessible, affordable, quality training for leaders in our churches no matter what the platform.
 - The online training platform will help equip people in our churches better than ever before to undertake ministry safely with a wide range of individuals and groups.
45. For more information please visit <https://safeministry.training>.

Training of Ministry/Ordination Candidates and Clergy

46. Eight Safe Ministry Modules have been developed and are being taught through Moore College, Ministry Training and Development, and Youthworks College as part of their courses and programs.

47. Following the change to the *Parish Administration Ordinance 2008* in 2013 requiring ministers in the Diocese to complete Safe Ministry Training once every three years, the SMB decided to include this training as part of the Diocesan triennial *Faithfulness in Service* Seminars conducted in June 2014. This allowed those ministers and licensed church workers who came to the *Faithfulness in Service* Seminars in 2014 to fulfil all safe ministry training requirements for the next three years by attending the one day.

48. The SMB decided that there would be no Safe Ministry Training component at the 2017 *Faithfulness in Service* Seminars. Therefore all clergy and other workers who relied upon attendance at the Safe Ministry Training component at the 2014 Conference, to maintain Safe Ministry Training currency, were required to undertake the Refresher course through the normal channels (run by a Local Safe Ministry Trainer at their local parish or a regional training event) before the Conference week in June 2017 in order to remain up to date in their training requirements.

49. The *Faithfulness in Service* Seminars were held in five locations across the five regions of the Diocese from 19 to 23 June 2017 from 9:00 am to 4:30 pm each day. The seminars were promoted with the theme of 'Core Strength,' focusing on building resilience of attendees in their lives and ministry and protective behaviours to keep families and churches safe. Archbishop Glenn Davies preached on 1 Tim 4:1-16 at the start of each seminar. During the morning sessions the Rev. Dr Keith Condie and Mrs Sarah Condie, Co-Directors of the Institute for Mental Health & Pastoral Care with Anglican Deaconess Ministries, presented on Core Strength with a focus on building resilience. For the afternoon sessions Mrs Andrea Musulin, Director of the WA Child Protection Society, presented on domestic violence and how protective behaviours education can help to build resilience to prevent domestic violence from occurring and to break the cycle.

50. Attendance at each of the sessions was as follows:

Date	Venue	Attendees
19 June	Ryde	330
20 June	UTS, Broadway	321
21 June	Figtree	198
22 June	Rooty Hill	278
23 June	Hoxton Park	142
	Total	1,269

51. A URL with video recordings of the presentations on the day will be provided to 73 people who received an exemption prior to the Conferences being presented.

52. We have received 689 feedback surveys from attendees to date. Generally the seminars appear to have been very well-received although suggestions for how the seminars can be improved were also received. We are continuing to consider the feedback received which will help to inform the content and format of our next conference.

Safe Ministry Representatives (SMRs)

53. The role of SMRs in parishes continues to be pivotal in ensuring parishes comply with safe ministry requirements. Neil Atwood, Parish Consultant for Safe Ministry plays an invaluable role in supporting, resourcing and equipping SMRs in their role.

54. The PSU provides support and assistance to SMRs by telephone and email. There continues to be a significant level of direct enquiry from parishes and support given to them, particularly around the requirements of the WWCC.

55. Since 2008 it has been mandatory for each parish to nominate an SMR.
56. As at time of writing, almost all parishes have provided current SMR details to the Registry. That leaves several parishes as not having an SMR according to the Registry. Parishes should ensure that the appropriate paperwork has been returned notifying the Registry of the appointment of their SMR.
57. During the reporting period:
- (a) training sessions were held for SMRs at Hoxton Park on 27 August 2016 and on 15 October 2016 at Seven Hills on vulnerable adults and Safe Ministry;
 - (b) 14 parish-based audit/training sessions were undertaken with SMR's and their Rectors; and
 - (c) the PSU's safe ministry database record keeping software was made available to parishes through the SafeMinistry.org.au website from early 2016. The centralised database is referred to as Safe Ministry Records Online (SaMRO), (based on a modified open source church management system called 'Jethro') and 35 parishes are now using it.

Protective Behaviours

58. The PSU has been keenly interested in the topic of Protective Behaviours education for parents, children, teachers, church workers and others for some time. Over the first half of 2017 significant headway has been made towards making Protective Behaviours training in the Diocese a reality.

59. The PSU facilitated Suzanne Bocking to run a 1.5 hour workshop on Protective Behaviours called 'Safeguarding Children and Young People' at Moore Theological College on 9 May 2017. It was compulsory for all the faculty to attend and an invitation was also made to the student body comprising a total attendance of 67. Cath Wynn Jones attended to introduce Suzanne and provide any pastoral support and answer PSU related questions that might be required. Topics included prevalence of abuse in Australia, why children are vulnerable, who are the offenders, where abuse occurs, indications of abuse, prevention tools, receiving a disclosure and online safety. Feedback was received from a number of attendees saying that this information is greatly needed and that the content was much better than they expected. There was also great interest shown towards safe ministry training going online.

60. On the morning of 22 June 2017 the PSU organised a workshop called "Empowering Children to Protect Themselves" which was open to the staff of Anglican and independent schools. Andrea Musulin presented at the workshop on how schools can contribute significantly to the personal safety of children by empowering them to disclose abuse when it occurs by proactively teaching them Protective Behaviours. Andrea stressed why this is especially important following our learnings from the Royal Commission and the 10 principles of safe organisations published by the Royal Commission. It was acknowledged that this may be mandated following the end of the Royal Commission. Andrea went through some of the resources and materials that have been developed by the Child Protection Society of WA and sketched what is covered in the protective behaviours training curriculum for the different school age groups. The event was publicised through EdComm and the Heads of Independent Schools Association. Attendees were able to claim 3 hours of QTC Registered PD addressing 6.2.2 and 6.3.2 from the Australian Professional Standards for Teachers towards maintaining Proficient Teacher Accreditation in NSW. Forty participants attended and excellent feedback was received following the workshop with many schools interested in contributing towards the costs of having Andrea present further on this topic in future. We are thankful to Dr John Collier, Head of St Andrew's Cathedral School, for partnering with us to host the event at the School.

61. Such interest was shown by the participants in these recent opportunities for some Protective Behaviours training that the Director has arranged a meeting with a number of his Catholic counterparts in Sydney with a view to partnering to adapt the Protective Behaviours materials developed in WA by the Child Protection Society (and used in the Catholic Archdiocese of Perth) for the NSW context. The PSU is also undertaking significant work to develop an online Protective Behaviours training module for those in our parishes which should be available later this year.

The Taskforce on Resisting Pornography

62. The PSU called together a Taskforce on Resisting Pornography in early 2013 to begin looking at the impact pornography has on the church and what can be done about this.

63. In June 2016 the Standing Committee encouraged the Archbishop to set up a three year Taskforce on Resisting Pornography to address this important issue.

64. The Rev. Marshall Ballantine-Jones has been appointed the Chairman of the Archbishop's Taskforce. The other members of the Taskforce are Mr Lachlan Bryant (PSU Director), Ms Marilyn Buckley (social worker and educator), Mr John Burns (Senior School Counsellor and psychologist, Shore School), the Rev. Dr Keith Condie (Co-Director of the Institute for Mental Health & Pastoral Care with Anglican Deaconess Ministries), the Rev. Gary O'Brien (MT&D), Mr Greg Powell (psychologist), Ms Karen Triggs (counsellor and psychotherapist) and Dr Patricia Weerakoon (sexologist).

65. The main work that the Taskforce has been undertaking over the last 6 months or so is the development of a website to help equip and resource parishes, schools, individuals and others in dealing with and responding to the issue of pornography, its use, and the challenges we face in the church, schools and our other organisations as a result. It is hoped that the website will be ready to be launched at Synod in October this year.

Safe Ministry Guidelines and Other Advice

66. The PSU continues to receive inquiries about child protection and safe ministry issues from clergy and church workers in parishes. Such calls or emails are received on a daily basis with each staff member receiving at least half a dozen inquiries per week and sometimes many more than this.

Care of Survivors of Abuse and Complainants

67. It is the role of the PSU Chaplain to care for complainants and survivors of abuse by clergy and church workers. The complaints process can be long and difficult for survivors and the Chaplain provides pastoral care and support to them throughout. This important role supplements counselling and other emergency assistance which are provided to survivors from PSU funds. A caring response is the first important step along the road of healing for survivors of abuse.

Tears and Hope Service

68. Tears and Hope is a church service held each year for survivors of abuse, hosted by the Rev. Ed Vaughan (Rector of St John's Darlinghurst) with the assistance of the PSU Chaplain. In 2016 it was held on 21 November and was well attended.

Pastoral Care and Assistance Scheme

69. The Diocesan Pastoral Care and Assistance Scheme has been established to provide financial assistance to survivors of abuse to meet their needs which arise from abuse or misconduct by clergy or church workers. The Scheme is an alternative to litigation which can be a protracted and harrowing process for survivors. The Scheme includes a mechanism for external assessment if necessary.

70. Currently there are two identical schemes, one for matters that fall largely within the responsibility of parishes and one for Care Leavers matters that are the responsibility of the Sydney Anglican Home Mission Society (**SAHMS**).

71. Between 1 July 2015 and 30 June 2016 there were 5 payments under the Diocesan scheme and 9 payments were funded under the SAHMS scheme.

72. The Diocesan Pastoral Care and Assistance Scheme was reviewed following the release of the Royal Commission's Report on Redress and Civil Litigation on 14 September 2015 and an increased cap and updated assessment matrix have now been incorporated into the Scheme.

Abuse and Sexual Misconduct Complaints Protocol

73. Since 1996 the Diocese has used an established protocol for receiving complaints and allegations of child abuse or sexual misconduct by clergy or church workers. All Contact Persons are trained counsellors who may be contacted through an abuse report line (1800 774 945 or reportabuse@sydney.anglican.asn.au). The Contact Persons provide information and support to callers as they consider their options. The Contact Persons can then assist in the documenting and reporting of allegations or complaints of abuse or misconduct.

74. Any complainant identifying possible criminal behaviour is encouraged to make a report to the NSW Police. The Contact Person or another appropriate person from the PSU is able to assist the complainant in reporting the matter to the Police.

75. The five Contact Persons are Mrs Margaret Fuller (Illawarra), Ms Nicky Lock (Northern Beaches), Ms Rosemary Royer (Northern Suburbs), Mr Richard Elms (Western Suburbs) and Mr Rob Carroll (Southern Suburbs).

76. The Contact Persons meet four times a year with the Director and Chaplain for training and coordination of their roles.

Discipline Ordinance

77. The process for complaints regarding misconduct or child abuse by clergy or church workers is governed by the *Discipline Ordinance 2006*. The specific offences covered in the Ordinance are: child abuse, sexual abuse, unchastity, drunkenness, neglect of ministerial duty, non-payment of just debts, disgraceful conduct, conviction of a serious criminal offence, failure to report suspected child abuse, grooming, inappropriate pastoral conduct involving a child, and possession, production or distribution of child exploitation material.

78. Where a complaint is received by the PSU that includes an allegation of criminal behaviour a report is made to the NSW Police if the complainant is not able to make that report.

79. The Director receives complaints against clergy and church workers of the Diocese and administers the complaints process under the *Discipline Ordinance 2006*. Primarily complaints involve child sexual abuse or adult sexual misconduct. Each matter usually involves a Contact Person taking an initial report and complaint and if applicable offering counselling to the alleged victim. The PSU then receives the report and a file is opened. The Chaplain contacts the complainant and remains in touch with them throughout the process. If the complaint is properly made under the Ordinance, the Director serves the complaint on the Respondent.

80. If the Respondent is a member of clergy or paid church worker they are offered counselling, a support person and payment of pre-approved legal costs should they require advice in responding. Depending on the response an investigation is conducted and the matter then proceeds to the Professional Standards Committee for review and recommendations. Unresolved matters regarding clergy can be referred to a Tribunal.

81. If the Respondent is an unpaid lay church worker they are offered counselling and a support person. Depending on the response, an investigation is conducted and it is then referred to an Adjudicator for recommendations and final determination. Unpaid lay respondents are responsible for their own legal costs if they require legal advice or representation.

82. The strongest sanction available for lay persons is a prohibition order that prevents a respondent from engaging in ministry or being appointed to any role in the church. A member of the clergy may be deposed from Holy Orders. There are also conciliation provisions, lesser sanctions and other recommendations available in appropriate circumstances. The Archbishop or relevant church authority (in the case of an unlicensed lay person) considers the final recommendations and takes action as may be required. The Archbishop is entitled to enquire as to progress of matters and the Director is obliged to keep him informed.

Complaints

83. The Director received seven new complaints under the Discipline Ordinance during the reporting period.

84. The Director made two complaints under the Discipline Ordinance (clause 10) during the reporting period.

85. The Professional Standards Committee met five times and considered 28 matters in the reporting period.

86. No matters were referred to a Tribunal during the reporting period.

The Professional Standards Committee

87. There are five members of the Professional Standards Committee. Under the provisions of the *Discipline Ordinance 2006*, the Committee's function is to consider complaints and make recommendations to the Archbishop concerning these matters.

88. This Committee meets as required and is currently scheduled to meet every second month.

Adjudicator

89. Nine matters concerning unpaid lay respondents were referred to an Adjudicator for determination during the reporting period.

Parish Recovery Teams

90. Parish Recovery Teams (PRTs) are generally available to assist parishes where allegations of abuse or misconduct by clergy or church workers have arisen. A PRT works in a parish to deal with the complex pastoral issues that arise once these matters come to light. PRTs aid those members of the parish who are affected and work towards the healing of the parish as a whole.

91. In 2007 a group of nine volunteers for our PRTs was trained by Pastor Tim Dyer of John Mark Ministries. From 2010 to 2012 a new team of nine volunteers was trained.

92. Due to numbers of Parish Recovery Team consultants being unable to continue with PRT work, due to health and other reasons, a new team of 14 was trained throughout 2014 and 2015.

93. Two PRTs were deployed during the reporting period for new matters. One of these PRTs involved two secondary teams of four consultants each to run congregational meetings.

The Professional Standards Unit Oversight Committee

94. The Standing Committee approved of the establishment of a Professional Standards Unit Oversight Committee (PSUOC) in November 2015 that monitors the finances and operations of the PSU and receives and considers complaints made about the PSU, among other things.

95. There are five members of PSUOC, and the Chair of the Committee is Bishop Peter Lin.

96. PSUOC is required to meet a minimum of four times a year and has considered one complaint in the reporting period.

Cooperation with NSW Government Agencies and Other Churches

97. The Director of the PSU continues to be a member of the NSW Police Child Protection and Joint Investigation Squad Advisory Council.

98. The National Network of Directors of Professional Standards from Anglican Dioceses across Australia meets together each quarter. The Director of the PSU attends these meetings regularly. The Network meetings are crucial for continuing cooperation and communication between Professional Standards Directors across the nation. The value of the Network is the depth of experience concerning professional standards matters across the group as a whole. This also means the Network is well positioned to make important contributions to developments and initiatives in these areas and to work towards maintaining best practice in processes across Dioceses.

Finance

99. PSUOC receives and monitors accounting reports for the PSU. PSU accounts are reported in the Synod Funds reports provided to members of Synod.

100. The Standing Committee, on the recommendation of the Diocesan Resources Committee, approved the allocation of a start up grant to the PSU for the development of online safe ministry training in late 2016. Since 1 April 2017 the PSU has retained the Parish Cost Recovery Charge for safe ministry training cognisant with its assumption of responsibility for delivery of safe ministry training across the Diocese.

101. Following detailed submissions to the Diocesan Resources Committee from the Chair of the Safe Ministry Board and Director of Professional Standards in 2015, it was recommended to Standing Committee that PSU costs be fully recoverable under the Parish Cost Recovery charge.

102. The implementation of this recommendation by the Standing Committee with the approval of Synod has resulted in the PSU slowly continuing to find itself on more a sustainable financial footing towards the end of the reporting period.

Conclusion

103. As we approach the end of the fifth and final year since the Royal Commission was established, we look forward to receiving its final recommendations and reviewing our practices further in the light of those recommendations. To that end it is vital for the PSU to be fully and adequately resourced for the years to come.

On behalf of the Safe Ministry Board and Professional Standards Unit.

THE REV. DR KEITH CONDIE
Chair

Safe Ministry Board
14 July 2017

LACHLAN BRYANT
Director

Professional Standards Unit
14 July 2017