

Safe Ministry Board and Professional Standards Unit Annual Report 2017-2018

(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)*, the *Discipline Ordinance 2006 (cl 114)* and *Ministry Standards Ordinance 2017 (cl 86)* for the period 1 July 2017 to 30 June 2018 (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 for 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 the development and review of 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 (resigned June 2018), Dr Tim Channon, Ms Stephanie Cole, the Rev Steve Dinning, the Rev Steven Layson, the Rev David Mears (resigned December 2017), the Rev Gary O'Brien, the Rev Paul Sampson, the Rev Janine Steele, Dr Ruth Shatford AM, Mr Alex Trevena and Mrs Jenny Yung.
5. The SMB met 7 times in the reporting period.

Professional Standards Unit (PSU)

6. There have been some changes to the PSU team over the reporting period.
7. Mr Steve Coleman joined the team on 19 February 2018 as Assistant Director of Professional Standards, bringing much experience to the role after practising as a barrister for many years.
8. The Rev Catherine Wynn Jones continues to serve as PSU Chaplain (Manager, Pastoral Support and Education), Mrs Kylie Williams as Training Consultant for Safe Ministry, the Rev Neil Atwood as Parish Consultant for Safe Ministry, Mrs Brenda Sheppard as Administrative and Safe Ministry support, Mrs Annelie Singh as Personal Assistant and the Unit's Administrator and Mr Lachlan Bryant as Director.
9. 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.
10. The Director has overall responsibility for the PSU and is responsible for the day-to-day administration of the complaints and procedures regarding clergy and church workers (*Ministry Standards Ordinance 2017*) and the National Register (*General Synod National Register Canon 2007 Adopting Ordinance 2008*).
11. When the PSU receives a complaint alleging abuse by a member of the clergy or church worker, the Chaplain follows this 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.
12. 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.
13. 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 Home Mission Society Homes, who have complained of abuse or mistreatment during their time at these Homes.

The Case Manager, Ms Angela Ferguson, currently works from Anglicare's Telopea office, 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)

14. The Royal Commission was announced by the Commonwealth Government in December 2012. Its terms of reference required the examination of institutional responses to the sexual abuse of children in the context of institutions throughout Australia including churches and their agencies. The Commission ran for five years, from 2013 to 2017, and its final report was published on 15 December 2017.

15. The Royal Commission represented an important opportunity for the Diocese to review both past and current practices from a 'best practice' perspective. Significant work was undertaken in PSU files relevant to the Royal Commission, including a major revision of PSU policies over the period.

16. 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.

17. An independent review of the position of the Diocese with respect to the final recommendations of the Royal Commission was conducted by the legal firm Prolegis over the first half of 2018. The results of this work are being considered by the Steering Committee and the Safe Ministry Board over the coming months.

Review of the Safe Ministry Ordinance 2001

18. 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

19. 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.

20. Both the SafeMinistry.org.au website and the Safe Ministry Journey policy documents have been well received and are being 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: <https://safeministry.org.au/safe-ministry-policies-website-circular-february-2016/>.

21. In terms of the SafeMinistry website, during the reporting period there were over 68,000 unique website visits, an average of 187 per day. We have seen a significant rise in visits to this site since launching online training – we believe this is due to the numerous links to resources on the site contained in the training.

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

Archbishop's Meetings with Survivors

23. 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 two apology meetings with a Care Leaver.

24. These meetings are of immense value in almost all cases and survivors are appreciative of the effort made by the Archbishop and the PSU Chaplain to facilitate these apologies.

Screening of Lay Workers

25. 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.

26. All workers in 'child-related' employment (including licensed clergy or authorised lay 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.

27. 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

28. 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.

29. A person's WWCC clearance generally expires 5 years after it was issued which means, with effect from mid June 2018, WWCC numbers have started to require renewal. The renewal process involves the same actions as when a WWCC clearance was first obtained. Reminder emails are provided 90 days prior to expiry and the Diocesan Registry also sends email reminders to those holding a licence or authority from the Archbishop. The renewals process is imposing significant additional work on Safe Ministry Representatives and Registry staff.

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

30. 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.

31. 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 *Ministry Standards Ordinance 2017* 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

32. 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.

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

34. The PSU took on full responsibility for the delivery of Safe Ministry Training across the Diocese from Youthworks on 1 April 2017. This coincided with commencement of online safe ministry training for the Diocese which had been approved by the SMB in late 2016 and developed over the course of 2017. Both the *Safe Ministry Essentials* and the *Safe Ministry Refresher* courses are available online (*Essentials Online* and *Refresher Online* respectively).

35. In February 2017 the PSU set up a new website as the place to go for all safe ministry training needs in the Diocese (<https://safeministry.training>). The website is now in its second major version. The first version provided general information and resources related to Safe Ministry Training, and from April 2017 served as the booking site for face-to-face training run by the PSU. During this period, the actual courses were run on a popular LMS (Learning Management System) called Moodle, which was hosted on a separate server specialising in that software. From October 2017, it was also the booking site for *Refresher Online* and then *Essentials Online* until 15 May 2018. The second version of the website was launched on 15 May 2018 to coincide with the release of version 2.0 of the online training. The new version represents a major rebuild of the site and registration/bookings functions from the ground up and has improved significantly on the first version by running all our online training courses within the same site and using a more versatile LMS called LearnDash. Soon after the launch of the second version, we moved the site to a much faster web host, which should meet our growing requirements in this area into the foreseeable future.

36. Over the first month the SafeMinistry.Training website had 4,829 unique visits, an average of 210 per day.

37. Apart from the website, the key contacts for safe ministry training inquiries are:

- Brenda Sheppard, Safe Ministry Training Administrator; email: brenda@safeministry.org.au.
- Kylie Williams, Safe Ministry Training Consultant; email: kylie@safeministry.org.au.

Online safe ministry training

38. Developments in online safe ministry training over the reporting period include –

- *Refresher Online* has been available online since October 2017. *Essentials Online* was launched in April 2018. Both courses involve online self-directed modules and a webinar.
- The Junior Leaders course for under 18 year olds is nearing completion and will be available in the coming months.
- 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.
- Complete translations into other languages are also planned.
- Face-to-face training remains available through 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 Assistants (managed by the local church to assist their members with accessing online training).

39. 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.

40. 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.

41. The numbers of people who completed online safe ministry training over the reporting period are as follows.

Online safe ministry training	
Essentials	1142
Essentials-Non Anglican	172
Sub Total	1314
Refresher	2068
Refresher-Non Anglican	160
Sub Total	2228
Grand Total	3542

42. Costs charged for online training are \$15 for Essentials and \$10 for Refresher for Anglicans and \$17 for Essentials and \$12 for Refresher for non-Anglicans.

43. Online safe ministry training has proven vastly more popular than face-to-face training over the reporting period. Face-to-face training was offered at 15 locations across the Diocese in November, March and June during the reporting period. The numbers of people who completed face-to-face safe ministry training during that time are as follows.

Face-to-face safe ministry training	
Essentials	225
Refresher	120
Total	345

44. Costs charged for face-to-face training are: \$50 for Essentials and \$25 for Refresher for Anglicans and \$60 for Essentials and \$30 for Refresher for non-Anglicans. These costs are comparable with the costs charged by Youthworks for face-to-face training prior to April 2017.

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, MT&D and Youthworks College as part of their courses and programs.

47. The minister of a parish and any assistant minister licensed to the parish must have satisfactorily completed safe ministry training within the last 3 years, or within 3 months after their licence being issued, and every 3 years thereafter while the licence continues.

48. All licensed clergy and church workers in the Diocese are required to attend "Faithfulness in Service" training seminars once every three years which are organised and paid for by the Professional Standards Unit. This training has been run across the Diocese since 2005 and is next scheduled for 2020.

Safe Ministry Representatives (SMRs)

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

50. 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 renewal process.

51. Since 2008 it has been mandatory for each parish to nominate an SMR.

52. As at time of writing, almost all parishes have provided current SMR details to the Registry. There are currently 6 parishes that have not appointed an SMR. Parishes should ensure that the appropriate paperwork has been completed notifying the Registry of the appointment of their SMR.

53. During the reporting period:

- (a) 3 parish-based audit/training sessions were undertaken with SMR's and their Rectors; and
- (b) the use of PSU's centralised safe ministry database Safe Ministry Records Online (SaMRO) (which has been available to parishes through the SafeMinistry website from early 2016)

continues to increase, and at the end of the reporting period 54 parishes were using it (including 7 parishes from another Diocese in regional NSW).

The Taskforce on Resisting Pornography

54. 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.

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

56. The Archbishop's Taskforce consists of the Rev Marshall Ballantine-Jones (Chairman), Mr Lachlan Bryant (PSU Director), Ms Merylyn 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).

57. The Taskforce has been in hiatus over the reporting period pending some important consultation and research activities being conducted with a number of diocesan schools, which represents a primary stakeholder group in this area. At this stage the main work and legacy of the Taskforce will be 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, our schools and our other organisations as a result.

Safe Ministry Guidelines and Other Advice

58. 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 staff members receiving at least a dozen inquiries per week and sometimes many more than this.

Care of Survivors of Abuse and Complainants

59. 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

60. 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, at which the Archbishop regularly offers an apology. In 2017 it was held on 20 November and was well attended.

Pastoral Care and Assistance Scheme

61. 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.

62. 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**).

63. Between 1 July 2017 and 30 June 2018 there were six payments under the Diocesan scheme and nine payments were funded under the SAHMS scheme.

64. 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.

National Redress Scheme

65. The National Redress Scheme (NRS) is the Commonwealth Government's response to the Royal Commission's recommendations for redress to survivors of institutional child sexual abuse and has the necessary support of all state and territory governments. The NRS commenced on 1 July 2018 and will run for a period of 10 years. The NRS is administered by the Commonwealth Department of Social Services but the costs of redress are borne by the responsible institutions which have 'opted in' to the Scheme (if any). The NRS is designed to meet the requirements of independence and consistency in redress responses for survivors across Australia by allowing claimants to apply for redress without having to approach directly the institution responsible for their abuse. The NRS offers three elements of redress being

a monetary payment of up to \$150,000, counselling support of up to \$5,000 and a direct personal response from the participating institution. Only one claim for redress may be made by a survivor under the NRS and once a redress offer is accepted the claimant must agree to forego any further claims in relation to the abuse by signing a Deed of release. Responsible institutions which chose to 'opt in' to the NRS may participate in the scheme as part of a Participating Group of institutions or in their own right. Institutions choosing to 'opt in' to the NRS must do so by 1 July 2020. The NRS includes provision of legal advice and counselling support for claimants in accessing the Scheme, and the applicable participating institution is broadly responsible for these costs including an administrative levy in each case. Any redress payments previously made to a claimant by the institution responsible for the abuse will be factored into and deducted from any payment to be made under the NRS.

66. The Diocese of Sydney committed to opting in to the NRS as part of a National Anglican Participating Group established by the General Synod. These arrangements are expected to be finalised over the coming months. The Diocese strongly encourages all diocesan institutions operating under the auspices of the Anglican Church which have provided ministry or services to children at any time, including Anglican Schools and diocesan organisations, to opt into the NRS as part of a National Anglican Participating Group. Benefits of opting into the NRS as part of a Participating Group include a joint release from liability for all members of the group once a redress claim has been finalised.

67. For more information about the NRS: <https://www.nationalredress.gov.au/> or call **1800 737 377**.

68. For more information about the National Anglican Participating Group visit:

<https://www.anglican.org.au/national-redress-scheme>.

69. Opting into the NRS will not preclude the operation of the Diocesan Pastoral Care and Assistance Scheme which will continue to operate as an alternative option for survivors who wish to engage with the Diocese directly about redress into the future instead of going through the NRS.

Abuse and Sexual Misconduct Complaints Protocol

70. 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.

71. 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.

72. 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).

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

Discipline Ordinance and Ministry Standards Ordinance

74. Up until 31 October 2017, the process for complaints regarding misconduct or child abuse by clergy or church workers was governed by the *Discipline Ordinance 2006*. The specific offences covered in the Ordinance were: 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.

75. The *Ministry Standards Ordinance 2017* was passed by Synod last year and commenced on 1 November 2017, replacing the *Discipline Ordinance 2006* for all complaints commenced after that date. The focus of the inquiry under the *Ministry Standards Ordinance* is on whether the member of clergy or church worker has engaged in misconduct that would call into question their fitness to hold or exercise an office, position or ministry in the Diocese. Misconduct under the *Ministry Standards Ordinance* may include, in addition to the matters referred to above, bullying, failing to report a serious indictable offence, and process failure, that is, failing to report, deal with or investigate sexual abuse or child abuse in circumstances where that is required by the Ordinance.

76. 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.

77. The Director receives complaints against clergy and church workers of the Diocese and administers the complaints process under the *Ministry Standards Ordinance 2017*. Each matter usually involves a Contact Person taking an initial complaint, making a report 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. Mediation may be offered in certain cases, should it be considered suitable, such as in some matters involving allegations of bullying.

78. 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 can be referred to the Professional Standards Board.

79. 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.

80. 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 lesser sanctions and other recommendations available in appropriate circumstances. The Archbishop or relevant church authority (in the case of an unauthorised 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

81. The Director received 11 new complaints under the (applicable) Ordinance during the reporting period.

82. The Director made four complaints under the (applicable) Ordinance during the reporting period.

83. The Professional Standards Committee met seven times and considered 16 matters in the reporting period.

84. No matters were referred to a Tribunal or the Professional Standards Board (as applicable) during the reporting period.

The Professional Standards Committee

85. There are five members of the Professional Standards Committee. Under the provisions of the *Ministry Standards Ordinance 2017*, the Committee's function is to consider complaints and make recommendations to the Archbishop concerning these matters.

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

Adjudicator

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

Parish Recovery Teams

88. 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.

89. Since 2007 Pastor Tim Dyer of John Mark Ministries has trained volunteers for our PRTs. There are currently 14 trained PRT consultants.

90. Two PRTs were deployed during the reporting period for new matters.

91. Following the commencement of the *Ministry Standards Ordinance* and a number of complaints alleging bullying-type conduct that the PSU is now dealing with, Tim Dyer has been training the PRTs in understanding the dynamics of bullying.

The Professional Standards Unit Oversight Committee

92. 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.

93. There are five members of PSUOC and the Chair of the Committee is Bishop Peter Lin.
94. PSUOC is required to meet a minimum of four times a year.

Cooperation with NSW Government Agencies and Other Churches

95. In August 2017 the PSU convened an inter-denominational Professional Standards Network for representatives of churches across NSW and ACT. The inter-denominational Network has met four times over the reporting period and its members comprise representatives from Seventh Day Adventists (South Pacific Division), Anglican Dioceses (NSW and ACT), Australian Christian Churches (NSW and ACT), Baptist Churches (NSW and ACT), Roman Catholic Dioceses (NSW and ACT), Churches of Christ, Presbyterian Church (NSW and ACT), The Salvation Army, and The Uniting Church Synod of NSW and ACT. Network meetings have been well attended and it has been encouraging for different denominations to share knowledge and ideas, and exchange policies and resources. Guest presenters at Network meetings have included Mr Steve Kinmond, Deputy Ombudsman of NSW, Mr Sam Burnett, solicitor with law firm Prolegis (who formerly worked with the Royal Commission), Ms Maureen O'Hearn and Ms Jo Isaac from Healing and Support, Zimmerman Services, Catholic Diocese of Maitland-Newcastle.

96. In early 2017 the NSW Ombudsman's office proposed the establishment of a NSW Child Safety Standing Committee for Survivor and Faith Groups to assist institutions to respond to the Royal Commission's final recommendations. The NSW Ombudsman's office has undertaken to provide administrative support to a Standing Committee, consistent with the Ombudsman's role to oversee independently the systems that relevant organisations have in place for preventing, detecting and responding to reportable conduct matters. We are optimistic about this initiative and the Archbishop and the Director will be participating in this Standing Committee and its work on behalf of the Diocese as required.

97. 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

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

99. 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.

100. An additional increase in funding has been required as a result of the introduction of the *Ministry Standards Ordinance 2017*. The new ordinance has already led to an increase in the different types and volume of matters that come to the PSU. The SMB, PSC and PSUOC have all strongly supported an increase in PSU funding to the Diocesan Resources Committee comparable with its additional responsibilities. This funding will be meet increased staffing costs, and other additional expenses such as further Contact Person services, counselling, Alternative Dispute Resolution and investigation costs.

Conclusion

101. As we enter the post-Royal Commission period and turn to working through, responding to and implementing its final recommendations we must be focused and vigilant to review and improve our existing systems and practices in professional standards. In this way we will not only learn from the mistakes of the past but ensure we create the conditions for a safe and vibrant future. 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

23 July 2018

LACHLAN BRYANT
Director

Professional Standards Unit

23 July 2018