



*Report to the National Office for Child Safety
on the Catholic Church's implementation
of the Royal Commission's recommendations*

December 7, 2018

Executive Summary

One of the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse (Recommendation 17.3) was that organisations and governments provide an annual report on progress responding to those dozens of recommendations.

This document, which seeks to help survivors, their families, the broader community and the Commonwealth Government understand how the Catholic Church is responding to the Royal Commission, should be read in conjunction with [the comprehensive response the Australian Catholic Bishops Conference \(ACBC\) and Catholic Religious Australia \(CRA\) issued on August 31](#), and the [Truth, Justice and Healing Council's Final Report](#), across four volumes.

The joint ACBC and CRA response outlined the Church's commitment to reforms that would help make children and vulnerable people safer in all Catholic settings. The Church accepted 98 per cent of the recommendations that related to the Catholic Church, with much work already undertaken to implement the recommendations. Discussion has commenced with the Holy See over matters that relate to the universal law and practice of the Church. The comprehensive response is now the Church's charter against which its response can be measured.

This document will outline:

- The Church's efforts to address the issue of child sexual abuse in the years before 2012 – when the Royal Commission was established.
- The Church's engagement with the Royal Commission during its five years, most notably via the Truth, Justice and Healing Council.
- The establishment of new agencies during the course of the Royal Commission and subsequently, including Catholic Professional Standards Ltd, the Implementation Advisory Group and Australian Catholic Redress Limited.
- Updates on the progress dioceses, religious congregations and a school under the guidance of ministerial public juridic person (a form of governance of Church organisations) have made against a series of measures outlined by the National Office for Child Safety.
- Insight into the significant work of Catholic Professional Standards Limited in establishing draft Safeguarding Standards and other protocols to make Church settings safer for children and vulnerable people.

What is the Catholic Church?

The Catholic Church is described in many ways – theologically, biblically, sociologically, organisationally. For the purposes of this report, it suffices to observe that the Catholic Church includes communities and ministries across Australia – dioceses, archdioceses, eparchies, ordinariates, religious institutes, parishes and ecclesial movements, together with many ministries such as schools, other educational institutions, hospitals, aged care services, social welfare agencies and a range of other works of service and outreach.

The organisational structure of the Catholic Church is complex, but the vast majority of the Church's communities and ministries are ultimately represented at the national level by the Australian Catholic Bishops Conference (ACBC) and Catholic Religious Australia (CRA).

Catholic responses before 2012

The Royal Commission into Institutional Responses to Child Sexual Abuse, announced in 2012 and completed in December 2017, brought the horror of child sexual abuse into the spotlight and forced a societal examination of this terrible crime.

The Catholic Church's efforts to address child sexual abuse in Australia began in the late 1980s, when the Australian Catholic Bishops Conference dedicated part of its biannual meeting in late 1987 to the topic. It was discussed again in the first meeting of 1988 and, by November 1988, the ACBC had established the Special Issues Committee.

The Committee's role, amongst other things, was to develop a protocol to be observed by bishops and major superiors if an allegation of criminal behaviour was made against a priest or religious.

In 1989, the Special Issues Committee developed the first draft of the *Protocol for Dealing with Allegations of Criminal Behaviour* (the *Initial Protocol*).

The *Initial Protocol* was the first official document adopted by the Church in Australia to provide assistance and guidance to those dealing with allegations of child sexual abuse.

The *Initial Protocol* contained many worthwhile features, and it represented at least a beginning, but in hindsight it did not go far enough. In particular, it did not sufficiently address or prioritise the needs of victims and survivors; rather, it was mainly directed to the disciplining of priests and religious.

The *Initial Protocol* did stress that any Church process must not interfere with any criminal justice process. It also envisaged that there would be canonical consequences for the accused, including the consideration of laicisation or dismissal from the religious institute.

The 1992 Protocol

The Special Issues Committee circulated draft amendments to the *Initial Protocol* in April 1991 in an attempt to improve the original protocol and to make it more victim-focused.

In 1992, an amended protocol was formally adopted that included changes addressing concerns that the *Initial Protocol* had not been sufficiently focused on the victims and survivors, and that it was overly concerned with the reputation of the Church.

The *1992 Protocol* applied to all dioceses, religious orders and religious congregations across the country. At that time, such a degree of uniformity had not been achieved anywhere else in the world.

With the benefit of hindsight, the *1992 Protocol* did not represent the breakthrough that was needed. Its main focus continued to be the accused rather than the victim or survivor, its language and tone were still formal and official, and it gave considerable emphasis to a two-stage investigative process.

Internal Training and Public Statements

Between 1991 and 1993, the Special Issues Committee worked on raising awareness of the Church's response to the issue of child sexual abuse, including training for clergy and religious, presentations and in-service days.

In December 1992, the ACBC and CRA issued *A Pastoral Statement on Child Protection and Child Sexual Abuse*, which acknowledged Church authorities had denied or minimised the seriousness of child sexual abuse and had too readily accepted the promise by an offender that such behaviour would not be repeated.

In July 1993, the ACBC and CRA issued a further statement, titled *Sexual Offences and the Church*, acknowledging that harm that is caused by abuse and betrayal of trust can be serious and long-lasting. It also affirmed the Church's commitment to give first consideration to victims and survivors of sexual abuse and their families. The bishops and congregational leaders again pledged "their support in working with others in the community to bring healing to those who have been hurt".

That same month, the ACBC authorised consultation about drafting a new set of policies and procedures to replace the *1992 Protocol*.

Development of the Towards Healing Response

In November 1993, the Special Issues Committee created a draft document entitled *The Catholic Church's Principles in Relation to Sexual Abuse and Professional Misconduct*.

In April 1994, the ACBC established the Bishops Committee for Professional Standards (Bishops Committee), which replaced the Special Issues Committee.

The 1993 document, which became *Towards Healing*, was intended to be a victim-centred response. The Bishops Committee deliberately sought to design a process specifically for victims and survivors, particularly those who were unwilling to approach the police or unable to seek redress through the police because the offender had died. This approach was quite revolutionary for the time, and was unique to the Catholic Church in Australia.

Initially, two documents were drafted: a *Statement of Principles* in relation to sexual abuse by priests and religious, and a *Revised Protocol* for dealing with allegations of sexual abuse.

The tone and structure of the new protocol reflected a strong desire that it be an accessible document, which could readily be understood by both victims and accused.

While the *1992 Protocol* had been a confidential document for internal use by the dioceses and religious orders, the new protocol was to be a public document. The rationale was the need for a document that clearly announced where the Church stood – that it would not tolerate any form of sexual abuse, and that it would cooperate with police and victims.

Adoption and Release of *Towards Healing*

At the April 1996 ACBC meeting, the Bishops Committee presented a complete draft of *Towards Healing* to the ACBC.

Towards Healing departed from the *1992 Protocol* in several significant ways, including:

- opening with an apology;
- being victim-orientated;
- being written in a style that was simple, clear and accessible;
- simplifying the process of receiving and responding to complaints, including introducing special contact people to work with individual victims;
- encouraging victims to go to the police;
- and providing for a facilitated meeting between a victim and the Church authority.

At the November 1996 Plenary Meeting, the ACBC approved *Towards Healing*, to come into operation on March 31, 1997. CRA had also approved the document in principle.

Additionally, the ACBC carried a motion replacing the Bishops Committee with the National Committee for Professional Standards (NCPS). The NCPS was established as a joint committee of the ACBC and CRA, and was to be funded equally by and to be equally responsible to both.

It was charged with general oversight and policy development of the professional standards in the Church.

The first review of *Towards Healing* took place in 1999 and, by 2001, a revised version of *Towards Healing* was in operation. A second revision of *Towards Healing* was published in 2010.

Since the introduction of *Towards Healing*, risk management, education and prevention seminars, child safety programs and improved protocols in schools have been implemented through professional standards offices and Catholic education offices around the country.

The Melbourne Response

In October 1996, the Archdiocese of Melbourne announced the establishment of a new initiative (which became known as *The Melbourne Response*) to respond to complaints of abuse committed by a priest of the Archdiocese or by any religious or lay person working within the Archdiocese.

The Melbourne Response has three separate components, which operate independently of the Archdiocese and of each other. They are:

- the Independent Commissioners, who are responsible for receiving and investigating complaints;
- the Compensation Panel, which considers applications from victims and survivors for compensation, and makes recommendations to the Archdiocese in respect of the *ex gratia* payment that ought to be offered, having regard to the cap set by the Archdiocese;
- and Carelink, which provides uncapped, ongoing professional support for needs arising in relation to the abuse.

As part of The Melbourne Response, spiritual support and guidance is also available at the parish level.

Professional standards infrastructure

The National Committee for Professional Standards was given the responsibility to develop professional standards policies in the Church and to assist with the implementation of *Towards Healing*. *Towards Healing* was implemented locally. To that end, state professional standards resource groups were established. State-based professional standards offices began to evolve from 1997.

As part of the *Towards Healing* implementation, a network of contact persons, assessors, facilitators and reviewers was developed around the country and the Encompass treatment program was established. Local professional standards reference groups continued to advise Church leaders on changes to complaints handling procedures and pastoral responses to victims and survivors.

By 2003, a national assessment review panel had been established to be overseen by the NCPS.

Documents for clergy, religious and lay people

In 1999, the Church released the document *Integrity in Ministry*, which outlined expectations of appropriate behaviour for priests and religious. It was reviewed in 2004. The foreword explains that *Integrity in Ministry* “has been compiled to serve as a resource for those preparing for ministry in the Catholic Church and as a code of conduct and guide for reflection for those already involved in ministry. It sets out behaviour for clergy and religious to integrate into their day-to-day ministry and serves as a checklist against which they can review the quality of the ministerial activities in which they engage”.

In 2011, *Integrity in the Service of the Church*, the standards protocol for lay employees and volunteers within the Church, was developed by the NCPS. The document was created as the “parallel” to *Integrity in Ministry*, and “outlines principles of conduct for any lay person who performs paid or unpaid work in the service of the Church”. It was acknowledged that *Integrity in the Service of the Church* was “not, itself, a code of behaviour but aims to provide resources which groups of Church Workers might use in devising their own specific guidelines, documents and processes”. The document was seen as a possible resource for the review of organisations’ individual guidelines and processes.

Catholic responses since 2012

Truth, Justice and Healing Council

In February 2013, the ACBC and CRA jointly established the Truth, Justice and Healing Council to lead and coordinate the Catholic Church's response to and appearances at hearings of the Royal Commission. The Council was comprised of people with expertise across specialised fields of child sexual abuse, trauma, mental illness, suicide, psycho-sexual disorders, education, public administration, law and governance.

Throughout the life of the Council, four of its members were either survivors of clerical abuse within the Church or have immediate family members who have been abused. The majority of Council members were lay people; two of its members were bishops, and one was a former international leader of a female religious congregation.

Thirty-one dioceses and 97 religious institutes, commonly referred to as congregations and orders, had the Council represent and act for them during the Royal Commission process.

The Truth, Justice and Healing Council ceased following the conclusion of the Royal Commission, its final work being [a four-volume Final Report](#).

Catholic Professional Standards Ltd (CPSL)

The Australian Catholic Bishops Conference and Catholic Religious Australia established Catholic Professional Standards Ltd in late 2016 as an independent company limited by guarantee to develop, audit and report on compliance with professional standards to protect children and vulnerable people.

CPSL has five main functions: Develop and publish the National Catholic Safeguarding Standards; Audit compliance of Catholic Church entities against the Standards; Publicly report audit findings by publishing audit reports; Provide training, support, tools and resources to assist with implementation of the Standards; Provide advice on policy and other matters to Church Authorities.

There are no bishops, priests or religious brothers or sisters on the CPSL board. CPSL board directors are lay people with professional expertise in the fields of law, education, human services, safeguarding and regulation.

More information on the work of CPSL, including its preparation of draft National Catholic Safeguarding Standards, is contained later in this report.

Implementation Advisory Group (IAG)

Following the completion of the Royal Commission, the Truth, Justice and Healing Council provided its Final Report to the ACBC and CRA, which consisted of four extensive volumes. As planned, that concluded the work of the Council, but the Church moved quickly to establish an advisory body to influence and monitor the Church's response to the Royal Commission and its recommendations.

The Implementation Advisory Group was established in May 2018. The independent, seven-person group retained many of the principles of the Truth, Justice and Healing Council. It is made up mostly of lay people, with one bishop and one religious sister on the IAG.

The program of work the Implementation Advisory Group has identified includes: Relationship with and spiritual support of survivors; Governance and Church culture; Child-focused standards; National Redress Scheme; Seal of confessional and mandatory reporting; Handling of abuse complaints.

[National Redress Scheme and Australian Catholic Redress Limited](#)

During the life of the Royal Commission, Catholic Church representatives spoke on several occasions about their support for a national, independent redress scheme to support survivors of child sexual abuse. It was seen as a way for survivors to seek redress that limited future trauma.

At its May meeting, the ACBC agreed in principle to join the Scheme. In conjunction with CRA, it made a public announcement to that effect later that month. The Church was the first institution to declare, at the national level, that its institutions would enter the National Redress Scheme. Dioceses have been working cooperatively with each other and with the Department of Social Services to ensure entry into the Scheme as quickly as possible.

Australian Catholic Redress Limited has been established by the ACBC to streamline the Church's engagement with the National Redress Scheme, making the processing of applications more efficient and effective. All dioceses have committed to joining Australian Catholic Redress Limited.

The ACBC's hope had been that all dioceses, archdioceses and eparchies would enter the Scheme at the same time, but with enabling legislation not passed and/or enacted in all states, the ACBC has amended its approach and will have dioceses in participating states enter as they are able. Most dioceses have completed their preparatory documents and Australian Catholic Redress is working closely with the Department to facilitate dioceses' formal entry into the Scheme, which the Minister will announce.

Religious institutes are separate entities with diverse structures and ministries. Some commenced the process to enter the Scheme as soon as the processes were outlined in July 2018. Others have had to work out how to set up a structure to include their various ministries to enter as one participatory group for their congregation and ministries. Many religious institutes have undertaken the on-boarding sessions delivered by the Department in different states around the country. It is expected that institutes will start being formally declared as participating in the Scheme by the end of 2018.

[Engagement with the Holy See and the Church in other countries](#)

Many of the Royal Commission's recommendations related to the universal law and practice of the Catholic Church. They were therefore framed in terms of the ACBC – and sometimes CRA – making requests of the Holy See. All of these recommendations have been sent to the Holy See. Conversations with the Holy See have begun, with the ACBC and CRA providing background information and context to support the Holy See's understanding of the relevant issues.

During the pontificate of Pope Francis, which began in 2013, the Pontifical Commission for the Protection of Minors was established. Two Australians have been appointed to that Commission since it was created in 2014. Pope Francis has also convened a meeting of the presidents of the more than 100

episcopal conferences around the world in February 2019. This highly unusual step reflects the Church's concern to better deal with complaints and to respond to victims and survivors, as well as to ensure that the commitment to addressing child sexual abuse within Catholic settings is consistent globally, starting with the responsibility of the bishops.

Earlier this year, Australia co-hosted the Anglophone Safeguarding Conference, which was established to enable Catholic leaders to learn from each other in order to better respond to survivors, to respond sensitively to those affected by abuse and to protect children, young people and vulnerable adults from abuse within Church communities. A number of leading Church officials from Australia attended and addressed this year's conference. Many leading Vatican and other Catholic officials have visited Australia to assist local initiatives.

National apology to survivors of child sexual abuse

On October 22, Prime Minister Scott Morrison delivered a national apology to survivors of institutional child sexual abuse in the Great Hall of Parliament House in Canberra. It followed apologies he and Opposition Leader Bill Shorten offered in the House of Representatives. The Catholic Church welcomed the national apology and renewed its own apology delivered in conjunction with the official response to the Royal Commission's recommendations in August and earlier apologies from Church leaders.

Section 2

Diocesan and congregational responses

In preparation for the Royal Commission's final hearing into the Catholic Church, the Truth, Justice and Healing Council sent a voluntary questionnaire to religious orders and dioceses seeking information on the initiatives and protocols undertaken in recent decades to improve child safety and respond to allegations of child sexual abuse.

More than 20 dioceses and almost 60 religious congregations provided responses. While they were not intended for publication, the responses have been published in Volume 4 of the Truth, Justice and Healing Council's Final Report.

The volume, which runs to more than 400 pages, considers:

- Ongoing formation matters for priests and religious;
- Structures, policies and procedures;
- Governance and personnel management;
- Litigation, settlements and policies for dealing with perpetrators.

Those responses were collated in mid-2016, and dioceses and religious congregations have continued to amend and update their protocols and procedures to make Catholic settings even safer.

In preparing this report to the Commonwealth, the ACBC and CRA approached three religious orders, a school under the governance of a public juridic person and 10 dioceses that were involved in case studies during the life of the Royal Commission. They were invited to provide updates on their action to address child sexual abuse. It was determined that asking all dioceses and religious congregations to respond would lead to a document that was overwhelming in its size.

Many of the groups wrote at length about the significant engagement with Catholic Professional Standards Ltd, especially in the area of safeguarding. Many participated in national consultations with CPSL to consider how the National Catholic Safeguarding Standards could be enhanced and implemented.

The responding institutions were also asked to provide brief insights against some of the measures suggested for particular scrutiny by the Commonwealth, namely:

Measure 1.1: New or revised Code of Conduct, policies and procedures for child safe institutions.

Measure 1.2: Improvements to institutional responding and reporting

Measure 1.3: Improvements to recordkeeping and information sharing

Responses to those specific measures are outlined below.

Measure 1.1: New or revised Code of Conduct, policies and procedures for child safe institutions.

[Institute of Sisters of Mercy of Australia and Papua New Guinea \(ISMAPNG\)](#)

These measures are all observed by the Institute. The Code of Conduct has been in place since late 2016/early 2017 and the Institute has a hand-out card that explains reporting requirements. There is guidance in place to address the handling of complaints of child sexual abuse. A new Code of Conduct is being developed that contains an expanded set of commitments and behaviours. It will be launched over 2019 at a biannual training program.

[Marist Brothers' Province of Australia \(Marist Brothers\)](#)

Marist Ministries are covered by the Marist Schools Australia or the Marist Association's Child Protection Standards. These are being revised to align with the CPSL Standards. An external company, Complispace, has been contracted to provide advice on legislative compliance across all States and Territories in which Marist Ministries operates.

The Province Policy that covers Brothers and Communities has been revised recently, to incorporate Royal Commission recommendations. Codes of Conduct, and appropriate induction and ongoing-training, are part of the Standards and Policy framework. Marist Ministries recently participated in a pilot audit by CPSL.

[Mater Dei Camden](#)

Mater Dei developed a 10-point plan to respond from its learnings of the Royal Commission. The response plan is a live document and Mater Dei has been working conscientiously to further develop and implement the plan in the daily life of the organisation. Robust changes have been made to the infrastructure for policy compliance and Mater Dei has embarked on a period of policy renewal with specific attention to the suite of policies that relate to providing a safe arena for children. These have included: Staff and Volunteer Code of Conduct; Grievance policy; Complaints handling policy; Mandatory reporting; Grooming; Reportable Allegations/Conduct.

[Oceania Province of the Christian Brothers \(Christian Brothers\)](#)

Oceania Province has reviewed all of its Policies and Guidelines related to Behavioural standards towards children and vulnerable adults, including its Code of Conduct. In the first half of 2019 these will be workshopped with all Brothers, Employees, and Volunteers engaged in activities with children and vulnerable adults. These Policies and Guidelines are compliant with the Child Safe Standards enunciated by the Royal Commission, and compliant with State and Territory legislative requirements in relation to issues such as Mandatory Reporting and the Victorian Reportable Conduct Scheme.

[Archdiocese of Adelaide \(Adelaide\)](#)

The Catholic Archdiocese of Adelaide has had a Code of Conduct for all clergy, religious, employees and volunteers in place since 2011. This was recently reviewed in August 2018 to greater reflect behavioural standards for safeguarding children and young people. The Code of Conduct specifies all individuals are to comply with their legislative requirements as mandated notifiers to report any known or suspected child abuse or neglect, or children at risk of abuse or neglect, to statutory authorities (the Department of Child Protection or SA Police). This obligation is specifically explored in mandatory three-yearly Child Safe Environments training where the identification of child abuse and understanding of disclosure is taught; these training sessions focus on recognising, responding to and reporting actual or suspected child abuse and neglect, both in the organisational setting and abuse in children's home environments. The Code of Conduct now also mandates compliance with the *Best Practice Guidelines for Interacting with Children and Young People* (2018) which details behavioural guidelines for those working with or alongside children or young people. The *Best Practice Guidelines* clearly identify and prohibit inappropriate interaction with children and young people, including any kind of sexual behaviour, grooming behaviours, or being alone with a child or young person. In September 2018, all clergy were invited to and attended introductory training on child sex offender awareness to increase understanding of grooming behaviours.

Child-safe standards are reflected in the Archdiocesan *Safe Environments for All* (SEFA) program, a child protection framework which establishes five key goal areas and subsequent requirements to guide what the Archdiocese as an organisation and individual parishes must do to create safety for children and

young people. This includes specific policies, procedures and practices pertaining to the empowerment of children and young people, training and development, responding to child abuse and organisational structures. Implementation is achieved via the Child Protection Unit, which supports parishes through regular review of program requirements. Parishes are audited against the five SEFA goals with specific actions and documented plans to attain the highest standard of child-safe policies. The SEFA program is regularly reviewed and updated in consultation with the Child Protection Council.

[Diocese of Armidale \(Armidale\)](#)

The Parishes have been provided with resource material for induction, training and monitoring of activity by staff in relation to child-related activities. There are requirements for supervision of all child-related activities by a suitably screened person, induction and training of staff and volunteers and maintenance of appropriate documentation. The Parishes are required to complete an annual self-audit on safeguarding. The Bishop conducts and records an audit of facilities and child-related activities during visitations. The Diocese, via the Professional Standards Advisory Panel, has reviewed the Codes of Conduct policies, procedures and training programs for all Diocesan agencies. Recommendations for inclusion or update have been made and are being actively monitored on an annual basis.

[Diocese of Ballarat \(Ballarat\)](#)

The Diocese is in the process of implementing the Victorian Child Safe Standards. The Diocese and each Parish has appointed a safeguarding officer and adopted a Child Safety Policy and a Code of Conduct that sets out behavioural standards towards children. The Standards have been implemented in all diocesan schools. In addition, the Diocese will, in conjunction with Catholic Professional Standards Ltd, implement the 10 Child Safe Standards recommended by the Royal Commission, insofar as the standards are not covered by the Victorian Child Safe Standards.

At Centacare, the safety screening for staff included within the Recruitment Procedure has been updated to reflect the renewal of Police Checks every three years (rather than simply at commencement of employment), as well as after a promotion or internal transfer/role change within Centacare.

The Diocese provides opportunities for training in child safety by its membership of the National Council of Churches in Australia Safe Church training program and by regular visits to parishes by the Diocesan Coordinator for Professional Standards. Staff of Centacare have attended Child Safe Standards training offered by the Commission for Children and Young People.

[Diocese of Maitland-Newcastle \(Maitland-Newcastle\)](#)

Maitland-Newcastle's policies, procedures and codes of conduct continue to be subject to a standard cycle of review. Maitland-Newcastle's codes of conduct set clear expectations for all diocesan workers to actively promote the safeguarding of children and report their concerns. During 2017-18, Maitland-Newcastle has been presenting enhanced safeguarding training for experienced diocesan workers, to reinforce and expand on the full-day child protection training compulsory for all diocesan workers in child-related work. An online training solution has been in operation within Catholic schools and is being assessed for roll-out to the rest of the diocese.

Maitland-Newcastle has been developing an integrated framework of governance, oversight and professional development for diocesan clergy, religious and laity appointed to ecclesiastical office (particularly parish leadership), which includes bodies of clergy, religious and laity advising the Bishop on ecclesiastical appointments and candidatures. As part of this framework, the Diocese's leadership will be required to demonstrate participation in an annual cycle of formal, documented, continuing professional development which will include elements of supervision, faith formation and education.

To ensure that Maitland-Newcastle is best placed to continue to promote the safeguarding of children into the post-Royal Commission environment, the Bishop of Maitland-Newcastle has directed the establishment of an Office of Safeguarding, which will incorporate the current roles and responsibilities of Zimmerman Services with the additional authority to conduct internal oversight and monitoring of diocesan entities to ensure that parishes and services adopt quality safeguarding practices and that safeguarding remains an integral part of the Diocese's culture. The Director of the Office is deemed a senior leader of the Diocesan Curia, of equal seniority to the diocesan directors of the Catholic Schools Office or CatholicCare Social Services. The Office will be established in the first quarter of 2019.

[Archdiocese of Melbourne \(Melbourne\)](#)

The Professional Standards Unit (PSU) of the Catholic Archdiocese of Melbourne was established in March 2018. It replaced the Office of Professional Conduct and Ethics. The Director of the PSU reports directly to the Archbishop. The reconfiguration, the expansion, the vision and brief of the Unit is informed by the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse. The first act of the PSU was to review the previous *Child Safety Policy* (created in November 2016) and the *May our Children Flourish Code of Conduct for Caring for Children* (created in August 2016) and to consult widely with parishes, entities and agencies clergy, employees and volunteers in order to rewrite the child protection policy. The CAM *Safeguarding Children and Young People Policy* includes a new Code of Conduct, policies and procedures reflecting the Victorian Child Safe Standards, the Victorian Reportable Conduct Scheme requirements, the proposed National Principles for Child Safe Organisations as well as the proposed Catholic Professional Standards Ltd standards. The revised policy will be accessible to all staff, employees, clergy and parishioners and implemented by CAM as of November 2018. The PSU is currently revising its training requirements for clergy, staff and volunteers to ensure that they complete child safety training on an annual basis.

[Diocese of Parramatta](#)

In 2017, the Diocese commissioned a process to develop a contemporary complaint management framework. In 2018, the Office for Safeguarding and Professional Standards conducted Parish Safeguarding Audits to evaluate and improve the implementation of safeguarding policies and procedures. The Diocese has significantly broadened the scope of training available to leaders of the Diocesan agencies and ministries.

Diocese of Rockhampton (Rockhampton)

The Catholic Diocese of Rockhampton has responded by implementing an advisory committee in safeguarding, developing a comprehensive safeguarding policy, employing dedicated personnel to oversee this area, increasing the capacity within parishes by having a dedicated safeguarding volunteer and providing training and development across the Diocese.

The Diocese implemented a Safeguarding Committee, which oversees all aspects of safeguarding within the Diocese of Rockhampton and advises the Bishop on these matters. The committee comprises mainly lay professionals relevant to the field of safeguarding, a clergy representative and leadership of the Diocesan agencies.

To address the support needs of the Diocese, a dedicated pastoral response person is employed to be the first point of contact for survivors and those wishing support. The Diocese has a 1800 free-call number, which is advertised for anyone wishing to contact the pastoral response person.

In 2016, the Diocese developed a new Safeguarding Children and Vulnerable Adults policy, aimed to provide a uniform standard of best practice in safeguarding children and vulnerable adults. The employment of a Professional Standards and Safeguarding Manager coincided with this, tasked to lead the implementation of the Safeguarding Children and Vulnerable Adults Policy across the Diocese and in all parishes, along with advising the Bishop on safeguarding matters.

Furthermore, the Diocese has established Parish Safeguarding Representatives (PSR) across the Diocese. A voluntary role, the PSR is responsible for promoting good and safe practices in all activities involving children, young people and vulnerable adults within the parish and assists with the local administration of the Diocesan safeguarding policy.

The Diocese has also instigated training and development activities across the Diocese, directed towards clergy, religious, staff and volunteers. These have been in the form of face-to-face training sessions, eLearning modules on Protecting Children and Vulnerable Adults, as well as a two-day workshop.

The Diocesan handbook and declarations Church personnel sign document that Church personnel have read, understood and will comply with the code of conduct. Face-to-face and annual eLearning training sessions include training on code of conduct and behavioural expectations. This includes reporting requirements and handling complaints of child sexual abuse. The Diocesan Safeguarding Children and Vulnerable Adults policy clearly outlines this and is continually updated. Originally promulgated in 2016, the policy was reviewed and updated in November 2017. It will again be reviewed in late 2018.

Archdiocese of Sydney (Sydney)

Measure of Recommendation	Chancery	CatholicCare	Sydney Catholic Schools
<p>Measure 1.1: New or revised Code of Conduct, policies and procedures for child safe institutions (Volumes 6, 7) (Recommendations 6.4 – 6.6, 7.8)</p>			
<ul style="list-style-type: none"> All staff and volunteers comply with a Code of Conduct that sets behavioural standards towards children, explains reporting requirements and handling complaints of child sexual abuse 	<ul style="list-style-type: none"> All workers receive training on the Code of Conduct for working with children and are required to sign and comply with the Code Online training is available for volunteers and staff and clergy attend mandatory training provided by the Safeguarding Office 	<ul style="list-style-type: none"> CatholicCare’s Royal Commission Action Plan recommends revisions to the relevant agency policies and procedures to ensure they are thorough, legislatively compliant, and espouse the 10 child-safe standards recommended by the Royal Commission 	<ul style="list-style-type: none"> All SCS staff and volunteers are required to comply with the SCS Code of Professional Conduct New staff are required, as part of their induction, to undergo training modules that include a Child Protection component. Part of that Child Protection component is an introduction to and explanation of the Code of Professional Conduct New Volunteers are required to undergo an online induction process that includes an introduction to and explanation of the Code of Professional Conduct
<ul style="list-style-type: none"> Requires all people working within the institution to undergo initial and periodic training of the Code of Conduct 	<ul style="list-style-type: none"> Initial and ongoing training is in place for workers of the Archdiocese 	<ul style="list-style-type: none"> Ongoing training and compliance with a child-safe Code of Ethics & Conduct is in place 	<ul style="list-style-type: none"> This training must be repeated every three years.
<ul style="list-style-type: none"> Ongoing documentation of policies and procedures related to child safe standards 	<ul style="list-style-type: none"> The Archdiocese is updating its child protection and safeguarding policies to reflect new child safeguarding standards and the recent amendments introduced by the Criminal Legislation Amendment (Child Sexual Abuse) Act 2018 (NSW). This includes changes to reporting obligations in relation to new offences for failure to report offences and failure to protect The policies are regularly reviewed and updated to reflect legislative developments and refined practices 	<ul style="list-style-type: none"> Revisions are made to the relevant agency policies and procedures to ensure they are thorough, legislatively compliant and espouse the 10 child-safe standards recommended by the Royal Commission CatholicCare has reinstated the CatholicCare Child Protection Committee (CCPC), which monitors policies and procedures and compliance with those policies and procedures 	<ul style="list-style-type: none"> SCS has documented all policies and procedures relating to the child safe standards, and these policies and procedures are available to staff on the SCS Policy Portal

Measure of Recommendation	Chancery	CatholicCare	Sydney Catholic Schools
	<ul style="list-style-type: none"> - All Policy and Protocols are publicly available on the Sydney Archdiocese website 		

Diocese of Toowoomba (Toowoomba)

Toowoomba Catholic Schools (TCS) has a comprehensive Code of Conduct that sets out the standards of behaviour expected of all employees. All TCS employees complete mandatory child protection and Code of Conduct induction training on commencement of employment and are required to complete refresher training on an annual basis. Volunteers are also subject to a Code of Conduct and receive student protection information as part of their induction. TCS undertakes a review of this Code of Conduct every three years. A review is currently under way and TCS expects to complete this activity and release a revised Code of Conduct before the commencement of the 2019 school year.

For the Diocese's Parishes, a policy, procedures and resources also have been developed to assist with implementation of practices to safeguard children and the vulnerable from abuse and harm. A volunteer network of Parish-based Safeguard Representatives also has been established and trained to administer and/or monitor such practices.

Diocese of Wollongong (Wollongong)

The Diocese of Wollongong is in the final consultation phase of a diocesan-wide code of conduct and child safeguarding manual, which have been developed with and reviewed by consultants who were employed with the Royal Commission in senior policy positions. These policies are consistent with the Royal Commission's recommended 10 Child Safe Standards, the National Catholic Safeguarding Standards of CPSL together with the National Statement of Principles for Child Safe Organisations being developed by the Australian Human Rights Commission and the NSW Children's Guardian's Child Safe Principles.

The code of conduct will direct and guide personnel to: ensure appropriate professional and pastoral engagement with children; create and maintain safe physical and online environments; remain aware and proactive to identify early warning signs and prevent harm.

Measure 1.2: Improvements to institutional responding and reporting

ISMAPNG

Complaints-handling procedures are in place and available on the Institute’s website. Policies on Restrictions on Ministry and Conflict of Interest have been updated to provide risk assessment guidance with respect to allegations against any internal perpetrators. All complaints, claims and related contacts are recorded and reported to the Institute Leader and her Council.

Marist Brothers

These processes are part of Marist Ministries’ Standards - Policy framework. The protocols and processes are well known, understood and implemented.

Mater Dei Camden

As part of developing a more robust system of oversight, the Board of Mater Dei has electronic access to all policies that sit within the compliance framework. Mater Dei has implemented an additional layer of internal reporting procedures intended to better track incidents of lower levels of behaviours. This has proved particularly beneficial as a reporting and tracking tool but so too in raising the consciousness of staff of their responsibilities as mandatory reporters. Mater Dei has committed to a more systematic framework of awareness-raising and professional development for staff that includes both formal training as well as the more public use of visual material.

Christian Brothers

Oceania Province has in place processes for reporting and responding to current and historical allegations of child sexual abuse and has employed a qualified and experienced professional to oversee these processes. Oceania Province has in place protocols for the management of those found or accepted as guilty of offences against children and has employed a professional and experienced person to ensure that these protocols are implemented in individual cases.

Adelaide

In March 2018, the Catholic Archdiocese of Adelaide implemented two procedures to assist with the handling of cases where an individual is suspected in engaging in any inappropriate conduct with a child or young person. These are *Procedure for Mandatory Notification responsibilities* and *Procedure for Managing Allegations or concerns of Current Child Abuse against an Archdiocesan Clergy, Religious, and Employee or Volunteer*. These documents clearly establish the Archdiocese’s process and response to any complaints of child abuse, including sexual abuse. Both documents integrate individual and organisational role, responsibilities and flowcharts. It is required that procedures and supporting policy are communicated to individuals during induction and further discussed during “Child Safe Environments” training. Children and young people are not specifically informed about the procedures, but are clearly informed that they have the right to raise concerns and that someone will act on these concerns, and that they have the right to feel safe and be safe at all times in the parish environment. Children are also made aware of the “Child Safe Contact Person”, who has a role in listening and responding to concerns raised by children, young people and families (this role will liaise with the Child Protection Unit or statutory authorities if the concerns relate to

matters of abuse or inappropriate behaviour by Church personnel). Posters and wallet cards communicate this information in child-friendly language. Children are also provided with avenues to raise concerns outside the Church via display of Kids Helpline posters and wallet cards in parishes.

The Archdiocesan *Procedure for managing allegations or concerns of current child abuse against an Archdiocesan Clergy, Religious, Employee or Volunteer* states that any allegation or concern raised must immediately be addressed in a strategy meeting. During this meeting, a risk assessment is conducted alongside a safety plan to determine and manage any risk an individual might pose. The safety and wellbeing of children and young people is paramount in this process. The procedure states that if an allegation is of serious misconduct, or sexual abuse, the individual will be suspended or removed from their role until the investigation is concluded. Archdiocese human resources policies prevent any individual with a history of child abuse from being an active clergy, religious, employee or volunteer.

Armidale

Priests are required to report all allegations to dedicated personnel in the Bishop's Office. All reporting to Police is done via the Bishop's Office. Each Diocesan agency is required to provide a quarterly report to the Professional Standards Advisory Panel of all child-related incidents and allegations. Parishes have been provided with resource material for complaint-handling procedures. Risk assessment is undertaken following a complaint being made and investigations are carried out.

Ballarat

The Diocese is about to conduct a review of its child safety policy, including its complaint-handling policy and procedures in light of the requirements of the Victorian Reportable Conduct Scheme. The Centacare Code of Conduct is under review, and will now include additional information to meet the requirements of the Reportable Conduct Scheme and the Child Safe Standards. This Code will be read and acknowledged on an annual basis by all staff of Centacare.

Centacare adopted its Reporting Suspected Child Abuse Procedure in July 2017 (updated in May 2018) to reflect the introduction of the Child Safe Standards and the Reportable Conduct Scheme via the Commission for Children and Young People. This procedure also includes a flow chart for reporting of abuse, as well as investigations relating to Reportable Conduct.

In 2017, the Diocese adopted a protocol for managing allegations of abuse of students by employees in Catholic schools and a protocol for responding to allegations of reportable conduct in Catholic schools under the Victorian Reportable Conduct Scheme 2017. The Diocese is in the process of registering a company limited by guarantee to be the proprietor of parish schools.

Maitland-Newcastle

Since 2010, Maitland-Newcastle has had comprehensive, diocesan-wide reporting and response policies and procedures for allegations of child abuse, including the recording and retention of all complaints of abuse, the risk management of alleged abusers and conducting investigations into allegations of abuse.

Melbourne

The new *CAM Safeguarding Children and Young People Policy* contains a comprehensive procedure for dealing with complaints, allegations and suspicions of sexual and other forms of abuse. The PSU has also centralised reporting to ensure that all concerns, reports or allegations of child abuse within archdiocesan parishes, agencies and entities are responded to appropriately (ensuring that statutory authorities are notified), parties are supported and possible risk to children and young people is addressed. (Please note that Catholic Education Melbourne has its own set of comprehensive child protection policies and procedures.) The CAM reporting policy and associated procedures will be accessible to families on the website in November 2018. Brochures will be produced and distributed to families in early 2019. Clergy, staff and volunteers will be introduced to the new policy through in-service training and seminars, which will be rolled out throughout 2019. A resource for children regarding personal safety and protective behaviours is required and will be developed in early 2019.

A risk assessment framework guide is included as part of the new iteration of the policy to reduce risk to children throughout CAM parishes, entities and agencies. CAM is in the process of recruiting an expert consultant to undertake a risk management process to review all files of clergy who have engaged in any form of misconduct in order to undertake a risk assessment based on their history. Emerging from this work, the consultant will be required to develop a risk assessment matrix to guide disciplinary procedures for staff, volunteers and clergy. Currently, anyone in any role engaging in alleged or suspected sexual abuse or misconduct is immediately reported to the police and suspended from ministry or their position (staff or volunteer). The police conduct an independent investigation if the alleged sexual misconduct meets the threshold for criminal investigation. An external independent investigation is conducted if the police advise that the alleged misconduct does not meet the threshold for criminal investigation.

Parramatta

The recent review and development of the diocesan website facilitates easy access to information about reporting of concerns related to child safety (with information available in a range of languages). A diocesan-wide complaint-management framework will be implemented in 2019. Diocesan personnel have also received training and ongoing support in ensuring compliance with legal and diocesan reporting obligations.

Rockhampton

The Diocesan Safeguarding Policy includes detailed complaint-handling processes, which explain how the Diocese will respond to complaints of child sexual abuse. This information is included in annual training and made widely available through the hard and electronic versions of the policy. This information was also presented in a poster and flyer which was printed and displayed in all parishes.

Sydney

Measure 1.2: Improvements to institutional responding and reporting (Volume 7) (Recommendation 7.7 and 7.8)	Chancery	CatholicCare	Sydney Catholic Schools
<ul style="list-style-type: none"> • There is effective complaint-handling policy and procedure in place that sets out how the institutions should respond to complaints of child sexual abuse and is understood by children, staff, volunteers and families 	<ul style="list-style-type: none"> - The Archdiocese is currently reviewing its complaints-handling procedures to ensure they are thorough, legislatively compliant and espouse the 10 child-safe standards recommended by the Royal Commission - Training is provided to staff and clergy in terms of management of complaints - Child-friendly resources have been developed for use in parishes 	<ul style="list-style-type: none"> - CatholicCare has existing and rigorous complaint-handling policies and procedures designed to respond to, manage and investigate complaints of child harm - CatholicCare’s Royal Commission Action Plan further recommends revisions to the relevant policies and procedures, including in relation to complaints handling, to ensure that the documents are accessible to children and families, and that disclosures are protected 	<ul style="list-style-type: none"> - SCS has a <i>Child Protection Policy: Responding to Complaints and Allegations</i> and <i>Child Protection Procedures: Responding to Complaints and Allegations</i>, available to staff and the wider school community - Both these documents, as well as other documents relevant to child protection such as the Code of Professional Conduct, are available on the SCS public website
<ul style="list-style-type: none"> • If a complaint is made, there is a risk assessment framework followed immediately and appropriate discipline of any internal perpetrators or decision-making of staff on allegations undergoing investigation 	<ul style="list-style-type: none"> - When a complaint or allegation is made, a risk assessment is immediately conducted to ensure the protection of children and vulnerable people. The risk assessment is reviewed as further information is provided 	<ul style="list-style-type: none"> - Complaint handling includes a risk assessment framework to cease current and prevent future harm 	<ul style="list-style-type: none"> - SCS has a dedicated Child Protection Team and where allegations or complaints of a child protection nature are received, a risk assessment is carried out to ensure the protection of children - SCS engages in procedural fairness when allegations are made and received, and ensures any disciplinary action is appropriate to the circumstances

Toowoomba

Complaints of child sexual abuse are dealt with under the *TCS Student Protection Processes & Guidelines*, which detail mandatory reporting procedures and must be followed by all staff members. These processes were adopted from a model document prepared in collaboration with other Catholic school employers in Queensland by the Queensland Catholic Education Commission in 2016-17 and subsequently endorsed by the Queensland Non-State Schools Accreditation Board (NSSAB). TCS has also implemented a *Complaints Management Procedure* that includes a process by which complaints can be raised in relation to non-compliance with the student protection processes. Staff, students and parents are made aware of the *Student Protection Processes and Complaints Procedures* through a number of ongoing training, communication and education strategies. The *Student Protection Processes & Guidelines* and

TCS *Investigation Guidelines* set out the immediate risk assessment framework and procedural steps involved where there are allegations against internal perpetrators.

Wollongong

The new safeguarding manual will: Support disclosure and ensure the removal of barriers to disclosure for victims, survivors, family members and the Wollongong community; ensure the reporting and handling of concerns and allegations of child abuse within a context of ongoing risk management; and support victims and survivors through recognising the lifelong impacts of child abuse and the need for ongoing therapeutic support, redress and compassionate understanding.

Measure 1.3: Improvements to recordkeeping and information sharing

ISMAPNG

The Institute has updated the Access and Use Policy within the Archives department to include the Royal Commission's five recordkeeping principles. This policy and its related procedures are employed when a request for access to an individual's file is received. The Safeguarding Officer is the designated point of contact for people wishing to access any records kept in relation to them.

Marist Brothers

These requirements are being incorporated into the Province Policy and Marist Schools Australia and Marist Association of St Marcellin Champagnat Standards. The Province maintains comprehensive records. There is no time limit for maintenance of files relating to complaints.

Mater Dei Camden

Mater Dei has reviewed its processes for recordkeeping and is in the implementation phase of more systematised processes for recordkeeping and archiving. Mater Dei remains conscientiously committed to developing policies and procedures that better protect children and ensure a safe environment for all.

Christian Brothers

Recordkeeping is regarded as an important part of the Christian Brothers' operations and governance. All records relating to child sexual abuse are kept securely, and are retained and accessible by the individuals concerned in accordance with good practice principles and legal requirements.

Adelaide

Full and accurate records are maintained in accordance with the Archdiocesan Records Management Framework of policies and procedures. It is Archdiocesan policy that records relating to child safety and wellbeing, including child sexual abuse, are subject to minimum retention periods that allow for delayed disclosure of abuse by victims, and take account of the removal of time limits on reporting and taking civil action in South Australia. Records

relevant to child safety and wellbeing can only be destroyed in accordance with the Records Retention Schedule. The Retention Schedule is developed in accordance with SA Government Schedules (when relevant), business, legal and historical requirements and is currently in the process of being updated. The Adelaide Archdiocese Child Protection Unit has developed templates designed to document details of incidents alongside risk assessments, safety measures and decisions taken to respond to concerns of child abuse, including sexual abuse. These include, but are not restricted to, the Safeguarding Record form and Strategy Meeting template; both reflect clear, thorough and objective recordkeeping, which is stored securely and in confidential files.

Archive policies are publicly available on the website at: <http://www.adelaide.catholic.org.au/our-works-and-community/archives-and-records-services>

Armidale

All relevant documentation is retained in the Bishop's Office in a secure location. Information is shared with the relevant priest or Diocesan agency as required.

Ballarat

In January 2018, Centacare updated its documents and record procedure to reflect the indefinite retention of any child client file. The diocese will retain all files concerning an allegation of child abuse indefinitely.

Maitland-Newcastle

Maitland-Newcastle continues to implement its records capture and management program, which involves the scanning and indexing of historical records held across the Diocese and electronic storage of current records. Maitland-Newcastle has a well-established "open records" protocol with NSW Police if it is investigating an allegation of child abuse and Zimmerman Services' investigators have access to all diocesan records relevant to their investigations.

Melbourne

CAM PSU has researched database systems and has determined which system to acquire. The purchase and installation of the new recordkeeping system will occur by March 2019 in relation to managing concerns, complaints and allegations of child abuse. In the meantime, all CAM files are stored electronically on hard drives and on the cloud with backups in hard copy in filing systems. Historical files will be uploaded to the new database system. (Catholic Education Melbourne has a separate electronic recordkeeping system to CAM.)

With the implementation of the *Safeguarding Children and Young People Policy*, parishes and all relevant agencies and entities will be provided with guidelines with regard to recordkeeping, i.e. the types of information that needs to be collected, its retention and its storage in line with the Royal Commission recommendations and any associated legislation.

Parramatta

Improved recordkeeping has been achieved over the last three years through the development of comprehensive systems to record data related to the following key safeguarding functions: prevention, compliance, investigations, outreach, research and collaboration.

Rockhampton

The Diocese has undertaken multiple projects to improve its recordkeeping practices. This has included multiple reviews by legal professionals and the refiling of Diocesan records relating to Professional Standards and Safeguarding.

Sydney

Measure 1.3: Improvements to recordkeeping and information sharing (Volume 8) (Recommendations 8.1 and 8.4)	Chancery	CatholicCare	Sydney Catholic Schools
<ul style="list-style-type: none"> Institutions should implement the Royal Commission’s principles for records and recordkeeping that responds to child sexual abuse occurring within institutions 	<p>Recommendation 8.1 The document retention policy of the Archdiocese of Sydney (applicable to Chancery, smaller agencies and parishes) requires the retention of documents relating to children in perpetuity. Among other child-related documents, this policy applies to documents that record complaints or allegations of assault or inappropriate conduct in relation to a child (or a person who was a child at the time of the incident)</p> <p>Recommendation 8.4 The Archdiocese of Sydney’s child protection and safeguarding policies set out what records are to be kept in relation to child safety and wellbeing and what details are to be recorded in documentation</p> <p>Child-related documents are stored securely in locked cabinets (for hard copies) and in restricted folders on the Chancery’s electronic document management system</p>	<ul style="list-style-type: none"> CatholicCare’s Royal Commission Action Plan recommends revisions to the relevant agency policies and procedures to ensure improvements are implemented in the agency’s handling of records The plan recommends actions such as: revision of file retention procedures; development of file markers; and development of accessible fact sheets The agency has adopted the ACBC/CRA’s minimum retention period recommendation 	<ul style="list-style-type: none"> SCS has in place a <i>Record (Data) Management and Retention Policy</i>, which, with accompanying guidelines, provides instruction to staff in regards to retention of records and the period of retention In line with recommendation 8.1 of the Royal Commission, SCS is in the process of updating the <i>Child Protection Policy: Responding to Complaints and Allegations</i>, to ensure a requirement that records relating to child sexual abuse are held for a minimum of 45 years In accordance with recommendation 8.4, the SCS Child Protection team, which handles all allegations of child abuse, keeps full and complete records of all allegations and complaints in a secure document management system

	<p>Child-related documents are imaged onto a database which allows for searching and cross-referencing</p> <p>As set out above, child-related documents are to be retained in perpetuity</p>		
--	--	--	--

Toowoomba

All records of child sexual abuse complaints are maintained to a detailed standard through processes administered by Toowoomba Catholic Schools. In such instances, TCS meets all the mandatory reporting and information sharing requirements with the Queensland Police and the Queensland College of Teachers. The child protection processes, procedures and documentation implemented by TCS align directly with the Child Safe Standards identified by the Royal Commission into Institutional Responses to Child Sexual Abuse.

Wollongong

The new diocesan safeguarding manual will include advice on keeping records and information sharing and its role in preventing and responding to risks, allegations and incidents of abuse.

Additional information provided

Armidale

- Ongoing professional development for priests by external presenters including survivors with sessions at the Clergy Assembly. A record of attendees is kept.
- Each new arrival to the Diocese – priest, seminarian or aspirant – is required to attend a formal induction program in relation to safeguarding, professional standards, integrity in ministry, Royal Commission, child-safe parish communities, responding to allegations and reporting to police.
- Aspirants for acceptance as seminarians are screened over an extended period of time. This screening includes psychological testing, parish placements and reference checking.
- Parishes have been advised to move to establishing a clear and physical delineation between public and private space in presbyteries. There is to be no unauthorised access to the private areas of presbyteries. Toilet, tea-making, kitchen and meeting facilities must be external to the private area of the presbytery.
- A review is being undertaken on practices relating to Reconciliation and the setup of confessionals in Parish churches.
- Systematic review and gap analysis is being undertaken to assess alignment to the draft CPSL National Safeguarding Standards

Parramatta

Since 2015, the Diocese of Parramatta has further developed its suite of safeguarding professional learning modules to provide agency and ministry leaders with a comprehensive range of topics that are designed to support the development of child-safe institutions. The range of topics (many of which are presented by guest speakers with specialist expertise) includes: Responding to High Risk Behaviours in Adults, Where Pastoral Meets Professional Standards, Royal Commission Learnings, Walking With Survivors, The Changing Landscape of Ministry.

Wollongong

Other initiatives include:

1. Mandatory annual training and education of all persons in leadership including clergy and leaders in Catholic Education and CatholicCare.
2. Parish safeguarding program to create visible and localised safeguarding at a parish level.
3. Reflective practice framework for all clergy based on a model of pastoral supervision.
4. A professional standards and safeguarding annual report for 2018 which will outline all key diocesan initiatives, leadership compliance with training and education requirements and report on data with respect to reportable matters relating to children.

Development of the National Catholic Safeguarding Standards (to end October 2018)

Draft 1 of the National Catholic Safeguarding Standards (NCSS) was released for public comment and consultation at the end of April 2018. Draft 1 of the NCSS included the 10 Child Safe Standards of the Royal Commission (Volume 6), as well as incorporating a range of other recommendations made by the Royal Commission to religious institutions generally and the Catholic Church specifically.

Feedback on the draft Standards was received via an online survey (50 responses) and direct email (25 responses) between May and end of June 2018. Published responses are available on the CPSL website under Feedback Submissions.

Feedback was also received via a range of “expert” consultations between May and August 2018, along with feedback from discussions CPSL had with the Irish Safeguarding Board, the Safeguarding Advisory Service for England and Wales, the Centre for Child Protection at the Pontifical Gregorian University and others when overseas in June 2018.

In June and July, seven consultations with survivors, families and advocates were conducted around the country with approximately 60 participants. These consultations yielded feedback on a number of specific standards and elements within the overall framework.

Also in June and July, seven consultations with a range of stakeholders from Church entities were conducted around the country, drawing more than 300 participants. They yielded some extra comment on Draft 1 of the Standards; however, these sessions primarily focused on the audit approach and learning and development needs. Refer to the Consultation Feedback Report published on the CPSL website.

During this time, CPSL also liaised with the National Children’s Commissioner (who was developing the National Principles for Child Safe Organisations) and various State and Territory bodies, including the Victorian Children’s Commissioner, the NSW Deputy Ombudsman and the NSW Children’s Guardian, along with other institutions, including the YMCA and the National Council of Churches Safe Churches Network, and survivor advocacy groups including Survivors and Mates Support Network, Alliance for Forgotten Australians and In Good Faith Foundation.

Since mid-August, the CPSL team has worked on a range of refinements and enhancements to the first draft of the National Catholic Safeguarding Standards.

Major changes/enhancements based on consultation feedback include: reducing duplication, increasing readability (plain language), consistent terminology, realignment of some criteria across Standards, development of a comprehensive glossary.

The final Standards and criteria are expected to be released prior to Christmas 2018. The Standards match with the Royal Commission's 10 Standards. The criteria of the revised National Catholic Safeguarding Standards align directly with the criteria in the National Principles for Child Safe Organisations, which are now being overseen by the National Office for Child Safety, which is working to have the National Principles adopted by COAG by December 2018.

The revised Draft National Catholic Safeguarding Standards have seven additional criteria that reflect specific recommendations of the Royal Commission or respond to requests from Church entities.

The revised National Catholic Safeguarding Standards have been reviewed against the commitments made in the ACBC/CRA Response to the Royal Commission Final Report.

CPSL has also created a document comparing the National Catholic Safeguarding Standards and its criteria with the National Principles for Child Safe Organisations key action areas, the Royal Commission into Institutional Responses to Child Sexual Abuse's Child Safe Standards core components and recommendations made by the Royal Commission to Religious Institutions (and the Catholic Church specifically) that have been incorporated into the National Catholic Safeguarding Standards.

That document is included as an appendix to this report from the ACBC and CRA.

MEASURE 2.1

As is the case in several areas of the Church's ongoing efforts to be safe places for children and other vulnerable people, Catholic Professional Standards Ltd is coordinating work to ensure that children are involved in a range of decision-making processes.

During the recent consultation period of the National Catholic Safeguarding Standards, children were given the opportunity to provide feedback and help shape the protocols that will be used to assess Church agencies and their adherence with best-practice safeguarding procedures.

Measure 2.1: Children participate in decisions that affect them

(All relevant volumes and recommendations)

Information about how children are able to express their views and how their voices can be heard have been incorporated into child-safe practices, including the design of policy and decision-making. In its own development, CPSL has aimed to reflect and enact the principles and standards of the Royal Commission in its approach to its work. CPSL was keen from the start to ensure the voices of children and young people are heard and inform the work it is doing.

To this end, CPSL has been working with Australian Catholic University to develop a "child-friendly edition" of the National Catholic Safeguarding Standards, along with guidance and support materials to assist adults working with children across the Catholic Church to engage children about the Standards.

Forty Catholic entities are now consulting with children and young people about these draft resources. The entities include schools, youth ministry groups, homework support groups, out-of-home care providers, counselling services and children's liturgy groups. The entities are giving children the opportunity to test these resources in a range of contexts: metropolitan, rural and remote communities, children from a range of cultural backgrounds, children and young people of different ages and children connecting with Church entities in a range of ministries.

Feedback from this consultation is being collated at present and will inform the final resources which CPSL plans to publish in December 2018. The resources can then be used by all Catholic entities to support their improved engagement and participation of children and young people (Standard 2).

National Catholic Safeguarding Standards

COMPARISON BETWEEN NCSS, NATIONAL PRINCIPLES, ROYAL COMMISSION CHILD SAFE STANDARDS & ROYAL COMMISSION RECOMMENDATIONS

The following table compares the National Catholic Safeguarding Standards and its criteria, with the National Principles for Child Safe Organisations key action areas, the Royal Commission into Institutional Responses to Child Sexual Abuse’s Child Safe Standards core components and recommendations made by the Royal Commission to Religious Institutions (and the Catholic Church specifically) which have been incorporated into the National Catholic Safeguarding Standards.

	National Catholic Safeguarding Standard 1	National Principle 1	Royal Commission Child Safe Standard 1	Royal Commission Recommendations
Criteria / Key action areas / Core components	Committed leadership, governance and culture <i>Child safeguarding is embedded in the entity’s leadership, governance and culture</i>	<i>Child safety and wellbeing is embedded in organisational leadership, governance and culture</i>	<i>Child safety is embedded in institutional leadership, governance and culture</i>	
	1.1 The entity publicly commits to child safeguarding and takes a zero-tolerance approach to child abuse.	1.1 The organisation makes a public commitment to child safety.	a. The institution publicly commits to child safety and leaders champion a child safe culture.	
	1.2 A child safeguarding culture is championed and modelled at all levels of the entity from the top down and bottom up.	1.2 A child safe culture is championed and modelled at all levels of the organisation from the top down and the bottom up.	b. Child safety is a shared responsibility at all levels of the institution.	16.37 Leaders of religious institutions should ensure that there are mechanisms through which they receive advice from individuals with relevant expertise on all matters relating to child sexual abuse and child safety.
	1.3 Governance arrangements facilitate implementation of a Child Safeguarding Policy across the entity’s activities.	1.3 Governance arrangements facilitate implementation of the child safety and wellbeing policy at all levels.		
	1.4 A Code of Conduct provides guidelines for personnel on expected behavioural standards and responsibilities.	1.4 A Code of Conduct provides guidelines for staff and volunteers on expected behavioural standards and responsibilities.	d. Staff and volunteers comply with a code of conduct that sets clear behavioural standards towards children.	16.49 Codes of conduct in religious institutions should explicitly and equally apply to people in religious ministry and lay people. 7.8 Code of Conduct requirements (unacceptable behaviours towards children; reporting of breaches; protections for those who report)

National Catholic Safeguarding Standard 1	National Principle 1	Royal Commission Child Safe Standard 1	Royal Commission Recommendations
1.5 The entity has risk management strategies focusing on preventing, identifying and mitigating risks to children.	1.5 Risk management strategies focus on preventing, identifying and mitigating risks to children and young people.	c. Risk management strategies focus on preventing, identifying and mitigating risks to children.	
1.6 Personnel understand their obligations on information sharing and record keeping.	1.6 Staff and volunteers understand their obligations on information sharing and recordkeeping.	e. Staff and volunteers understand their obligations on information sharing and recordkeeping.	<p>8.1 To allow for delayed disclosure of abuse by victims and take account of limitation periods for civil actions for child sexual abuse, institutions that engage in child-related work should retain, for at least 45 years, records relating to child sexual abuse that has occurred or is alleged to have occurred.</p> <p>8.4 Principles for records and recordkeeping (creating and keeping full and accurate records is integral part of leadership, governance and culture; full and accurate records created for all incidents, responses and decisions affecting child safety; records maintained appropriately; records only disposed of in accordance with law or policy; individuals' rights to access, amend or annotate records about themselves recognised to fullest extent)</p>

	National Catholic Safeguarding Standard 2	National Principle 2	Royal Commission Child Safe Standard 2	Royal Commission Recommendations
Criteria / Key action areas / Core components	Children are safe, informed and participate <i>Children are informed about their rights, participate in decisions affecting them and are taken seriously.</i>	<i>Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.</i>	<i>Children participate in decisions affecting them and are taken seriously.</i>	
	2.1 Children are informed about their rights, including safety, information and participation.	2.1 Children and young people are informed about all their rights, including to safety, information, and participation.	a. Children are able to express their views and are provided opportunities to participate in decision that affect their lives.	
	2.2 The importance of friendships is recognised and support from peers is encouraged, helping children feel safe and less isolated.	2.2 The importance of friendships is recognised and support from peers is encouraged, to help children and young people feel safe and be less isolated.	b. The importance of friendships is recognised and support from peers is encouraged, helping children feel safe and be less isolated.	
	2.3 Where relevant to the setting or context, children and families may be offered access to abuse prevention programs and related information that is age appropriate.	2.3 Where relevant to the setting or context, children may be offered access to sexual abuse prevention programs and to relevant related information in an age appropriate way.	c. Children can access sexual abuse prevention programs and information.	16.40 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.
	2.4 Personnel are attuned to signs of harm and facilitate child-friendly ways for children to express their views, participate in decision-making and raise their concerns.	2.4 Staff and volunteers are attuned to signs of harm and facilitate child-friendly ways for children to express their views, participate in decision-making and raise their concerns.	d. Staff and volunteers are attuned to signs of harm and facilitate child-friendly ways for children to communicate and raise their concerns.	

	National Catholic Safeguarding Standard 3	National Principle 3	Royal Commission Child Safe Standard 3	Royal Commission Recommendations
Criteria / Key action areas / Core components	Partnering with families, carers and communities <i>Families, carers and communities are informed and involved in promoting child safeguarding.</i>	<i>Families and communities are informed, and involved in promoting child safety and wellbeing.</i>	<i>Families and communities are informed and involved.</i>	
	3.1 Families and carers participate in decisions affecting their child.	3.1 Families participate in decisions affecting their child.	a. Families have the primary responsibility for the upbringing and development of their child and participate in decisions affecting their child.	
	3.2 The entity engages and openly communicates with families, carers and communities about its child safeguarding approach, and relevant information is accessible.	3.2 The organisation engages and openly communicates with families and the community about its child safe approach and relevant information is accessible.	b. The institution engages in open, two-way communication with families and communities about its child safety approach and relevant information is accessible.	16.41 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.
	3.3 Families, carers and communities have a say in the entity's policies and practices.	3.3 Families and communities have a say in the development and review of the organisation's policies and practices.	c. Families and communities have a say in the institution's policies and practices.	
	3.4 Families, carers and communities are informed about the entity's operations and governance.	3.4 Parents, caregivers and the community are informed about the organisation's operations and governance.	d. Families and communities are informed about the institution's operations and governance.	
	3.5 The entity takes a leadership role in raising community awareness of the dignity and rights of all children.			

	National Catholic Safeguarding Standard 4	National Principle 4	Royal Commission Child Safe Standard 4	Royal Commission Recommendations
Criteria / Key action areas / Core components	Equity is promoted and diversity is respected <i>Equity is upheld and diverse needs respected in policy and practice.</i>	<i>Equity is upheld and diverse needs respected in policy and practice.</i>	<i>Equity is upheld and diverse needs are taken into account.</i>	
	4.1 The entity actively anticipates children’s diverse circumstances and backgrounds, and provides support and responds effectively to those who are vulnerable.	4.1 The organisation, including staff and volunteers, understands children and young people’s diverse circumstances, and provides support and responds to those who are vulnerable.	a. The institution actively anticipates children’s diverse circumstances and responds effectively to those with additional vulnerabilities.	
	4.2 All children have access to information, support and complaints processes in ways that are culturally safe, accessible and easy to understand.	4.2 Children and young people have access to information, support and complaints processes in ways that are culturally safe, accessible and easy to understand.	b. All children have access to information, support and complaints processes.	
	4.3 The entity pays particular attention to the needs of Aboriginal and Torres Strait Islander children, children with disability, children from culturally and linguistically diverse backgrounds, those who are unable to live at home, and lesbian, gay, bisexual, transgender and intersex children.	4.3 The organisation pays particular attention to the needs of Aboriginal and Torres Strait Islander children, children with disability, children from culturally and linguistically diverse backgrounds, those who are unable to live at home, and lesbian, gay, bisexual, transgender and intersex children and young people.	c. The institution pays particular attention to the needs of Aboriginal and Torres Strait Islander children, children with disability, children from culturally and linguistically diverse backgrounds.	

	National Catholic Safeguarding Standard 5	National Principle 5	Royal Commission Child Safe Standard 5	Royal Commission Recommendations
Criteria / Key action areas / Core components	Robust Human Resource management <i>People working with children are suitable and supported to reflect child safeguarding values in practice.</i>	<i>People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.</i>	<i>People working with children are suitable and supported.</i>	
	5.1 Recruitment, including advertising, interview questions, referee checks and personnel pre-employment screening, emphasises child safeguarding.	5.1 Recruitment, including advertising, referee checks and staff and volunteer pre-employment screening, emphasises child safety and wellbeing.	a. Recruitment, including advertising and screening, emphasises child safety.	
	5.2 Relevant personnel (including all seminarians, clergy and religious) have current working with children checks or equivalent background checks.	5.2 Relevant staff and volunteers have current working with children checks or equivalent background checks.	b. Relevant staff and volunteers have Working With Children Checks.	
	5.3 Personnel receive an appropriate induction and are aware of their child safeguarding responsibilities, including reporting obligations.	5.3 All staff and volunteers receive an appropriate induction and are aware of their responsibilities to children and young people, including record keeping, information sharing and reporting obligations.	c. All staff and volunteers receive an appropriate induction and are aware of their child safety responsibilities, including reporting mechanisms.	16.36 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.
	5.4 Ongoing supervision and people management is focused on child safeguarding.	5.4 Ongoing supervision and people management is focused on child safety and wellbeing.	d. Supervision and people management have a child safety focus.	

National Catholic Safeguarding Standard 5	National Principle 5	Royal Commission Child Safe Standard 5	Royal Commission Recommendations
<p>5.5 Robust processes exist for screening candidates before and during seminary and religious formation, as well as for ongoing formation, support and supervision of clergy and religious.</p>			<p>16.21 Establish a national protocol for screening candidates before and during seminary or religious formation, as well as before ordination or the profession of religious vows.</p> <p>16.22 Establish a mechanism to ensure bishops and religious superiors draw upon broad-ranging professional advice in their decision-making, ... in relation to the admission of individuals to:</p> <ul style="list-style-type: none"> - seminaries and houses of formation - ordination and/or profession of vows <p>16.25 All people in religious or pastoral ministry undertake mandatory, regular professional development; undertake mandatory professional supervision (also 16.45); undergo performance appraisals</p> <p>16.42 Candidates for religious ministry undergo external psychological testing, including psychosexual assessment ...</p> <p>16.44 All people in religious or pastoral ministry, are subject to effective management and oversight and undertake annual performance appraisals</p>
<p>5.6 Seminary and formation programs for clergy and religious have appropriate curriculum to build the knowledge and skills of candidates to understand and lead child safeguarding initiatives.</p>			<p>16.23 Review Ratio Nationalis Institutionis Sacerdotalis: program for priestly formation and all other guidelines for formation of priests, deacons and those in pastoral ministry, to explicitly address issue of child sexual abuse and best practice prevention; religious institutes review and revise their norms and guidelines for formation to explicitly address issue of child sexual abuse and best practice prevention</p> <p>16.43 Ensure that candidates for religious ministry undertake minimum training on</p>

National Catholic Safeguarding Standard 5	National Principle 5	Royal Commission Child Safe Standard 5	Royal Commission Recommendations
			child safety and related matters including: equip with understanding of the Standards; educate on boundaries, ethics, policies, complaint handling, child development, nature, indicators and impacts of child sexual abuse
5.7 Credentialing and movement of seminarians, clergy and religious is appropriately managed.			16.58 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
5.8 Entities which receive overseas clergy and religious for work in religious or pastoral ministry, have targeted programs for the screening, induction, professional supervision and development of these people.			16.46 Religious institutions that receive people from overseas to work in religious or pastoral ministry, should have targeted programs for the screening, initial training and professional supervision and development of those people

	National Catholic Safeguarding Standard 6	National Principle 6	Royal Commission Child Safe Standard 6	Royal Commission Recommendations
Criteria / Key action areas / Core components	Effective complaints management <i>Processes for raising concerns and complaints are responsive, understood, accessible and used by children, families, carers, communities and personnel</i>	<i>Processes to respond to complaints and concerns are child focused.</i>	<i>Processes to respond to complaints of child sexual abuse are child focused.</i>	
	6.1 The entity has an effective Complaints Handling Policy and procedures which clearly outline roles and responsibilities, approaches to dealing with different types of complaints, reporting obligations and record keeping requirements.	6.1 The organisation has an accessible, child focused complaint handling policy which clearly outlines the roles and responsibilities of leadership, staff and volunteers, approaches to dealing with different types of complaints, breaches of relevant policies or the Code of Conduct and obligations to act and report.	b. The institution has an effective complaint handling policy and procedure which clearly outline roles and responsibilities, approaches to dealing with different types of complaints and obligations to act and report.	7.2 Provide mandatory reporters with access to experts who can provide timely advice on child sexual abuse reporting obligations 7.7 Processes to respond to complaints of child sexual abuse are child focused, institutions should have a clear, accessible and child-focused complaint handling policy and procedure that sets out how the institution should respond to complaints of child sexual abuse. The complaint handling policy and procedure should cover: - making a complaint; responding to a complaint; investigating a complaint; providing support and advice; achieving systemic improvements following a complaint 8.1 Institutions that engage in child related work should retain, for at least 45 years, records relating to child sexual abuse that has occurred or is alleged to have occurred 16.39 Policy relating to management of actual or perceived conflicts of interest that may arise in relation to allegations of child sexual abuse

National Catholic Safeguarding Standard 6	National Principle 6	Royal Commission Child Safe Standard 6	Royal Commission Recommendations
<p>6.2 The entity has a child-focused complaints handling system that is understood by children, families, carers and personnel.</p>	<p>6.2 Effective complaint handling processes are understood by children and young people, staff, families and volunteers, and are culturally safe.</p>	<p>a. The institution has a child-focused complaint handling system that is understood by children, staff, volunteers and families.</p>	<p>7.7 Processes to respond to complaints of child sexual abuse are child focused, institutions should have a clear, accessible and child-focused complaint handling policy and procedure that sets out how the institution should respond to complaints of child sexual abuse. The complaint handling policy and procedure should cover:</p> <ul style="list-style-type: none"> - making a complaint; responding to a complaint; investigating a complaint; providing support and advice; achieving systemic improvements following a complaint
<p>6.3 Complaints are taken seriously, and responded to promptly and thoroughly.</p>	<p>6.3 Complaints are taken seriously, and responded to promptly and thoroughly.</p>	<p>c. Complaints are taken seriously, responded to promptly and thoroughly, and reporting, privacy and employment law obligations are met.</p>	<p>16.51 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>16.52 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>16.55 Any person in religious ministry who is the subject of a complaint of child sexual abuse which is substantiated on balance of probabilities, or who is convicted of an offence relating to child sexual abuse, should be permanently removed from ministry, and steps taken to prohibit the person from in any way holding</p>

National Catholic Safeguarding Standard 6	National Principle 6	Royal Commission Child Safe Standard 6	Royal Commission Recommendations
			<p>themselves out to be a person with religious authority</p> <p>16.56 Any person in religious ministry convicted of an offence relating to child sexual abuse should be dismissed from the priesthood and/or dispensed from his or her vows as a religious</p>
<p>6.4 The entity has policies and procedures in place that address reporting of complaints and concerns to relevant authorities, whether or not the law requires reporting, and co-operates with law enforcement.</p>	<p>6.4 The organisation has policies and procedures in place that address reporting of complaints and concerns to relevant authorities, whether or not the law requires reporting, and co-operates with law enforcement.</p>		
<p>6.5 Reporting, privacy and employment law obligations are met.</p>	<p>6.5 Reporting, privacy and employment law obligations are met.</p>		
<p>6.6 The Church Authority ensures mechanisms are in place to care for adult complainants.</p>			
<p>6.7 The Church Authority ensures mechanisms are in place to monitor and support respondents facing allegations.</p>			

	National Catholic Safeguarding Standard 7	National Principle 7	Royal Commission Child Safe Standard 7	Royal Commission Recommendations
Criteria / Key action areas / Core components	Ongoing education and training <i>Personnel are equipped with knowledge, skills and awareness to keep children safe through information, ongoing education and training.</i>	<i>Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.</i>	<i>Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training.</i>	
	7.1 Personnel are trained and supported to effectively implement the entity's child safeguarding policies and procedures.	7.1 Staff and volunteers are trained and supported to effectively implement the organisation's child safety and wellbeing policy.	b. Staff and volunteers receive training on the institution's child safe practice and child protection.	16.36 Each religious institution 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 16.47 Each religious institution should require that all people in religious or pastoral ministry, including leaders, undertake regular training on the institution's child safe policies and procedures, including external training 16.50 Each religious institution should require all people in religious ministry, leaders, employees, contractors, volunteers, etc to undergo initial and periodic training on its code of conduct ...
	7.2 Personnel receive training to recognise the nature and indicators of child abuse, including harmful behaviours by a child towards another child.	7.2 Staff and volunteers receive training to recognise the nature and indicators of child harm, including harm caused by other children and young people.	a. Relevant staff and volunteers receive training on the nature and indicators of child maltreatment, particularly institutional child sexual abuse.	16.50 Each religious institution should require all people in religious ministry, leaders, employees, contractors, volunteers, etc to undergo initial and periodic training on its code of conduct ...
	7.3 Personnel receive training to enable them to respond effectively to child safeguarding risks, concerns, disclosures and allegations of child abuse.	7.3 Staff and volunteers receive training and information to respond effectively to issues of child safety and wellbeing and support colleagues who disclose harm.	c. Relevant staff and volunteers are supported to develop practical skills in protecting children and responding to disclosures.	
	7.4 Personnel receive training and information on how to build culturally safe environments for children.	7.4 Staff and volunteers receive training and information on how to build culturally safe environments for children and young people.		

	National Catholic Safeguarding Standard 8	National Principle 8	Royal Commission Child Safe Standard 8	Royal Commission Recommendations
Criteria / Key action areas / Core components	Safe physical and online environments <i>Physical and online environments promote safety and contain appropriate safeguards to minimise the opportunity for children to be harmed.</i>	<i>Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.</i>	<i>Physical and online environments minimise the opportunity for abuse to occur.</i>	
	8.1 Personnel identify and mitigate risks in the online and physical environments without compromising a child's right to privacy, access to information, social connections and learning opportunities.	8.1 Staff and volunteers identify and mitigate risks in the online and physical environments without compromising a child's right to privacy, access to information, social connections and learning opportunities.	a. Risks in the online and physical environments are identified and mitigated without compromising a child's right to privacy and healthy development.	16.48 Policy for rite of religious confession for children that requires the rite only be conducted in an open space within the clear line of sight of another adult.
	8.2 The online environment is used in accordance with the entity's Code of Conduct and safeguarding policies and procedures.	8.2 The online environment is used in accordance with the organisation's Code of Conduct and child safety and wellbeing policy and practices.	b. The online environment is used in accordance with the institution's code of conduct and relevant policies.	
	8.3 Risk management plans consider risks posed by the entity's settings, activities and physical environments.	8.3 Risk management plans consider risks posed by organisational settings, activities and the physical environments.		16.57 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: - assess the level of risk posed to children by that perpetrator's ongoing involvement in the religious community - take appropriate steps to manage that risk
	8.4 Entities that contract facilities and services to and from third parties have procurement policies that ensure safeguarding of children.	8.4 Organisations that contract facilities and services from third parties have procurement policies that ensure the safety of children and young people.		

	National Catholic Safeguarding Standard 9	National Principle 9	Royal Commission Child Safe Standard 9	Royal Commission Recommendations
Criteria / Key action areas / Core components	Continuous improvement <i>Entities regularly review and improve implementation of their systems for keeping children safe.</i>	<i>Implementation of the national child safe principles is regularly reviewed and improved.</i>	<i>Implementation of the Child Safe Standards is continuously reviewed and improved</i>	
	9.1 The entity regularly reviews and improves child safeguarding practices.	9.1 The organisation regularly reviews, evaluates and improves child safe practices.	a. The institution regularly reviews and improves child safe practices.	
	9.2 The entity analyses concerns and complaints to identify causes and systemic failures to inform continuous improvement.	9.2 Complaints, concerns and safety incidents are analysed to identify causes and systemic failures so as to inform continuous improvement.	b. The institution analyses complaints to identify causes and systemic failures to inform continuous improvement.	
	9.3 The Church Authority reports on the findings of relevant reviews to personnel, children, families, carers and community.	9.3 The organisation reports on the findings of relevant reviews to staff and volunteers, community and families and children and young people.		

	National Catholic Safeguarding Standard 10	National Principle 10	Royal Commission Child Safe Standard 10	Royal Commission Recommendations
Criteria / Key action areas / Core components	Policies and procedures support child safety <i>Policies and procedures document how the entity is safe for children.</i>	<i>Policies and procedures document how the organisation is safe for children and young people.</i>	<i>Policies and procedures document how the institution is child safe.</i>	
	10.1 Policies and procedures address the National Catholic Safeguarding Standards.	10.1 Policies and procedures address all national child safe principles.	a. Policies and procedures address all Child Safe Standards.	
	10.2 Policies and procedures are accessible and easy to understand.	10.2 Policies and procedures are documented and easy to understand.	b. Policies and procedures are accessible and easy to understand.	
	10.3 Best practice policy models and stakeholder consultation inform the development and review of policies and procedures.	10.3 Best practice models and stakeholder consultation inform the development and review of policies and procedures.	c. Best practice models and stakeholder consultation inform the development of policies and procedures.	
	10.4 The Church Authority and leaders champion and model compliance with policies and procedures.	10.4 Leaders champion and model compliance with policies and procedures.	d. Leaders champion and model compliance with policies and procedures.	
	10.5 Personnel understand and implement the policies and procedures.	10.5 Staff and volunteers understand and implement the policies and procedures.	e. Staff understand and implement the policies and procedures.	