# Governance changes to support safe environments for children

2 March, 2019

Safeguarding is everyone's responsibility





### **Acknowledgement of Country**

I wish to acknowledge the Traditional Owners of the land & waters of this country **Wurundjeri people of the Kulin Nation**.

I pay my respects to their Elders, past & present, & young leaders of today & the future. I also acknowledge & pay respect to any Aboriginal people present today.



#### Acknowledgement of survivors

CPSL acknowledges the lifelong trauma of abuse victims, survivors and their families, the failure of the Catholic Church to protect, believe and respond justly to children and vulnerable adults, and the consequent breach of community trust.

# **CPSL** Overview



# Responding to the Royal Commission

- Established in November 2016 by the Australian Catholic Bishops Conference and Catholic Religious Australia.
- Increase transparency and accountability of Church Authorities.
- Operates independently from the Church, with no bishops, priests, brothers or sisters present on the Board of Directors.
- The CPSL Board of Directors comprises of lay people with relevant professional expertise in the fields of law, education, human services, safeguarding and regulation.

#### **CPSL Board of Directors**

Chair	
Hon. Geoffrey Giudice AO LLB, BA	Background in industrial relations & labour law
Deputy Chair	
Patricia Faulkner AO – MBA, BA, DipEd	Former secretary of Dep. of Human Services, Deputy Commissioner of the Victorian Commission into Family Violence
Board members	
Prof. Hon. Michael Lavarch AO – LLB	
<b>Dr. Robyn Miller</b> – PhD, MFT, GradDipFT, BSocSc	
<b>Dr. Ruth Shean</b> – PhD, MEd	
<b>Dr. Kerrie Tuite</b> – EdD, Med, BA, Cert. Teaching	
Hon. John Watkins AM – MA, LLB, DipEd, HonDLitt	



# Our mission, purpose & values

CPSL is committed to fostering a culture of safety and care for children and vulnerable adults who come into contact with the Church and its works

#### Our purpose is to...

- develop & publish the National Catholic Safeguarding Standards
- provide training, support & educational tools & resources to assist with implementation of the Standards & to improve practices
- audit compliance of Catholic Church entities against the Standards
- publicly report audit findings by publishing audit reports
- provide advice to Church Authorities on matters relating to protecting children & vulnerable adults

**Our values** 





# **Our Objectives**

- Safeguarding
  Standards
- Tools & Guidance

- Build capacity
- Conduct research
- Review CPSL processes





- Audit Church Authorities
  & their entities
- Assess & evaluate
- Monitor

- Publish Audit Reports
- Transparency & accountability

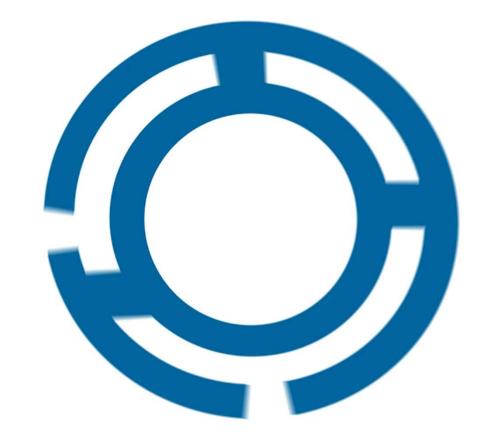
### A child safe organisation consciously, systematically & consistently:

- creates an environment where children's safety & wellbeing is at the centre of values, thoughts & actions;
- places an emphasis on genuine engagement with & valuing of children:
- creates conditions that reduce the likelihood of harm to children;
- creates conditions that increase the likelihood of identifying potential harm to children; and
- responds to any concerns, disclosures, allegations or suspicions of harm.

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## Leadership responsibilities in the National Catholic Safeguarding Standards

#### Why Safeguarding Matters







## The Standards – How they fit together



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# **Governance / leadership requirements**

- ✓ Inherent dignity and rights of children are central to decision-making
- ✓ Demonstrated commitment to safeguarding
  - ✓ Statements
  - ✓ Policies, Codes of Conduct, expectations
  - ✓ Actions



# **Governance / leadership requirements**

- Professional input into design & decision-making
  - ✓ Safeguarding Committee
  - $\checkmark$  Clear about their role
  - $\checkmark$  Clear about their responsibilities
  - ✓ Measures of effectiveness
- ✓ Listening, engagement & participation
  - $\checkmark$  Of children (and vulnerable adults)
  - $\checkmark$  Of families and carers and communities
  - Of diverse voices & experiences gender, age, culture, disability



# **Governance / leadership requirements**

- ✓ Culture of openness and awareness
  - $\checkmark$  Understanding accepted behaviours
  - ✓ Mechanisms for raising concerns
  - $\checkmark$  Protecting those who raise concerns
  - ✓ Actions are communicated appropriately
- ✓ Right people, right role, right knowledge
  - ✓ Recruitment & formation
  - ✓ Ongoing learning
  - $\checkmark$  Supervision, appraisals
  - $\checkmark$  Sanctions when behaviour not in line with expectations

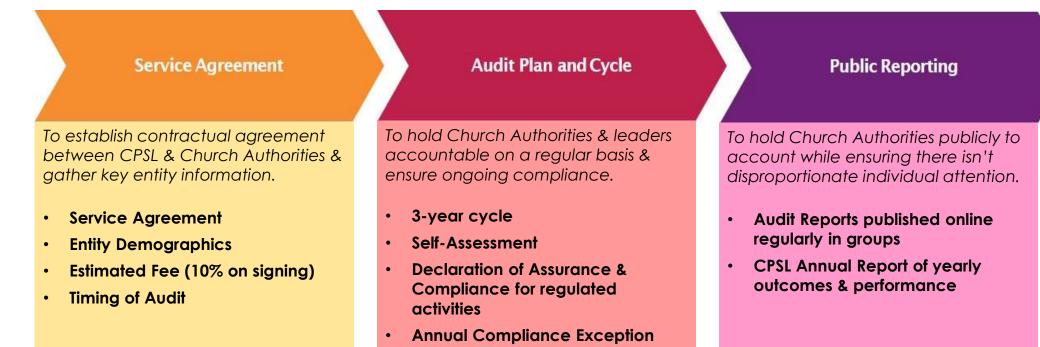
## **Questions / Discussion**

# How will CPSL assess and monitor change?

#### **CPSL Audit Framework**



All Church Authorities that enter a *Service Agreement* with CPSL will be subject to audit over a 3-year cycle (commencing from Q2 2019)



Report

#### **Individual Audits**



#### How will audits work?

The standard audit approach will be tailored for organisations depending on the nature of activities and the depth, breadth, complexity and geographic spread of their ministries.



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### Learnings from the Pilot Audits

- Diverse and complex nature of Catholic entities
- Pre-audit information gathering
- Extent of existing safeguarding regulation and interoperability model
- Application of the Standards in overseas jurisdictions
- Appropriate consideration and selection of church activities and ministries for audit
- Assessment of Compliance four point scale
- Debrief of audit conclusions and recommendations for improvement

# **Questions / Discussion**

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#### Thank you

#### Leading the conversation...

"I am now convinced that the notion of institutions building a *community of commitment, knowledge & conversation* at all levels is the only way to create & sustain safe institutions" <u>Commissioner Robert Fitzgerald AM</u>

Get in touch:

info@cpsltd.org.au – for general enquiries resources@cpsltd.org.au – to share resources and tools

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