

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

Dr. Robyn Miller – PhD, MFT, GradDipFT, BSocSc

Dr. Ruth Shean – PhD, MEd

Dr. Kerrie Tuite – 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 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.

Leadership responsibilities in the National Catholic Safeguarding Standards

Why Safeguarding Matters



The Standards – How they fit together



**Leadership,
monitoring &
improvement**

STANDARDS 1 & 9



**Engaging with children,
families & communities**

STANDARDS 2,3&4



**Systems, policies &
procedures**

STANDARDS 6, 8 &10



**Right people,
right role,
right knowledge**

STANDARD 5 &7

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
 - ✓ Clear about their role
 - ✓ Clear about their responsibilities
 - ✓ Measures of effectiveness

- ✓ Listening, engagement & participation
 - ✓ Of children (and vulnerable adults)
 - ✓ Of families and carers and communities
 - ✓ Of diverse voices & experiences – gender, age, culture, disability

Governance / leadership requirements

- ✓ Culture of openness and awareness
 - ✓ Understanding accepted behaviours
 - ✓ Mechanisms for raising concerns
 - ✓ Protecting those who raise concerns
 - ✓ Actions are communicated appropriately
- ✓ Right people, right role, right knowledge
 - ✓ Recruitment & formation
 - ✓ Ongoing learning
 - ✓ Supervision, appraisals
 - ✓ 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)

Service Agreement

To establish contractual agreement between CPSL & Church Authorities & gather key entity information.

- **Service Agreement**
- **Entity Demographics**
- **Estimated Fee (10% on signing)**
- **Timing of Audit**

Audit Plan and Cycle

To hold Church Authorities & leaders accountable on a regular basis & ensure ongoing compliance.

- **3-year cycle**
- **Self-Assessment**
- **Declaration of Assurance & Compliance for regulated activities**
- **Annual Compliance Exception Report**

Public Reporting

To hold Church Authorities publicly to account while ensuring there isn't disproportionate individual attention.

- **Audit Reports published online regularly in groups**
- **CPSL Annual Report of yearly outcomes & performance**

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.



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

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Questions / Discussion

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”

Commissioner Robert Fitzgerald AM

Get in touch:

info@cpsltd.org.au – *for general enquiries*

resources@cpsltd.org.au – *to share resources and tools*

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