

**Recommendations from the Report by Professor Patrick Parkinson on Professional Standards Processes in the Diocese of Newcastle**

1. The Professional Standards Committee should be asked to review this report and to advise the Bishop about what it has learned from the process and what changes it will make in future as a consequence.
2. The Diocese should consider whether any changes are needed in the Ordinance to allow for a filtering out of cases that are better dealt with in an informal and restorative manner, rather than through the initiation of a full disciplinary process.
3. The allegations or 'charges' which ought to be investigated in the course of a disciplinary proceeding should be only those that standing alone, raise serious issues of professional misconduct and which together, raise issues about fitness for ministry. They should provide detail both of the allegations and, specifically, what form of misconduct is said to arise from it.
4. Any written list of allegations or 'charges' should be approved by the Chair of the Professional Standards Committee before going out to the person accused.
5. The Diocese should review its practices on suspending ministers pending an investigation in the light of this review.
6. Investigators should be instructed to focus on the matters that raise serious issues of professional misconduct, and not to be diverted by other concerns that complainants may have had which are minor in nature and neither central to the professional misconduct issues nor a significant part of their context.
7. The Bishop should reiterate his expectations of all his clergy concerning their public teaching on issues of sexual morality, and their adherence to that public teaching in their private lives.

**Prof. Patrick Parkinson**  
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