

SCHEDULE A

Please prepare a statement addressing the following matters:

The Anglican Diocese of Armidale

1. The date the Diocese was established.
2. The Province in which the Diocese is located.
3. The current number of parishes in the Diocese.
4. The approximate number of Church members in the Diocese.
5. The number of clergy currently licensed to officiate in the Diocese, including retired clergy with permission to officiate.
6. The financial position of relevant Diocesan entities, including by reference to its asset holdings, liabilities and cash reserves (a high level overview is sufficient).
7. A description of the general relationship between the Diocese and parish asset holdings.

Governance of the Anglican Diocese of Armidale

8. The names, employment status, and periods of appointment of those people occupying the following positions in the Diocese between 1 January 1990 and the date of this letter:
 - a. Bishop
 - b. Assistant Bishop
 - c. Chancellor
 - d. Deputy Chancellor
 - e. Registrar / General Manager
 - f. Professional Standards Director
 - g. Chair of the Professional Standards Committee or similar body
 - h. Diocesan Solicitor, or any person appointed to advise the Diocese on legal matters relating to child sexual abuse
 - i. Diocesan Advocate, or any person appointed to represent the Diocese in disciplinary proceedings for clergy and other Church workers
 - j. Presiding members of the Professional Standards Board, Panel of Triers, Disciplinary Tribunal, Diocesan Tribunal or similar bodies, and
 - k. Trustees on any Boards of Trustees established to manage the real property of the Diocese.
9. The current function, composition, and legal status of the:
 - a. Bishop-in-Council or Diocesan Council
 - b. Board of Trustees established to manage the real property of the Diocese, and
 - c. Synod of the Diocese of Armidale.

10. An overview of the responsibilities, theological training, qualifications, licensing, and employment arrangements of:

- a. Deacons
- b. Priests, and
- c. Bishops

in parish ministry and any variations if appointed to other forms of ministry in the Diocese.

11. In relation to any corporate entities created by the Diocese to respond to any legal claims arising from allegations of child sexual abuse:

- a. the name of the entity
- b. the date of incorporation
- c. the mode of incorporation, and
- d. any assets held by the corporation.

The Church of England Boys' Society (CEBS)

12. The nature of any past and/or present relationship between the Anglican Diocese of Armidale and any branch or State Diocesan Council of CEBS and/or the Anglican Boys' Society, including but not limited to any:

- a. legal, financial, and/or administrative relationship
- b. governance arrangements
- c. staffing arrangements, and
- d. record-keeping and archiving arrangements.

13. The nature of any relationship, between 1 January 1965 and the date of this letter, between the Diocese and any camp sites or other venues used by CEBS and/or the Anglican Boys' Society for its camping activities, including any child protection policies and procedures maintained by the Diocese in respect of youth attending camps at those venues.

Church and para-church institutions

14. Any arrangements under which schools or other institutions in your Diocese are permitted to use the Anglican Church name in their title or brand.

15. The current legal, financial, administrative, governance and/or any other relationship between the Anglican Diocese of Armidale and:

- a. any para-church Diocesan youth groups, such as the Crusaders or Youthworks
- b. Anglicare, or entities known as Anglicare
- c. Anglican schools, and/or
- d. any Anglican-run or affiliated children's homes.

16. Please describe generally the relationship between the Diocese and parish run youth groups.

Theological perspectives

17. Your understanding of your Diocese's practices and theological perspectives in relation to:

- a. marriage of clergy
- b. celibacy, and
- c. homosexuality.

18. The Anglican Church of Australia's website, as at 30 October 2015, includes the following statement under the heading 'Internal Diversity':

Significant theological differences also exist which can prevent closer co-operation between dioceses. The conferencing approach and development of community fostering initiatives have served to improve mutual understanding and co-operation on matters of considerable importance, such as child protection.

Please set out your understanding of any significant theological differences between your and any other diocese, and the effect, if any, of those differences on the protection of children in the Anglican Church.

Ordination and theological training

19. The relationship, if any, between your Diocese and any of the theological colleges in Australia.

20. Your Diocese's approach, policies and practices in relation to conducting psychological assessments of candidates for ordination training and ordination itself, since 1 January 1960.

National approaches to professional standards and inter-diocesan cooperation

21. Your Diocese's approach to adopting the Anglican Church of Australia General Synod model ordinances and policy guidelines on child protection.

22. Please indicate which General Synod model ordinances, policy guidelines and resolutions on child protection have been adopted or responded to by your Diocese, and how, by completing the table at **Schedule B**.

23. The key differences, if any, between the national model *Professional Standards Ordinance* (as amended 2008) and your Diocese's equivalent ordinance/s, and the reasons for your Diocese either adopting the national model, not adopting it, or partially adopting it.

24. Your views on whether each diocese in Australia should:

- a. maintain its own, unique professional standards framework
- b. agree to and adopt a nationally consistent professional standards framework that is administered by each diocese
- c. refer its powers in relation to professional standards to a centrally administered quasi-independent Church body to make decisions on matters such as clergy and Church

worker discipline, complaints-handling and redress, with the outcomes of such decisions to be implemented by each diocese, or

- d. adopt any other approach for managing professional standards.
25. Any process, procedure or practice adopted by your Diocese, or adopted or recommended by the General Synod of the Anglican Church of Australia, in relation to responding to complaints of child sexual abuse made in relation to one or more other dioceses, and where multiple dioceses may have jurisdiction to respond, including but not limited to the handling of such complaints, the conduct of disciplinary proceedings, or the payment of compensation.

Professional Standards in the Anglican Diocese of Armidale

Please provide a chronological account of your Diocese's approach to professional standards from 1 January 1990 to the date of this letter, with reference to all key policies, procedures, processes, practices and legislation (if any) relating to the protection of children.

In providing your account please address each of the following matters:

Prevention

26. Screening and assessing suitability of Bishops, clergy, lay and volunteer staff (collectively for the purpose of this Statement, **Church workers**), prior to:
- a. officiating as a member of clergy
 - b. participating in activities involving children
 - c. holding positions of authority in relation to the formulation of policy on professional standards matters, and/or
 - d. presiding over or participating in disciplinary proceedings.
27. Training and educating Church workers and Church members on child sexual abuse and responding to instances of child sexual abuse.

Disclosure and response

28. Internal reporting processes following a disclosure of child sexual abuse.
29. Reporting allegations of child sexual abuse to the police, the Ombudsman and/or any government child protection agencies, including where:
- a. a complainant does not consent to such disclosure, and/or
 - b. the information was disclosed in the context of a 'confessional'.
30. Notifying an alleged perpetrator of allegations against him or her.

31. Providing pastoral care and counselling to complainants and/or alleged perpetrators following allegations of child sexual abuse.

Investigation

32. Investigating allegations of child sexual abuse.
33. Imposing restrictions on an alleged perpetrator's duties or involvement with the Church pending resolution of an investigation.

Discipline

34. Codes of conduct or expected behaviours for Church workers.
35. Conducting disciplinary proceedings in respect of Church workers against whom:
 - a. allegations of child sexual abuse have been made, or
 - b. allegations have been made in relation to the way a complaint of child sexual abuse has been handled.
36. Church law offences that apply in your Diocese to matters concerning child sexual abuse and the handling of complaints of child sexual abuse.
37. The standard of proof applied in your Diocesan disciplinary proceedings relating to child sexual abuse matters.

Redress

38. A brief overview of your Diocesan processes and procedures relating to the resolution of claims for financial compensation, counselling, apologies and other redress by way of mediation, settlement negotiations, and/or civil litigation.

Risk management

39. Notifying Church members and Church workers of allegations against a particular Church member of Church worker. Where there is such a policy, the level of detail included in any such notification.
40. Risk managing known or alleged offenders involved in the Diocese as Church workers or Church members.
41. Identifying any other victims of known or alleged offenders.
42. Declaring and managing actual or perceived conflicts of interest among Church workers involved in developing policy, conducting disciplinary proceedings, providing legal advice, giving pastoral

care or otherwise responding to child sexual abuse, where they have a long-standing personal or professional relationship with a known or alleged offender.

Information-sharing and record-keeping

43. Record-keeping in relation to allegations and complaints of child sexual abuse in the Diocese, parishes, para-Church youth groups, and Church institutions, including the:
 - a. form of the records (for example, excel database or paper-based case files)
 - b. nature of the information contained in the records, including what information, if any, is routinely recorded, and how consistently the information is represented across all records
 - c. maintenance and archiving of records.

44. Information-sharing about or related to instances and allegations of child sexual abuse between your Diocese and:
 - a. other Anglican dioceses in Australia
 - b. other Anglican dioceses outside of Australia
 - c. the General Synod
 - d. other faith-based institutions
 - e. government and non-government institutions or statutory authorities (to the extent these are not addressed in paragraph 29).

45. Information-sharing about or related to instances and allegations of child sexual abuse, directly between parishes, schools and Church institutions within your Diocese and:
 - a. each other
 - b. any of the institutions or bodies listed in sub-paragraphs 44 (a) to (e).

Inquiries and reviews

46. Details of any past inquiries into instances and allegations of child sexual abuse in the Diocese, including the:
 - a. reasons the inquiry was established
 - b. determination of the scope of the inquiry
 - c. process by which those presiding over the inquiry were selected
 - d. report and recommendations of the inquiry

e. extent to which the inquiry's recommendations were implemented.

47. Details of any independent reviews of, or legal challenges to, your Diocese's professional framework or processes.

Research into prevalence of child sexual abuse

48. Your processes and procedures, if any, in relation to recording statistical data on child sexual abuse in your Diocese.

49. Your involvement in any research or study on sexual offending against children in your Diocese, and the results of any such research.

Challenges and reform

50. Any dialogue you have sought or engaged in with government for changes to civil or criminal law affecting professional standards matters.

51. Your understanding of any historical or current challenges facing your Diocese in relation to any of the above matters.