



MARIST BROTHERS
Province of Australia

TERMS OF REFERENCE

This is a review of the Professional Standards Office of the Marist Brothers Province of Australia conducted by WestWood Spice.

1. Review of the Marist Brothers Province of Australia's Child Protection Policy and Additional Notes for Brothers to consider whether they are consistent with best practice in this area.
2. Review of the Marist Brothers Province of Australia's current approach to managing Brothers who have criminal convictions for child sexual abuse, or against whom allegations of child sexual abuse have been made. This would involve a consideration of how the Marist Brothers' approach operates in practice, and whether it is appropriate and effective.
3. Recommend changes to the above policies and practices or propose alternative processes that could strengthen the Marist Brothers' response to these difficult and sensitive issues.
4. An important focus of the Royal Commission has been to ensure that organisations have learnt the lessons from the past and have taken effective steps to reduce the risk of child sexual abuse now and in the future. This involves not only having appropriate written policies in place, but also having a culture that encourages suspicions or concerns about child sexual abuse to be reported and managing these reports well in practice. As part of the review of the current child protection policy, interviews to test the effectiveness of the policy as it is understood and implemented within the Marist Brothers, will be carried out. Hopefully this will provide reassurance that all the important work done around child protection in recent times has indeed "filtered down" to the areas of operations where these safeguards are most needed.

Processes to be used

The work will be approached in two stages beginning with an initial review of current policies and practices, including interviews with key people from the Professional Standards Office, in order to identify areas of particular sensitivity or concern where further investigation or review would be useful.

WestWood Spice would then meet with Br Ken McDonald, Vice Provincial, again to discuss and agree upon what further investigation is appropriate, as well as the Marist Brothers' needs in terms of a written report of their review.

The work in stage 1 will include as a minimum:

- a. a review of relevant written internal policies and procedures;
- b. interviews with members of the Marist Brothers' Professional Standards Office;
- c. a review of one or two current safety and wellbeing plans, and possibly interviews with some of the people involved in overseeing those plans;
- d. select interviews with people within the Marist Brothers who are "at the coalface" in managing child protection issues.

The review will involve between 8 and 10 days' work in total at a cost in the vicinity of \$20,000 - \$25,000. Subject to the availability of the people needed to be interviewed, it is anticipated the first stage would be completed by the end of August. The second stage and the full review should be completed by the end of the year.