

Professional Standards Workshop

Holy Spirit Seminary 30/03/16



Holy Spirit Seminary



Queensland



Aim

The aim of the training is for participants to understand the standards of behaviour that apply to them as members of the clergy and enable them to identify, prevent and respond appropriately to incidents of abuse.

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Session Objectives:

At the end of the session participants will be able to:

- 1) articulate the principles and standards of behaviours that apply to clergy in Australia as set out in sections 1 and 5 of the Integrity in Ministry code of conduct; and
- 2) explain the terms 'abuse' and 'Church Personnel' as defined in the Towards Healing protocol.



Professional Standards Office

Queensland

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Holy Spirit Seminary Qld 20160330



What are Professional Standards?

'Professional standards' are the qualities essential for the ethical and safe practice of pastoral ministry.

(Towards Healing – Definitions)

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Role of the PSO

The role of the Professional Standards Office is to assist the Catholic Church in Queensland to continuously develop and implement safe and ethical practices and respond appropriately to incidents of abuse and misconduct.

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Integrity in Ministry

(Green Book)

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Integrity in Ministry

- Implemented 2004
- Applies to clergy and religious
- Applies to lay people engaged to carry out formal ministries
- Code of conduct and guide
- Sets out expected behavioural standards
- Addresses misconduct

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Clause 8.6

Harmful Misconduct/Serious Violations

Since this document applies to all clergy and religious, bishops and religious leaders ensure that they themselves are subject to its provisions.

They submit themselves to all the principles, standards and procedures of Integrity in Ministry.



Clause 1.1 - Harassment

Safeguard:

Avoid behaviour that could reasonably be interpreted as harassment.

Harassment includes:

- physical, verbal, written or psychological abuse
- bullying
- racial and religious insults
- derogatory ethnic slurs
- unwelcome touching and inappropriate behaviour
- sexual jokes and comments
- requests for sexual favours
- display of pornographic materials

Can be a **single incident** or a **pattern of behaviour.**

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Clause 1.2 – Inclusiveness

Behavioural Standards:

- sensitive to diverse forms of spirituality
- sensitive to cultural issues
- welcome minorities
- encourage inter-church and inter-faith dialogue



Clause 1.3 – Respectful Behaviour

Behavioural Standards:

- nurture the growth and vocation of all
- respect the role and function of all
- encourage collaboration and mutual respect
- avoiding impulses to 'lord it over' others

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Clause 1.4- Physical & Emotional Boundaries

Behavioural Standards:

- be sensitive to the physical and emotional space of others
- be prudent in respect to physical contact (e.g. comforting hug)
- provide pastoral ministry in an open, visible and safe environment
- be prudent in expressing affection and in giving of gifts

Safeguard:

- do not provide pastoral ministry in the sleeping quarters/bedrooms of one's community house or of the presbytery/parish house.



Clause 1.5 - Dignity & Safety of Children/Youth

Children/Youth – under 18 years of age

Behavioural Standards:

- avoid over-familiarity or inappropriate language
- provide pastoral ministry in the presence of another adult
- never be alone in sleeping, dressing or bathing areas
- be familiar with the causes and signs of child abuse/neglect
- be familiar with the action to be taken to protect children if abuse or neglect is suspected or observed
- be familiar with the Towards Healing (abuse) procedures

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Clause 1.5 - Dignity & Safety of Children & Youth

Safeguard:

- do not stay overnight in the same room as a minor or vulnerable person
- do not administer corporal punishment
- do not supply or serve alcohol/controlled substance to a minor
- use electronic and print media responsibly



Clause 5.3 - Receiving Abuse Complaints

Behavioural Standards:

- respond promptly and seriously
- promptly inform the Church Authority
- advise the complainant of the Towards Healing process
- provide relevant contact and referral details
- act to ensure the complainant is safe from further abuse
- provide immediate assistance for independent support
- support others who have been affected by abuse

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Clause 5.3 - Receiving Abuse Complaints

Legal Compliance

Comply with mandatory reporting and other relevant civil legislation.

Ensure that the proper processes of law are not interfered with, nor hindered.

Clergy and religious are required to alert Church authorities in accordance with section 5.3.

(e.g. Reporting Child Abuse – Non-State Schools)



Clause 4.6 - Keeping Records

Behavioural Standards:

- keeping an accurate diary
- retaining written/electronic diaries
- keep a record of significant phone calls/other communications
- **make and retain confidential notes of events in the course of a pastoral relationship that provoke concern (record the date, time and matter of concern)**
- collating, maintaining and disposing of personal and sensitive information in accordance with the National Privacy Principles
- **confidential records may need to be retained if they provide evidence of maintaining appropriate boundaries and relationships**
- **store all records securely**

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Scenario Discussions

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Towards Healing

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Towards Healing – Key Principles

- **Any attempt to sexualise a pastoral relationship is a breach of trust, an abuse of authority and **professional misconduct**. (clause 1)**
- **Any form of sexual behaviour with a **child or young person**, is **always sexual abuse**. It is both immoral and **criminal**. (clause 3)**



Applies to 'Church Personnel' including:

- Cleric
 - Religious
 - Employee of a Church body employee
 - Volunteer for a Church body
 - **who work with children or young people (under 18yrs)**
- OR**
- **who Engage in other forms of pastoral care**

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Definition of 'Abuse':

- **Sexual assault** of another person (child or adult)
- **Sexual harassment** of another person (child or adult)
- **Any conduct of a sexual nature** with another person (child or adult) which is inconsistent with the integrity of the pastoral relationship
- **Intentional act** on a child or young person (under 18yrs) **causing significant physical injury**
- **Other behaviour** towards a child or young person (under 18yrs) **causing serious physical pain or mental anguish** (without legitimate disciplinary purpose)



Definition of 'Pastoral Relationship':

When a person has responsibility for:

- **the wellbeing of another; or**
- **a faith community**

Includes:

- spiritual advice and support
- education
- counselling
- medical care
- assistance in times of need
- supervision or education of children or young people

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Receiving & Referring Abuse Complaints (clause 36.4)

- If a **Church Authority** receives a complaint directly, the complaint should be **referred to the Director of Professional Standards** to manage the process of responding to the complaint.
- In the event that a **complaint is received by one Church Authority that ought to be dealt with by another**, the complaint should be **referred to the Director of Professional Standards** to make the appropriate linkages.

**** IF IN DOUBT – REFER TO PSO****



Scenario Discussions

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