

Our Reference: ARM:MK:1931034  
Your Reference:

30 April 2014

The Hutchins School.  
St Michael's Collegiate School  
Launceston Church Grammar School

Email to:

REDACTED

Dear Headmaster & Principals,

### **Royal Commission**

Please find **attached** the policy for dealing with complaints received by adults and the procedures document as amended. Also **attached** are the Diocesan Scheme Guidelines.

I have made mainly editorial amendments in line with our last discussion regarding these documents. I have expanded the section in the policy document dealing with support, particularly to deal with the issue of reporting to police and the provision of counselling.

I have also added a new definition of Complainant and clarified that the maximum payment of assistance as set out in Clause 14 includes payments of counselling already provided by the School.

Apart from editorial changes in the Procedures document the only significant change is to add a new Clause 11 noting the Principal or Headmaster will keep the Complainant informed as to the progress of the investigation and the determination of the School Board.

The Royal Commission has recently issued an Issues Paper (see **attached**) requesting submissions on "Redress Schemes" essentially compensation scheme similar to the PSAS. The General Synod Royal Commission working group will prepare a submission on behalf of the Anglican Church which I anticipate will generally support the various assistance schemes around Australia.

One issue which has arisen in the hearings to date at the Royal Commission is the Commission's focus on limits of compensation in the various schemes around Australia and the different amounts

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which are offered. The Tasmanian Diocesan Scheme was essentially based on what the Diocese could afford at the time, namely \$60,000.00 per complainant. A number of Dioceses have recently increased the limit of their schemes. Sydney has lifted its limit from \$75,000.00 to \$100,000.00. The scheme in Perth is currently at \$80,000.00. Several Dioceses including Adelaide do not have any limits on their schemes. It is clear from the Royal Commission's questioning of several witnesses that they would prefer uncapped schemes which were similar to awards of damages awarded by courts. It will be interesting to see how this issue plays out as the hearings progress.

I raise this issue with you so that you are aware of the current debate. If our Tasmanian Diocese makes any changes to its scheme you will of course be advised.

I apologise for the delay in finalising this policy. If you have any queries please do not hesitate to contact me.

Yours faithfully

**M+K dobson mitchell allport**

AUDREY MILLS

Principal

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